

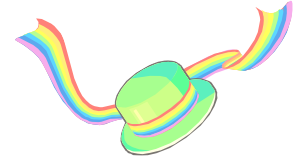


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(NOTES AND QUOTES)

LOS ANGELES COUNTY COURT REPORTERS
ASSOCIATION E-MAIL NEWSLETTER

MARCH 2012



AN IMPORTANT SURVEY IS COMING YOUR WAY

You will soon receive in the LACCRA snail mail an SEIU court employee survey. We request you take the time to fill it out and return it promptly. **It should be fax'd to the LACCRA office —213.974.4641 — or sent through Court Messenger and received by no later than March 31.** The earlier the better, however — we will need to compile all the data — so as soon as you finish it, please return it to us.



The survey concerns our statewide SEIU budget campaign. As you know, we are supporting passage of Assembly Bill 1208. There are several hearings coming up in the legislature dealing with CCMS and the AOC's contracting practices. We need more information that only you have regarding your working conditions. You are on the front lines in the courtrooms and various courthouses. This survey might take a little time to complete because we're asking for detailed information. But we urge you to fill it out as completely as possible. Only armed with the information you provide can we continue to effectively push to help stabilize trial court funding. We look forward to hearing from you!

LACCRA SEMINAR Margie Wakeman-Wells Saturday, March 31

8:30 am — 12:30 pm
SEIU Local 721 Auditorium
Please return your check and form to register to the LACCRA office no later than March 19 to ensure your spot. **No exceptions. The Cont'g Ed Fund is depleted, so there's no reimbursement. You may use this as a tax write-off.**

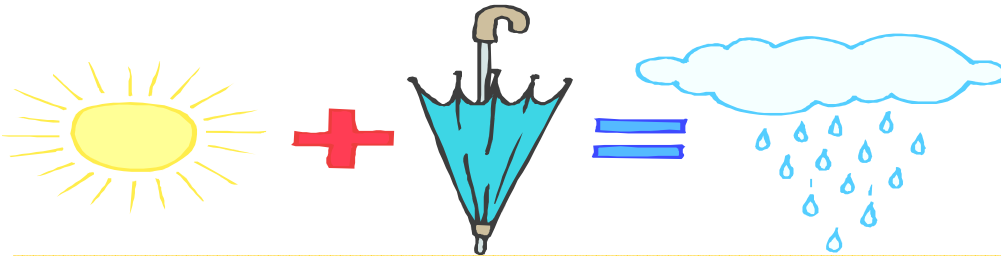
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Welcome to Edition 7.8
LACCRA's E-mail Monthly
SEIU 721 and
LACCRA news



*Whatcha wanna know —
perky, quirky and timely*

Arnella Sims, Managing Editor
Julie Granger, President
Bobbi Newlander, Editor Emeritus



St. Patrick's Day - March 17



Spring - March 20



Cesar Chavez Holiday - March 30



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Los Angeles, CA 90012
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USELESS TRIVIA

Ebulliophobia — fear of bubbles

From the US Census:

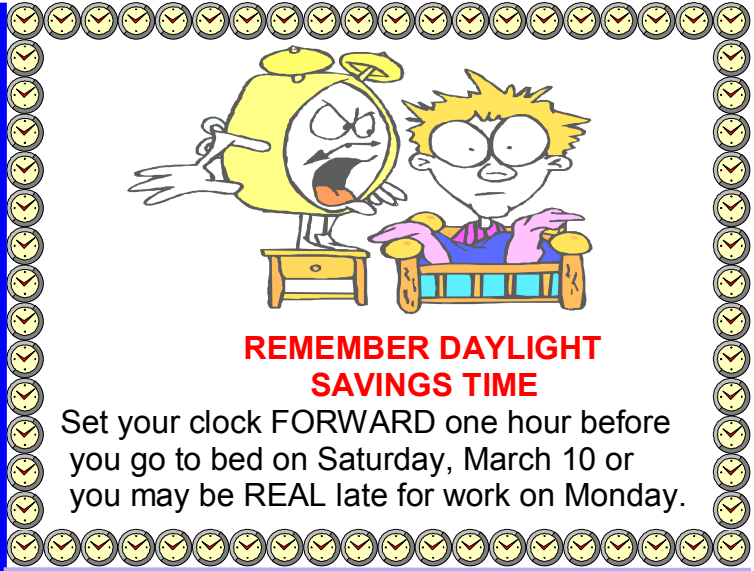
Number of Americans age 90 and older in 1980 — 720,000

Number in 2010 — 1.9 million

Projected number in 2050 — 9 million

“You can live to be a hundred if you give up all the things that make you want to live to be a hundred.”

~~ Woody Allen



REMEMBER DAYLIGHT SAVINGS TIME

Set your clock FORWARD one hour before you go to bed on Saturday, March 10 or you may be REAL late for work on Monday.



Linda Mascorro, LASC employee and member of the Legal Processing Unit, said the following after she volunteered for a previous food bank:



“I volunteered and spent the day helping because we care about what happens to children and families, not just in our jobs but in our personal lives too.”

Join your fellow SEIU 721 members and others who care about community health for the Fighting Hunger and Feeding Hope Food Bank. Volunteers are needed. Also, many high school students will participate with their parents or other relatives who are 721 members in order to earn their mandatory community service hours, so bring your kids too. The more hands, the faster the food can be distributed.

Volunteers must be at the park at 6 am and may work out details re how long their shift will last. (Whatever time you can donate is greatly appreciated.) For more information and to volunteer, please call one of the following Local 721 members. Be sure to provide your name, cell phone number and personal email address to one of the following 721 members who are coordinating the effort:

- Simboa Wright at 323) 595-7307
- David Nieto at 424) 239-9635
- Raymond Campoy III at 562) 299-3503
- Harold Sterker at 213) 248-1159.



DID YOU KNOW . . .

Eliminate those pesky phone solicitations you hate that always come in when you're busy. That's on any phone, including your cell. You don't need them eating up your minutes. The government has put new additional restrictions on phone solicitations.

For more info and to register any phone number(s), just go to www.donotcall.gov.



Fighting Hunger and Feeding Hope Food Bank



Saturday, March 24
10 am—5 pm

Ted Watkins Memorial Park
1335 East 103rd Street
Los Angeles, CA 90002

(The food bank will provide food to the local community and to Local 721 members. If you know someone who wants to receive food at the food bank, please contact Harold Sterker regarding the requirements.)





BREAKING NEWS!



On Thursday, March 1, 2012, LACCRA representatives were informed by management that the Los Angeles Superior Court judges' Executive Committee voted on February 29 to approve the court budget that goes into effect on July 1, 2012. As a result of a \$48 million budget deficit, the court has to make \$30 million of cuts in personnel. At present, 80% of the budget is personnel costs, so this cut is substantial. Specific to court reporters, the cut will be \$10.2 million. Layoffs will occur in June 2012, and no additional layoffs are currently contemplated until June 2015.

The following Monday, March 5, a memorandum was sent through GroupWise from the court's Presiding Judge and Executive Officer to all employees. This memo outlined additional aspects of the budget plan regarding court reporters as follows:

*\$10.2 million in annual savings from reduced use of Court Reporters. While **details have yet to be finalized**, the plan would likely involve the elimination of more than 60 Court Reporter positions and the conversion of another similar number of full-time positions to part-time. Court-employed Court Reporters would no longer be available for civil trials; they would be available for civil law-and-motion calendars on a part-time basis, and they would be available in family law courts.*

Altogether it is anticipated that more than 350 Court staff and more than 50 courtrooms will be directly impacted by these reductions.

Preliminary discussions began with court management on Monday, March 5 where LACCRA's committee asked a thorough list of questions that have been asked by you, the members, as well as a list developed by LACCRA board members regarding the operational aspects of the plan. At this time there are lots of questions and very few answers. That is because **there are many things that must take place before any layoffs occur**. This includes a meet and confer process with the employee unions regarding the impact of the layoffs. That process should begin by next week. This could result in operational changes to the court's plan.

The judges have voted to conduct court business as stated. Management will have to figure out how to implement the operational plan. This will take some time, as there are many details to be decided, as you can imagine. We strongly encourage members to continue to submit questions to a LACCRA representative or to the LACCRA office so we can ensure we cover all bases (213.974.6468 or laccra@gmail.com). You may also call Arnella Sims at 213.974.6468, VM 1571, or email the LACCRA office and Arnella will answer the email so that any inquiries that include personal matters will be kept confidential.

It's preferred that you communicate in writing so all questions are documented and so we can keep the need for return phone calls to a minimum during this busy time. There are no dumb questions. Please ask so we can provide accurate answers. This will help stop rumors as well.

There are two situations we can provide some information on at this time. First, the job share reporters are concerned about when they will have to make the decision to return to full-time 'A' status pursuant to our MOU. Management has assured us the job share reporters will be given plenty of notice as to the date when that decision must be made.

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BREAKING NEWS! (continued)

Layoffs are conducted by way of a ranking list. Utilization of a ranking list is not a change from past procedures. That list will take a while to create (as long as two months). Human Resources must personally present each of the approximately 5,000 employees of the court (from all of management down to the last person hired in every classification) with a document that states their hire date as a full-time employee and calculates time related to their service with the court. **You've now received this document and must return it on March 23 by noon.** Disputes must then be resolved by Human Resources. If you question a date on the form, make sure to note that. Keep a copy for yourself. **Once that's done, only then is a ranking list created by seniority for layoff and part-time conversions.** The layoff policy that's been negotiated with the employee unions must be followed. **Old seniority lists or ranking lists are obsolete. Many changes in personnel have happened since they were originally generated.** There is no "year" that is a cut-off for the layoffs; everything is done by individual per the ranking list and the ultimate number of layoffs/conversions corresponding to the budget amounts. Those exact numbers are not set yet.

This all applies to your job, not your assignment. We have no answers yet about future assignments. But if you're a person who was considering retiring soon, right now might be the time to visit LACERA and your personal financial adviser regarding your situation. Those who retire by this March 31st will receive the COLA increase to their retirement effective April 1, which is an advantage. Management has indicated that any retirements between now and June will help cut down the number of layoffs and/or the number of part-time positions. We just pass this on to you so the opportunity is not lost. **LACERA is holding a retirement workshop on Saturday, March 24, 9-12 at the public library in Montebello, 1550 W. Beverly Blvd. Call LACERA at 1.800.786.6464 for further information and to RSVP.**

Lastly, and equally important, we continue to organize for our fight to win passage of Assembly Bill 1208 which will create funding stability by stopping the AOC and Judicial Council from removing money from the Trial Court Trust Fund to use for other purposes like CCMS (the computer program that doesn't work.)

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Have you joined CCRA?

It costs only pennies a day, but it's worth a lifetime of professional job protection. CCRA is currently working on a legislative package that will bring additional funding for civil proceedings. They are also supporting Assembly Bill 1208 which would help stabilize trial court funding. Are there two more important things to be doing right now? We don't think so! So, now's the time to make sure you're doing your part to help save our profession and our jobs.

LACCRA members receive a discount. To apply, go to www.cal-ccra.org and fill out the form. Make sure to check the box that you're a LACCRA member.

Let's support the association that's working so hard for all of us. And mark your calendar for the CCRA convention October 6-8 at the Miramonte Resort and Spa in Indian Wells (near Palm Springs).

Helpful hint: Mark your charger or other item with a sticker or some nail polish; use your name or initials. This will help avoid accidental removal of your personal property. Please make sure you don't pack up another reporter's charger, other cord, log or anything else when floating into a courtroom.



Friendly reminder:

Always make sure your courtroom has several pads of steno paper available. Not everyone uses a paperless machine and problems are caused and proceedings delayed when a reporter has to go search for steno paper because your courtroom is not stocked. Don't forget to archive your notes on time.

A must do: Always fill out the trial log and keep a copy for yourself. It makes putting together an appeal so much easier for all involved if we communicate.

BREAKING NEWS! (continued)

It's very important that while we start to deal with all the things that will lead to layoffs that we do all we can to see that AB 1208, the CCRA-sponsored bills, and to governor's tax initiative all pass or there will likely be even more cuts. We may not be able to stop the layoffs from happening, but we will be a long way toward reversing them. So please open that union envelope you set aside and return the form you recently received in the mail. You will also soon receive a survey document that is important for this effort, along with a flyer from the union. Return it by March 31. **Open all LACCRA or SEIU 721 envelopes/emails promptly.**

We know how difficult all this is and how frustrating the "not knowing" is as well. Please know that we are doing all we can to create an atmosphere that allows as much concrete information to get to you as soon as is possible, given the legal and structural constraints that management has to deal with.

We'll keep you posted on everything throughout this process in a factual manner. **It's not helpful to start or spread rumors.** There are many swirling around. Please rely on your LACCRA Board and Executive Director for the facts. We promise to give you the facts as they are developed, but management's planning is greatly in flux and there may not be concrete answers for some time. Just drop us an email at laccra@gmail.com — we'll get back to you as soon as possible with an answer and/or we'll add your question to our list if it hasn't already been asked by someone else.

So, even though bad news is upon us, we cannot be distracted from the efforts to bring about a better outcome. **We ask that you promptly do what we ask you to do** (return the survey, don't listen to rumors, attend meetings at noon or on a Saturday, make phone calls to legislators, etc.) as we move forward in our legislative efforts. We must deal with the bad while also working to make things better. Watch for further meeting announcements coming soon. Please do not listen to rumors or spread them. If you have questions, please contact a Board member or Arnella Sims. We may not have all the answers, but we will find out the information.

Again, there will be meetings held in the near future. We ask that you **make sure your reporter friends** — and especially the reporter who works in the courtrooms on either side of yours — **are all checking their email, their mail and their court voicemail.** Branch Reps, you're important to this effort. Everyone needs the same information and not rely on speculation or "educated" guesses as to what will happen. We'll know



the facts and, as always, will continue to advise you every step of the way. We will provide more details as they are developed.

This is a very upsetting time for all of us. Your LACCRA Board is sensitive to this fact and we will work diligently with Management to develop a plan that is most advantageous to all our members. Injury to one is an injury to all. The SEIU court family — the Court Reporters, the Legal Processing Unit employees, and the Supervisory Unit — will all be impacted, and we must work together. Change is not easy, but we must get through this together.

Remember . . . Stronger Together!



LAST WORDS

We have this month a new section called **LAST WORDS**. It will be something different each month — a recipe, a top ten list, or any other fun things we come across. We also welcome your submissions.

SEIU Local 721 and the two healthcare plans negotiate rates partially based on the health of our members. Both plans have classes, activities and some free stuff — all designed to promote wellness and help keep healthcare costs down. Of course, a little chocolate never hurts, so we start off this month with a recipe submitted by GAYE LIMON that's not exactly low in calories but it's delish! Happy eating!

OREO BALLS

Ingredients

- 1 (16 ounce) package Oreo cookies, crushed
- 1 (8 ounce) package cream cheese, softened
- 1 (24 ounce) package white chocolate almond bark
- 1 (24 ounce) package chocolate almond bark
- Toothpicks
- Wax paper

Directions

1. Using a blender or hand-held mixer, mix Oreos and cream cheese together
2. Roll into walnut size balls.
3. Chill for an hour.
4. Melt approximately 3/4 package of white chocolate almond bark.
5. Stick a toothpick in an Oreo ball and dip it in the melted white chocolate almond bark. Dip each Oreo ball individually.
6. Allow to harden on wax paper. (Takes about 15 minutes.)
7. While waiting, melt about 1/4 package of chocolate almond bark. When Oreo balls are no longer sticky to the touch, decorate with drizzles of chocolate almond bark and white chocolate almond bark. (TIP: Use a sandwich bag with a tiny hole cut in one corner to drizzle the bark.)

