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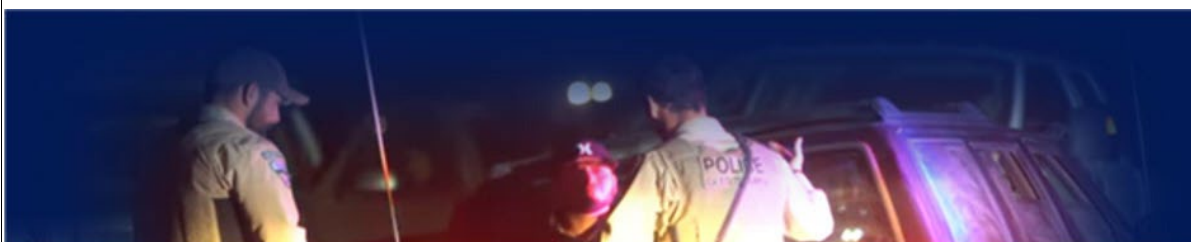
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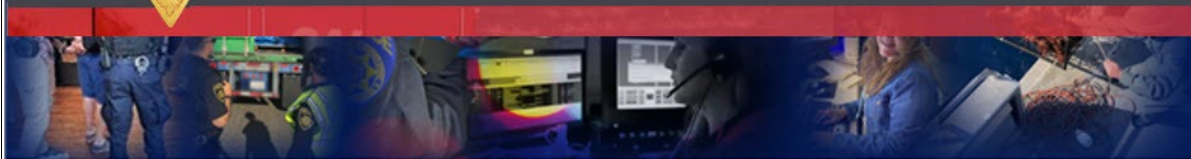
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California Statewide
LAW ENFORCEMENT ASSOCIATION

ALERT



March 14, 2025

By Alan Barcelona
CSLEA President



Hello CSLEA members:

Governor's Executive Order

Yesterday, on March 13, 2025, CalHR clarified the exceptions to Governor Gavin Newsom's executive order that requires (with some exceptions) that State employees report to in- person work four days per week effective July 1, 2025. Following the executive order, CSLEA updated membership with this article on CSLEA.com: [Governor Issues Executive Order Requiring State Employees to Report to In-Person Work 4 Days Per Week Effective July 1, 2025.](#)

Now that CalHR has clarified the exceptions to the governor's executive order, we have an updated article below: [CalHR Issues Statewide Guidance on Governor's In-Person Work Mandate.](#) You can also find this article at CSLEA.com.

CSLEA's March Site Representation Classes

I want to thank the 35 CSLEA members who participated in our site representation classes held over Zoom on February 18th and 20th. This was an opportunity to learn more about CSLEA, its functions, the grievance process, who to contact when, and how workplace issues are addressed and resolved. All 35 have started the process to become site representatives when appointed by their affiliate presidents. Our site representatives are our eyes and ears in identifying workplace issues and bringing them to our attention. They are extremely helpful to us and our members.

Behind the Scenes

Occasionally, I like to share with our members, as a reminder, the work CSLEA does throughout the year, because it often tends to be "behind the scenes." Our five attorneys are always in communication with departments in which our members work, labor relations officers, and with those in attendance at Joint Labor Management meetings. Our attorneys are also involved in IAs, settlement conferences and SPB hearings. They stay in communication with our affiliate presidents and address items that members are seeking assistance with including allowances, reimbursements, time-off, department policies, etc.

In addition, I continue to meet with legislators and members of the administration to build the rapport and working relationships that contribute to the strength of our union. As a PORAC director, I also attend PORAC executive board meetings, and as a POST commissioner, I attend POST hearings and meetings.

Looking Ahead

Our next CSLEA Board of Directors meeting will be held before the end of June. This is a time in which our directors receive reports from our legal division, political and legislative advocates and staff.

As I mentioned last month, we are planning a general membership conference October 24-25, 2025 in Reno, Nevada. While details for this are still being worked out, we want to let our members who might be interested in attending, to save those dates. We look forward to seeing those in attendance. We will email our members more information as it becomes available.

Scholarships

While CSLEA has not yet announced a scholarship program this year, some of our CSLEA affiliates are planning on, or have, offered scholarship opportunities. We thank them for investing in the future of our members' children as they pursue higher education.

Also, CLEA (not to be confused with CSLEA) is offering a scholarship for children of CLEA plan participants. You can find more information about this, [here](#). The application deadline is April 30, 2025.

Thank You

We thank you for supporting CSLEA and its affiliates. Supporting your union is not only supporting your rights as an employee, but also your safety, your retirement security, improvements to benefits and salaries, as well as the strength and betterment of the working and middle class. CSLEA works for you. Please don't hesitate to contact us, we are here for you. If you are joining in on any St. Patrick's Day celebrations, please be responsible and safe.

LEGISLATIVE UPDATE

By Shane LaVigne

LaVigne Strategies

Legislative Update: Budget Battles and Public Safety Front and Center

The California State Legislature is in high gear, with over 2,300 bills introduced this session. The mood in the Capitol is tense as lawmakers grapple with a rumored budget deficit and seek emergency relief from Washington in response to the devastating Los Angeles fires—forcing tough decisions about where and how to allocate limited resources. Funding remains a significant challenge, particularly for Proposition 36, which currently has no money allocated in the state budget to address incarceration or rehabilitation efforts tied to its passage.



At the same time, CSLEA is hard at work reviewing all of the bills introduced this session and taking official positions to protect and advance the interests of our members. In budget subcommittee hearings, CSLEA has also been actively advocating against the sweeping of vacant positions within our departments. These positions are critical to maintaining public safety services across the state, and eliminating them would only deepen existing staffing shortages. As the budget process moves forward, CSLEA remains committed to protecting our members' jobs and ensuring public safety remains a top priority for lawmakers.

CSLEA WORKING FOR YOU

CalHR Issues Statewide Guidance on Governor's In-Person Work Mandate

Analysis for Exceptions Must be done on a Case-by-Case Basis

On March 13, 2025, CalHR issued a policy memorandum to all Agency Secretaries and Department Heads as required by the Governor's Executive Order mandating employees convert to four (4) in-person work days each week effective July 1, 2025. The memo advises that each agency/department is required to conduct an analysis on a case-by-case basis to determine whether the circumstances support an exception to the in-person rule.

Some of the specific exceptions identified by CalHR are the following: (1) reasonable accommodation for disabilities as defined by State and federal law; and, (2) employees whose work requires it be performed and is specified in a telework agreement that it be performed at an alternate location such as telehealth providers, inspectors and



investigators; (3) employees who reside at a location that is 50 miles or more from their headquarters and duty station and had a telework agreement in place prior to March 3, 2025 (until such position becomes vacant).

The memo further clarified that "in person work" is not the same as "in office work" and "working in the field" would also meet the definition of in-person non-telework.

Unit 7 employees are advised to work in good faith with their supervisors to arrive at a mutually agreeable work schedule that meets the needs of State service and provides for the greatest productivity including the avoidance of unnecessary commute time. Should Unit 7 employees encounter difficulties in working through the assessment process, they are encouraged to contact CSLEA for assistance.

A copy of the policy memo may be accessed [here](#).

Governor Issues Executive Order Requiring State Employees to Report to In-Person Work 4 Days Per Week Effective July 1, 2025

Exceptions to be Clarified by CalHR Policy by March 13, 2025



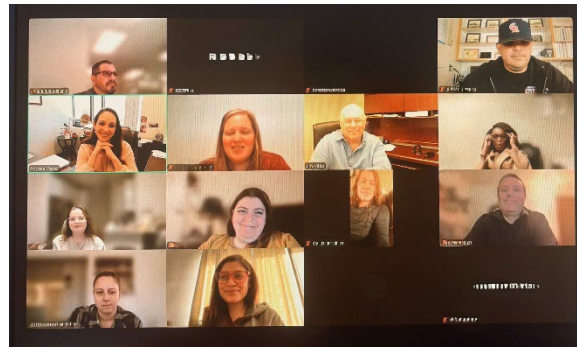
On March 3, 2025, Governor Gavin Newsom issued an Executive Order (EO) requiring, with some exceptions, that State employees report to in person work four (4) days per week effective July 1, 2025. The EO also

directs CalHR to issue policy clarifying the exceptions to the in-person rule no later than March 13, 2025. The additional in-person days are an expansion upon the order issued in April 2024, which required two (2) in person days per work week.

[Read More](#)

Thirty-Four CSLEA Members Attend February Basic Site Representation Training Class

SACRAMENTO – On February 18 and 20, 2025, the California Statewide Law Enforcement Association (CSLEA) held a Basic Site Representation Training Class via videoconference in which 34 CSLEA members learned more about their union, their rights and how to take a more active role with supervisors in their workplace.



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CSLEA and COLRE Representatives Visit LREs in Ventura and Arleta

On March 7, 2025, representatives from the California Statewide Law Enforcement Association (CSLEA) and the California Organization of Licensing Registration Examiners (COLRE) met with licensing registration examiners (LREs) at Department of Motor Vehicles (DMV) offices in Ventura and Arleta to discuss concerns voiced by COLRE members who work there.

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IN THE SPOTLIGHT



CSLEA / CACI Member and CDI Detective Jennifer Lopez Returns to Alma Mater for Career Day at St. Lucy's Priory High School

GLENDORA - On March 7, 2025, California Department of Insurance (CDI) Detective Jennifer Lopez from CDI's Inland Empire Regional Office was invited by her alma mater, St. Lucy's Priory High School, to speak during career day.

St. Lucy's is a private, Catholic, all-girls high school in Glendora. Speakers were invited to talk about their career path, any obstacles faced as a woman in their chosen careers and how they overcame those obstacles.

Detective Lopez highlighted the benefits of working for the California Department of Insurance, Enforcement Branch, while providing the students with a realistic view of being a woman in law enforcement. She stressed the importance of preparing for the academy, both mentally and physically. Detective Lopez discussed the importance of professionalism and integrity, and the significant impact of mentorship, when women support other women in their careers.



"This makes us very proud," said CSLEA President Alan Barcelona. "It is truly inspiring when someone has achieved their dreams and chooses to go back along the path they've taken to assist, guide, and encourage others. Thank you, Detective Lopez, for your inspiration and paying it forward."



California Statewide Law Enforcement Association - CSLEA

March 4 at 11:32 AM · 🌐



California State Lifeguards

March 4 at 11:01 AM · 🌐

#repost @sczstatelifeguards @slvsteve

The California State Swift Water Rescue Team had the opportunity to train in the San Lorenzo River in order to prepare fo... See more

PORAC Monthly News Magazine

March 2025

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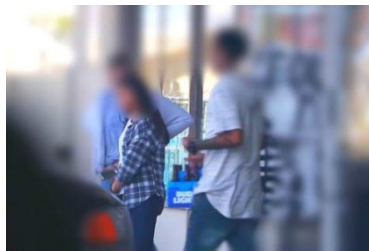
NEWS FEED



12-hour Operation Results in Hiker Rescued in State Park

"We are grateful that the hiker was located and rescued, and that no law enforcement or search and rescue..."

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ABC Agents and Emeryville PD Arrest One for Furnishing Alcohol to a...

"Furnishing alcohol for someone under 21 is not a harmless act. It is against the law and could lead to harmful situatio..."

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Four Arrested in Connection with Sacramento-Area Brothel...

"A team of law enforcement professionals from various State agencies worked together with their..."

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Roseville Man Charged for Running an Illegal Assault Weapon Manufacturing...

Attorney general praises work of DOJ field representatives and special agents
"It is important that we recognize the..."

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Amity In-Home Care Services Cited for Improperly Misclassifying...

"A caregiver's job is not an easy one. Hurting these hardworking individuals by misclassifying their positions and..."

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DSS Investigators Working with Watsonville PD in Sex Abuse Investigation

"The health and safety of our children at daycare facilities is of great importance. We must protect our youngest citizens..."

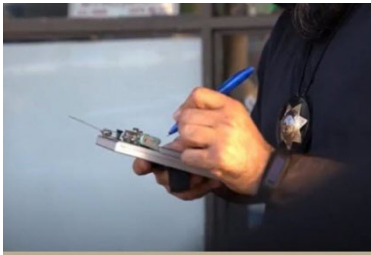
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ABC and SJPD Cite Three Clerks for Selling Alcohol to Minors

"At each of the three retail locations that ABC agents and San Jose Police officers conducted their minor decoy..."

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Four Cited for Selling or Furnishing Alcohol to a Minor in Menifee

"Two simple things that can save lives, a clerk asking 'may I see your ID' and anyone approached by someone under..."

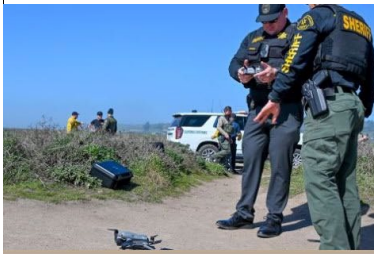
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Airline Passengers' Talk of Criminal Wildlife Activity Leads to Prosecution

A CDFW investigation "CDFW officers work to protect our environment, and fish and wildlife. Through a casual..."

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State Park Emergency Responders Assist with Search at Wilder Ranch

SANTA CRUZ COUNTY – On February 25, 2025 at approximately 10:30 a.m., emergency personnel responded to...

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California ABC Agents and Camarillo PD Cite Clerks for Selling Alcohol to...

CAMARILLO – Agents from the California Department of Alcoholic Beverage Control (ABC) and the...

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ABC and Nevada County Sheriff's Office Cite Five Clerks for Selling Alcohol...

“One clerk allowing the sale of alcohol to a minor is one clerk too many. We can’t stress enough the importance of...

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Man Pleads Guilty to Distributing Fentanyl that Caused Two Fatal...

California Department of Health Care Services is part of the Overdose Response Team “The investigation,...

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Three Clerks Cited in Kings County for Selling Alcohol to Someone Under 21

“Kudos to those clerks who are vigilant about checking IDs of younger customers to ensure that alcohol is not...

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Investigation Uncovers Illegal Petroleum Discharge into Grimes Canyon Creek

“Our environment and natural resources in California are protected by many laws so that we may continue to...

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Bonita Drug Dealer Sentenced for Supplying Fentanyl that Resulted in...

"Fentanyl takes lives and leaves families struggling with grief for years to come. It is important that we hold accountabl...

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One Arrested and Two Cited in Eureka for Furnishing Alcohol to...

"Adults who purchase alcohol for someone under 21 are not doing anyone any favors. It's against the law and ca...

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1988 Homicide Victim in Plumas County Identified

"The long arm of the law stretches even farther now thanks to advances in forensic science and the work of...

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California DSS and Kern County DA's Office Conduct Sting Targeting...

"Kudos to the law enforcement officers who are working to protect against EBT fraud and the use of skimming devices...

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DCC Targets Illegal Dispensaries and Cultivation in Three...

"Law enforcement officers at DCC have their work cut out for them as they target illegal operations that threaten...

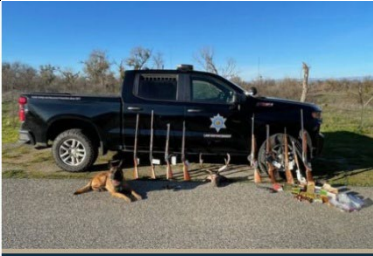
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California DOJ Criminalists Assist with Butte County Officer-Involved Shooting...

"California DOJ criminalists are called upon, sometimes in the middle of the night, to assist with crime scenes and...

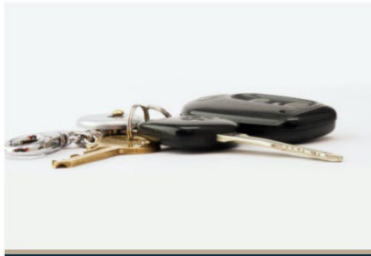
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Two Arrested in CDFW Poaching Investigation

Eleven firearms seized "CDFW's tipline is an easy way for citizens to report suspected violations. CDFW does a grea...

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Mendocino County Jury Convicts DUI Driver

California Department of Justice forensic crime lab assisted with evidence UKIAH- On March 4, 2025, a Mendocino County...

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Suspect Charged in Illegal Petroleum Dumping Case in Stockton

"We are grateful to the CDFW personnel who responded to the reports of released petroleum product, to the citizens who...

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Bidwell Mansion Arsonist Sentenced to 11 Years in State Prison

"We appreciate the efforts of State Parks rangers, State fire marshals, CALFIRE, and all the local law enforcement and fir...

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Six-Month Investigation Leads to Arrests in Atascadero

California ABC agents assisted Atascadero Police Department "California ABC agents work with local law...

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Eureka Man Arrested for Attempted Murder

CDFW wardens assist with search for suspect "It's important that law enforcement officers nearest to a scene...

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14 Million Lethal Doses of Fentanyl in Los Angeles Seized, Three Traffickers...

"Excellent work by California DOJ special agents, Downey Police officers and the LA County District Attorney's Office. W...

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San Jose Body Shop Owner Charged with Insurance Fraud in Undercover...

"Insurance fraud costs all of us money in the form of higher premiums. This can add hundreds of dollars to what we pay...

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California DOJ Releases 2024 Armed and Prohibited Persons System...

Special agents seized 1,520 firearms through the APPS program, including 39 ghost guns "We are proud of California...

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CSLEA LEGAL

Our Legal Team

We employ a staff of five attorneys. Our mission is to defend Unit 7 members in disciplinary proceedings and to enforce the collective bargaining agreement between CSLEA and the State of California.

[Meet the Team](#)



The CSLEA Legal Division

Each member of the CSLEA Legal staff has been designated as a principle point of contact for job classifications and representation issues. Email contactus@cslea.com to learn who your individual point of contact is. If your contact is unavailable, any of our available attorneys can assist you

[To learn more about CSLEA's Legal Division](#)

KNOW YOUR RIGHTS VIDEOS

Holiday Pay Featuring CSLEA Supervising Legal Counsel Dave De La Riva

THE CSLEA ELECTRONIC MEMBERSHIP GUIDE



CSLEA SPONSORSHIP PROGRAM



CSLEA

MY UNION! MY CHOICE!



The CSLEA Special Enhanced Sponsorship Program

CSLEA's Limited Time Offer - Special Enhanced Sponsorship Program could very well put a smile on your face and money in your pocket! For our members who understand the importance of union membership, in protecting pensions, bargaining power and career insurance - keep talking, keep sponsoring, because the benefit of signing up members has increased substantially. If you've never sponsored a new member but want to know how, keep reading! **Earn \$100 for each new member you sponsor.**

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ADDITIONAL CSLEA INFO



CSLEA's Exclusive Member Discounts Program has an app:

AENITY PERKS

Haven't enrolled in the program yet? Check it out, [here](#).



CSLEA Foundation
Consumer Protection &
Public Safety

[To Learn More](#)



CSLEA Exclusive Member
Discounts Program

[To Learn More](#)



CSLEA is a Member
Association of PORAC

[To Learn More](#)

CSLEA's Mobile App

CSLEA's Mobile App is available at Google Play and the Apple Store.

The app can help you access everything CSLEA including:

- the CSLEA LDF hotline
- contacting CSLEA
- membership benefits and information
- the Unit 7 contract
- keeping up-to-date with CSLEA news
- knowing your CSLEA board of directors
- CSLEA attorneys who represent you
- accessing CSLEA.com and social media
- updating your member contact info



The app is a great way to stay in touch with your union and for your union to stay in touch with you! Be sure to allow push notifications as well and CSLEA will notify you of important events and information.



Insurance Coverage at CSLEA Membership Rates! Learn more.



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**As a member of CSLEA,
you have a \$15,000 Life Insurance Benefit.**

To Update Beneficiary Information:

Contact: Maritza Torres

Executive Assistant

Myers-Stevens & Toohey & Co., Inc.

800-827-4695 ext. 633

mtorres@myers-stevens.com



Allstate.
You're in good hands.

CSLEA MEMBERS

Additional Member Benefits

Allstate Benefits

Workers compensation has reduction of benefits after 22 day elimination period.

No California SDI, only NDI (starting @\$135 per week).

Leave time is valuable, don't use it all before you get benefits.

**24 Hour paycheck protection for Accident and Sickness
and Cancer Insurance**

Benefits paid from day one for accident, day seven for illness. Plans are through payroll deduction and are portable; they go with you if you change jobs or retire and you retain the same group rate.

Accident and Sickness Coverage Highlights:

On and Off Job Accident Disability Income coverage No Medical Exams Required
Covers Dislocations/Fractures, Ambulance & Expenses Up to \$60,000 accidental death insurance

Maternity Disability Income available (ask agent) Benefits paid after tax, when you need income

Cancer and Specified Disease Protection Coverage Highlights:

Progressive benefit at initial internal cancer diagnosis No Medical Exams required
Annual benefits for treatment (i.e. radiation & Chemo) Bone Marrow Transplant
Wellness Benefit pays for annual checkups Hospital and Intensive Care Benefits

Hospital Indemnity Policy and Heart/Stroke Coverage also available.

For more information contact Jay McDonnell at 760-734-4406

Or email jaymcdonnell@msn.com



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