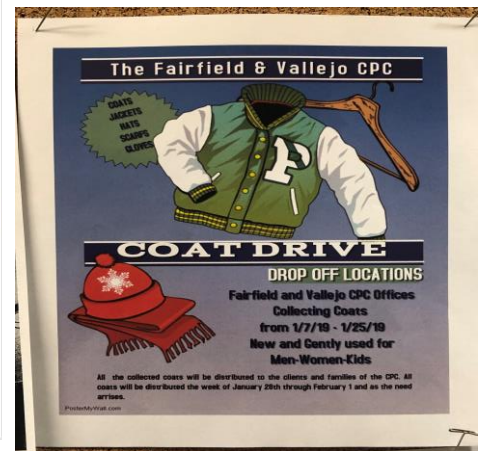


2019: A YEAR OF ENGAGEMENT

“WE ARE WHAT WE REPEATEDLY DO. EXCELLENCE THEN, IS NOT AN ACT, BUT A HABIT.” - ARISTOTLE



President's Message

2019 is a brand new year to make positive things happen. To accomplish goals you told yourself you would do in 2018. To buy that fast hot-red car. To climb Mount Everest. To get out of your comfort zone and join a social club. 2019 is also a brand new year to take a leap, to get involved, and use

your talents for the betterment of our Association. 2019 shall be a year of being ENGAGED.

Let's continue with the spirit all of you contributed in making the end of 2018 a success for the Department. The Probation Angel Tree Program gave out over 70 gifts to children in Solano County, the Adult Placement/Offender

Link Unit had another record month of collecting fines/fees/restitution, and praise to the group counselor staff for taking it all in with stride, the new programming being rolled out at the Juvenile Detention Facility.

How will you be ENGAGED this year?

-Joe Martinez, SPPOA President



WINTER CHALLENGE ACADEMY PIANO RECITAL 2018

A special shout out goes to our teammates at the Juvenile Detention Facility for organizing a harmonious event filled with beautiful music, family, community support, and positive spirit. Outstanding job JDF!

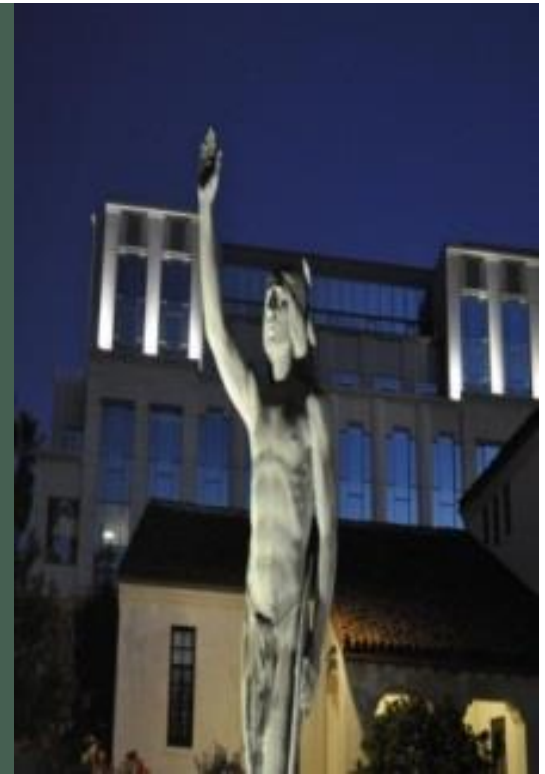
SPPOA Updates

Monthly Joint Labor Management (JLM) notes.

1. Probation Field Division: For improved health and wellness, the Association has requested that a couple work stations be opened on a shared-basis with ergonomical stand up desks. Management is in agreement and will move forward with the proposal.
2. Probation Field Division: With the recent adult division policy revisions and the rolling out of the new evaluation, the Association has stressed that during the pilot period of the new evaluation process, it be focused on supervisors being efficiently trained and line staff being supported.
3. Juvenile Detention Facility: The Association is meeting with management in January 2019 to discuss improving safety and security for our staff.

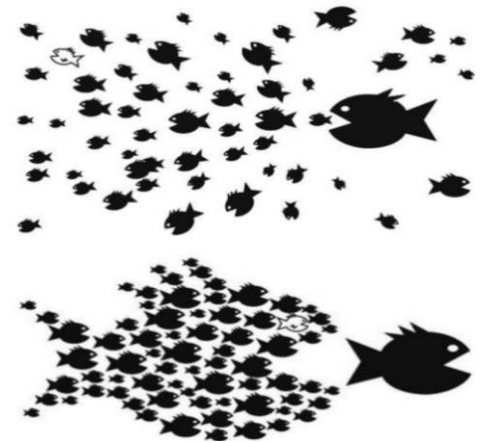
SCOPO updates

1. State Coalition of Probation Organizations Legislative Day at the State Capitol is set for Wednesday, March 27, 2019. More details to come.



Collective (adjective):

1. Denoting a number of persons or things considered as one group or a whole // *flock is a collective word*
2. Involving all members of a group as distinct from its individuals // *a collective action*
3. Marked by similarity among or with the members of a group // *the collective interests of the town*. *Source: merriam-webster.com



Collective bargaining (noun):

The process through which a labor union and an employer negotiate the scope of the employment relationship. Typically, the agreement establishes wages, hours, promotions, benefits, and other employment terms as well as procedures for handling disputes arising under it.

*Source: legal-dictionary.thefreedictionary.com/

WE NEED MEMBERS IN THE SPPOA ACTIVITIES COMMITTEE!!!!



DO YOU LIKE PLANNING EVENTS AND GATHERINGS....THE SPPOA NEEDS NEW FACES TO BRING ON FRESH IDEAS TO STRENGTHEN OUR BOND. PLEASE CONTACT JONI HAZEN THAT YOU WANT TO BE PART OF THE TEAM.

EMAIL: JHAZEN@ATT.NET

