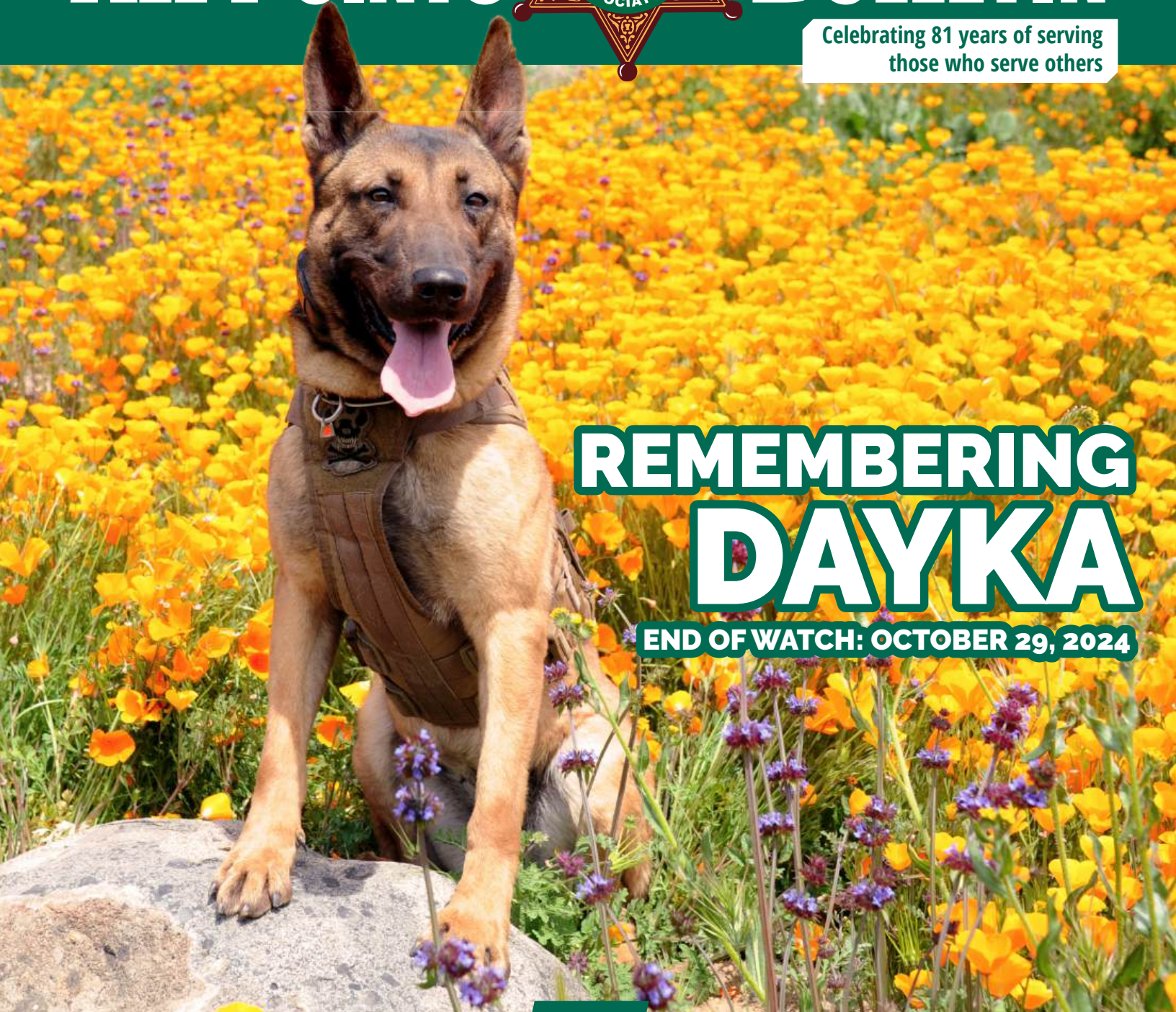


All Points



BULLETIN

Celebrating 81 years of serving
those who serve others



REMEMBERING DAYKA

END OF WATCH: OCTOBER 29, 2024

INSIDE

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Editorial comments, advertising information, or subscription requests can be sent to our office, listed above, or call us at (951) 653-5152.

Schedule of 2024 RSA Board Meetings

General meetings are held on a monthly basis (except December and January). Regularly scheduled general meetings are on the second Wednesday of each month. The annual meeting of the association is held in January of each year. For more information, check the website at www.rcdsa.org.

Important Benefits Notice!!

- Benefit designations for life insurance are important. Please review them frequently.
- Be sure to enroll a newborn with the Trust within 30 days of birth. Contact the Benefits Office at (951) 653-8014.
- If you marry or enter a domestic partnership, contact the Benefits Office at (951) 653-8014 within 30 days of marriage or entering the partnership.
- If you divorce or terminate a domestic partnership, contact the Benefits Office at (951) 653-8014 within 30 days of divorce or termination.
- If you become a legal guardian, adopt a child, or become legally separated, contact the Benefits Office at (951) 653-8014 within 30 days of the event.
- To ensure coverage, please respect these deadlines. Remember that the department does not notify the Benefit Trust of these changes.
- Please notify the Benefits Office of any changes in your address.
- Please provide dependent substantiation documents to the Benefits Office when requested to avoid cancellation of your dependent's coverage.

RSA Legal Defense Alert!!

Always consult with an association representative/lawyer before responding to any report, letter, memo and/or questions concerning an investigation that could possibly lead to punitive action. If ordered to do so, ask to have it recorded and read the following: Non-waiver statement:

"I have been refused the right to have a representative of my choice. I understand that I am being ordered to make a report or answer questions and that, if I do not comply with the order, I may be disciplined for insubordination.

Therefore, I have no alternative but to abide by the order. However, by so doing, I do not waive my constitutional rights to remain silent under the 5th and 14th amendments to the United States Constitution and under the protections afforded me under state law."

RSA Affiliations

- Southern California Alliance of Law Enforcement (SCALE)
- California Coalition of Law Enforcement Associations (CCLEA)
- Public Employee Staff Organization (PESO)
- Riverside County Peace Officers' Memorial Foundation (RCPOMF)
- California Peace Officers' Memorial Foundation (CPOMF)
- Riverside County Deputy Sheriff Relief Foundation (RCDSRF)
- RSA Legal Defense Trust (LDT)
- Concerns of Police Survivors (C.O.P.S.)

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Merry Christmas And Happy New Year

By Bill Young
RSA President



Hello from RSA, I hope this message finds you well. By the time you read this, it will be Christmas, and we'll be swiftly transitioning into the new year. I want to take a moment to wish everyone a safe and merry Christmas.

Additionally, our members will soon see the results of the newly negotiated contracts for both the Law Enforcement Unit and the Corrections Unit. I want to extend a sincere thank you to the County and the Sheriff's Department Executive Staff for their efforts in helping us reach agreeable terms, ensuring a smooth transition into the new memorandums of understanding for both units.

I would also like to express our appreciation to the County and Sheriff's Executive Staff for recognizing the hard work of our members by providing fair and reasonable raises and market adjustments. These adjustments help ensure we remain competitive with the surrounding comparable Sheriff's Departments.

I want to take this opportunity to thank the RSA Board of Directors for their countless hours of dedication to the membership. More often than not, the directors are taken for granted and criticized by those who don't contribute any time to the Association. However, just like all of you, the directors have families and jobs, but they dedicate their extra time to ensuring the business of the Association is tended

// Our members will soon see the results of the newly negotiated contracts for both the Law Enforcement Unit and the Corrections Unit. I want to extend a sincere thank you to the County and the Sheriff's Department Executive Staff for their efforts in helping us reach agreeable terms, ensuring a smooth transition into the new memorandums of understanding for both units. //

to. Without their commitment, our Association would not be as strong as it is today. Thanks to the guidance and direction provided by the Board of Directors, we've been able to grow the Association into two full-time, full-service offices, an outstanding medical benefits program, and a political powerhouse that works to protect and enhance the pay, working conditions, and rights of our members. **To all the RSA Directors, thank you!**

Lastly, to our membership—thank you for continuing to allow us to represent you. Thank you for your service in protecting our communities and creating a safe environment for our families to live and work

Stay safe out there and help ensure you and your partners go home safe. ★

*Bill Young, President
Riverside Sheriffs' Association
California FOP Lodge 951*

GOVERNMENT

AFFAIRS

Mary Arrizon

Government Affairs Manager



IN WITH THE NEW...

As we welcome 2025, it is important to reflect on the journey of this past election season. While every election comes with its unique challenges, the victories secured and the progress we made reaffirm the importance of the work we do together.

This election cycle was marked by a voter turnout in Riverside County that reached nearly 67%. Thanks to the dedication of our members and partners, we successfully supported candidates in key races who will champion public safety and law enforcement values, across the county and the state. In fact, two-thirds of the candidates RSA endorsed won their races, demonstrating the trust and confidence voters place in those who prioritize safer communities.

Looking forward, 2025 offers a new chapter filled with opportunities to strengthen our advocacy efforts. The successes we've achieved this election season set a strong foundation for what's to come in the new and ever-changing political landscape.

We truly appreciate all contributions to the efforts. Whether by volunteering, voting, or spreading the word about the importance of public safety in our communities. Together, we are making a lasting impact.

As always, please feel welcome to contact me with any questions or concerns. It is a privilege to work alongside the team at RSA to support our members.

Here's to a successful year ahead, filled with collaboration, progress, and continued momentum!

Sincerely,

Mary Arrizon

Government Affairs Manager

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REMEMBERING DAYKA

END OF WATCH: OCTOBER 29, 2024

By Deputy Matthew Cramer

Retired Sheriff's Service Dog Dayka passed away on October 29th, 2024. Dayka had been battling a lung cancer diagnosis since early May.

Dayka started her career in the Sheriff's Department when she was hand selected in Eindhoven Holland to be a patrol K9 to serve the Temecula City contract in 2016. Dayka worked with Deputy Matthew Cramer for the Temecula Sheriff's Station and the Special Enforcement Bureau until she retired from service in 2020.

Dayka's original trainer from Holland, Christa Trouw, remained in contact with Deputy Cramer and travelled to the United States several times to see Dayka compete in K9 trials and attend ride-a-longs to see Dayka perform in the field.

Dayka was quite an asset to the department, assisting with the apprehension of hundreds of felony suspects and the location of hundreds of pounds of narcotics. She received numerous awards for her performance including the Murrieta K9 Trials Top Dog award in 2020 and the TIP Top Cop award in 2019.

The City of Temecula also loved Dayka, as she frequently attended city functions and even took part in a city-wide scavenger hunt over several weeks where members of the community hunted for stuffed Dayka dolls hidden throughout the city and shared on social media.

Dayka lived out her retirement with retired Sheriff's Service Dogs Rudy and Raven and travelled all over the United States jumping into every lake, stream, and puddle she could find.



REMEMBERING DAYKA

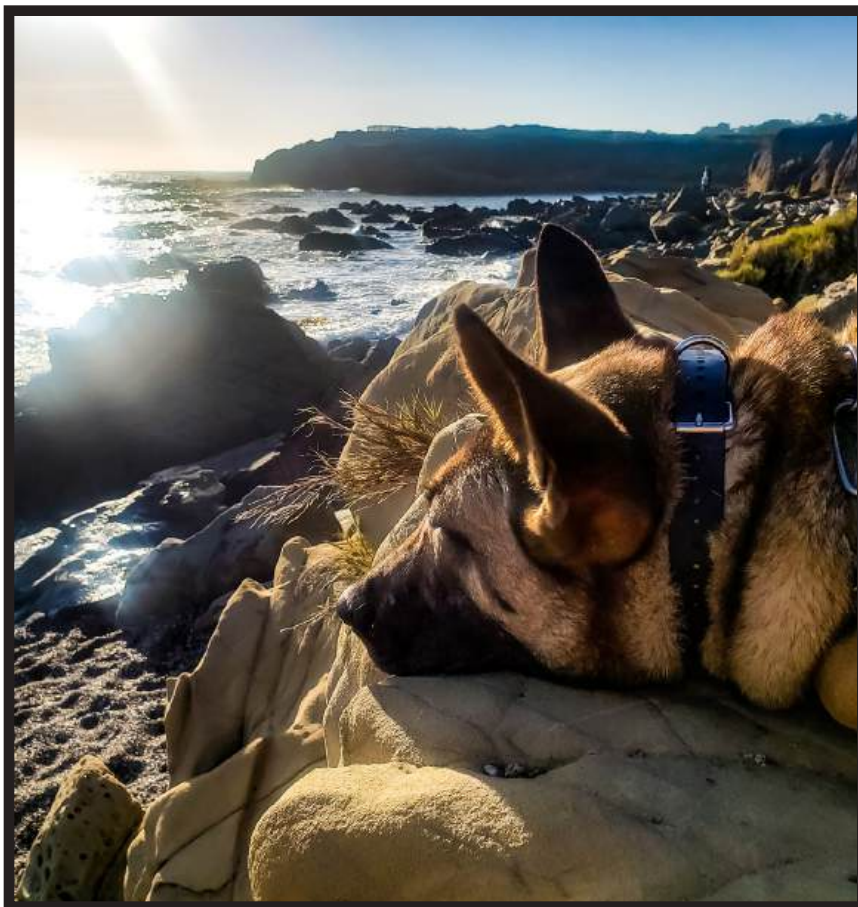
END OF WATCH: OCTOBER 29, 2024



After developing a life threatening illness in 2017, Dayka received an unprecedented level care from the City of Temecula, VCA El Rancho Animal Hospital, and California Veterinary Services Murrieta. The treatment she received allowed her to recover and continue working for several years, and ultimately prolonged her life in retirement.

In retirement, the Riverside Sheriff's K9 Association in conjunction with the Deputy Relief Foundation helped to fund Dayka's medical insurance which allowed her level of medical care to continue until her condition worsened in October.

Deputy Cramer and K9 Dayka were always very thankful for the support of the Riverside Sheriff's Department, the community, and the associations that work so hard on their behalf. ★



// *The City of Temecula also loved Dayka, as she frequently attended city functions and even took part in a city-wide scavenger hunt over several weeks where members of the community hunted for stuffed Dayka dolls hidden throughout the city and shared on social media.* //

\$2 BILLION in Personal Injury Results

\$300
MILLION

class action settlement
on behalf of consumers
against Epson America, Inc.

\$62
MILLION

settlement for a **wrongful
death**

\$44
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on behalf of **air crash
victims** at Long Beach
airport in California

\$30
MILLION

on behalf of eight
children and families of
sexual abuse scandal

\$15
MILLION

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MILLION

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\$10.1
MILLION

for an **LAPD Captain** who was retaliated and discriminated against

\$4.3
MILLION

for a **veteran LAPD Lieutenant Officer** who was subjected to disability discrimination and retaliation after suffering a severe back injury

\$3
MILLION

for six **LAFD firefighters** who blew the whistle on unsafe practices

\$1.5
MILLION

for a **firefighter** who endured more than three years of harassment as a result of an on-duty injury




\$1.5
MILLION

for two **firefighter recruits** who were discriminated, harassed and retaliated against



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RSA'S ROLLIN'SMOKEHOUSE

& Chow Shack Monthly Recap Page



12/01 - 12/31



Val Verde Christmas with the Chief

Chief Mark Clark of the Val Verde District Police Department hosts an annual community toy drive to give back and spread holiday cheer. This year, the event featured a special "Golden Ticket" experience, where over 100 students had the chance to select a special toy alongside Willy Wonka himself. Adding to the excitement, The Grinch made a surprise appearance, arriving in style aboard RSO Aviation's helicopter.



Vista Murrieta High School

We had an amazing time catering the Vista Murrieta High School football banquet! The menu featured spread of smoked brisket, tender chicken, creamy mac and cheese, and fresh salad. It was an honor to fuel the team and celebrate their hard work and dedication throughout the season. Here's to their continued success both on and off the field



Banning

To show appreciation, the Chow Shack traveled to Banning to serve lunch to the dedicated teams carrying out a warrant sweep. On a cold day, we served up warm and chicken parmesan and meatball subs.



Jurupa

A delicious meal was served in Jurupa to show appreciation for the hardworking teams during their sweep operation. This member appreciation feed was our way of saying thank you for their dedication and tireless efforts in keeping the community safe. We're proud to support such an incredible group!



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² Terms and conditions apply, for complete details visit www.thepolicecu.org. Federally insured by the NCUA. Equal Housing Opportunity. NMLS#409710.





Relief Foundation & Events and Fundraising December Recap

This year has been truly memorable for the Riverside County Deputy Sheriff Relief Foundation. We've organized several outstanding events, including the West and East end Golf Tournaments and the Riverside Sheriffs' Association Awards Banquet, all in support of the Foundation. Our efforts have not only been dedicated to expanding the Foundation but also to supporting and giving back to our members and their families as a heartfelt thank-you for their dedication and service.

This month, families stepped into the whimsical world of Dr. Seuss as the RSA boardroom was transformed into "Whoville" to welcome a special visit from Mrs. Claus and her elves for our annual Cookies with Mrs. Claus event. With the support of Attorney Matt Hill from the Law Office of Matthew D. Hill, we were able to offer Cookies with Mrs. Claus as a free event for our members. This event took place on December 6, 2024, at RSA and included a reading of How the Grinch Stole Christmas with special appearances by Cindy Lou Who, the Grinch, and RSO K9 Leia accompanied by her handler, Deputy T. Topping. This event offered free activities for the children to enjoy and the opportunity for them to have their picture taken with Mrs. Claus, and the Mean One himself: the Grinch! Additionally, each child received a digital photo with Mrs. Claus, and letters from the North Pole were mailed to every child who attended the event. I'd like to take a moment and recognize our volunteers who poured countless hours into making



"This month families stepped into the whimsical world of Dr. Seuss"

this event truly memorable for our members and their families. Their support to give their time to help spread some holiday cheer is truly appreciated. We look forward to seeing you and your families next year in Whoville. Again, a special thank you to our event sponsor, the Law Office of Matthew D. Hill, for sponsoring this magical night.



If you have any questions regarding the Riverside County Deputy Sheriff Relief Foundation and/or would like to donate or volunteer, please feel free to reach out via phone or email. Until next month, stay safe and let's make a difference together.

Marlyn Kerbs

Events & Fundraising Manager

(e) marlyn@rcdsa.org

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- **Same username and password:** Starting December 9, your Virgin Pulse sign-in link will redirect to a new Personify Health web address. You'll be asked to sign back in on the web and on your app using the same username and password you have now.
- **New logo:** Starting December 16, the app name will change to Personify Health and the icon will change to our new brand mark, Percy.

TIP:

Enable biometric sign-in on the app for increased security and quick access to your account, and bookmark the new website once you're redirected!

Stay tuned for more updates! In the meantime, sign in and keep working on your health goals at member.virginpulse.com.

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Effective January 1, 2025

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COOKIES with



MRS. Claus



Story Time with Mrs. Claus



Thank you to everyone who joined for *Cookies with Mrs. Claus* in WHOVILLE! This magical event, sponsored by attorney Matt Hill, featured special appearances by Mrs. Claus, The Grinch, Cindy Lou Who, and RSO's very own K9 Leia and her handler Deputy Topping!



Families enjoyed crafts for the kids, story time with Mrs. Claus, and an exciting raffle to close out the night. A heartfelt thank you to everyone who RSVP'd and to our incredible volunteers for making this event truly unforgettable!





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Chef's Corner

Gingerbread Cheesecake Dip



 Cook Time: 10 Minutes  Prep: 0 Minutes

 Serves: 4-6

Ingredients:

- 1 Brick of Cream Cheese (8oz)
- 1/4 Cup Molasses
- 1/4 Light Brown Sugar
- 2 Tbsp Powdered Sugar
- Festive Sprinkles
- 1 Tsp Ground Ginger
- 2 Tsp Ground Cinnamon
- 1/2 Tsp Ground Nutmeg
- 1/2 Tsp Ground Cloves
- 1 Cup Cool Whip
 - Tub not canned
- Graham Cracker / Pretzels
- Apple Slices

Instructions:

- Step 1: In a mixing bowl soften cream cheese with a hand mixer until light a fluffy
- Step 2: Add in the molasses, brown sugar (light) and powdered sugar and blend together
- Step 3: Add in spices: Ginger, Cinnamon, Nutmeg, and Cloves and repeat mixing
- Step 4: Fold in cool whip until fully combined
- Step 5: Top with your choice of festive sprinkles (optional)
- Step 6: Serve, or chill until time



Tag us on social media with your attempts at the recipes @rsachowshack



A MESSAGE FROM THE CHEF



This Gingerbread Cheesecake Dip is a creamy, spiced, and festive dessert that embodies the essence of holiday cheer. The warm and aromatic flavors of gingerbread—highlighted by ginger, cinnamon, nutmeg, and cloves—blend seamlessly with the luscious, velvety texture of cheesecake. This no-bake treat is not only a breeze to prepare but also a surefire crowd-pleaser, making it an ideal centerpiece for any seasonal celebration. Whether served at a bustling holiday gathering or enjoyed during a quiet night by the fire, this dip promises to captivate taste buds and create lasting memories for guests of all ages.

Til next month, bon-apetit, buen provecho, buon appetito, itadakimasu, and cheers from the RSA Rollin' Smokehouse and Chowshack Team. Enjoy!!!

Also remember to submit your requests for future recipes or if you have a favorite recipe you want to share, please submit them and we'll publish them in this Chef's Corner. Email taylor@rcdsa.org.

You'll receive a special "Smokehouse" prize for your submittals.





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^{*}For complete details visit www.thepolicecu.org/endofwatch. ^{**}The Police Credit Union will refund ATM surcharges up to \$3 per out-of-network ATM transaction (up to 10 per month). Checking account is required for rebates.

Happy Holidays And Seasons Greeting To All



Charles Roberts
Chapter 19 Director, PSU

As 2024 comes to a close, start thinking about our future in RSA. We have been Affiliate members for over twenty years. In 2025, we should really consider becoming full partners with RSA. It is time to take the logical next step. Keep an eye out for pending surveys. The first will be asking if you support PSU becoming full members of RSA; and the second will be asking for items and topics for future negotiations. The later survey will likely be sent sometime in the Spring.

Stay safe and work and home. ★

// We have been Affiliate members for over twenty years. In 2025, we should really consider becoming full partners with RSA. //

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<p>870 TACTICAL</p> <p>CALIBER: 12GA CAPACITY: 6+1 SIGHTS: XS GHOST RING STOCK: SYNTHETIC BARREL LENGTH: 18.5"</p>	<p>LE M4 CARBINE</p> <p>CALIBER: 5.56 NATO CAPACITY: 30+1 STOCK: ADJUSTABLE BARREL LENGTH: 16.1"</p>	<p>STAINLESS TARGET II</p> <p>CALIBER: 9MM CAPACITY: 9+1 BARREL LENGTH: 5" SIGHTS: ADJUSTABLE</p>

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RIVERSIDE SHERIFFS' ASSOCIATION

MEMBER'S GUIDE

Organization **RSA**
Members **4,000+**
President **Bill Young**
Area **Riverside County**



TOP OBJECTIVES OF RSA

The Riverside Sheriffs' Association is the Exclusive Employee Organization representing our members employed by the Riverside County Sheriff's Department. The Riverside County Sheriff's Department is one of the largest Sheriff's Departments in California.

Represent

To not only represent its members but to advance the social, economic, educational and general welfare of its members. We are committed to fighting for all RSA members.

Seek

To seek legislation necessary or conducive and play an active role in the political arena in furtherance of the interests of the membership.

Promote

To promote the professional interest of the members and protect their rights to such economic, educational and other benefits and services as may be desirable.

Assist

To provide aid through the Riverside County Deputy Sheriff Relief Foundation to members and their families facing life changing crises.

The Riverside Sheriffs' Association began as the Riverside County Sheriff's Training Center Corporation in 1943, but since then has evolved into a labor organization that represents members, individually or collectively, in all matters relating to their employer-employee relations, including but not limited to grievances, labor disputes, hours, wages, and to other terms and conditions of employment as prescribed by law.

FUN FACTS ABOUT RSA

We have been able to provide donations to over 50 organizations and/or special events this year up to date.



RSA is one of the largest Sheriffs Associations in California.

RSA has a dedicated staff of 16 people.



We have snacks in our office!

www.rcdsa.org



RSA COMMITTEES

RSA currently counts with 12 committees. These committees have been established to carry out the objectives of the Association, and to help carry out the policies and programs established by the Board of Directors and general membership.

- Legal Coverage Appeals Board
- Legal Review Committee
- Legal Defense Trust
- Political Action Committee
- Benefit Trust Board
- Riverside County Deputy Sheriff Relief Foundation
- Special Events & Donations
- Award Review Board
- Collective Bargaining Committee/LEBU
- Collective Bargaining Committee/CDBU
- Collective Bargaining Committee/PSU
- Trailer Committee

Serving Those Who Serve

RIVERSIDE SHERIFFS' ASSOCIATION

WWW.RCDSA.ORG



Finishing The Year Strong

By **Matthew D. Hill, Esq.**
RSA Chief Counsel, Wellness Unit

As we finish the holiday season, I am reminded of how strong members are in their profession. Despite the continual noise from outside influences seeking to derail or undermine your calling, I am confident more than ever that your service is vital. Despite others that seek to take credit for your service, I would urge every mem-



ber to remember your sacrifice does not go unnoticed. You will hear many “thanks” this season; however, I wanted to extend an additional assurance your way. Just as you are committed to the pursuit of safety of our community, we are committed to advocating for your rights at all levels. I am continually grateful for your trust and am excited for what the new year brings.
Happy Holidays. ★

Matthew D. Hill, Esq.
RSA Chief Counsel
Wellness Unit

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Los Angeles Police Federal Credit Union Expands Into Additional Counties, Welcomes California And Federal Agencies

Law Enforcement Credit Union now serves all Southern California counties, from San Diego to San Luis Obispo, and extends membership to include additional law enforcement groups

Los Angeles Police Federal Credit Union (LAPFCU) is proud to announce its expansion to serve all Southern California counties, from San Diego’s southern border to the northern border of San Luis Obispo. The Credit Union also extended its field of membership to include a wider range of law enforcement agencies on the municipal, county, state, and federal levels. This allows more sworn and civilian law enforcement professionals, volunteers, and their family members to join and benefit from LAPFCU’s specialized financial services.

“We’re thrilled to expand our reach while staying true to our mission of supporting law enforcement professionals,” said John Roemer, President and CEO of LAPFCU. “We remain committed to being a trusted advocate for our members—acting in their best interests, protecting their financial well-being, and offering exclusive programs and services that they can’t find anywhere else. Extending our footprint is an important way to advance our mission and assist more people who do the important work of protecting and serving their communities. We look forward to helping more members achieve their financial goals while providing the dedicated support they deserve.”

Driven by demand from agencies beyond its service area, the expansion allows LAPFCU to now serve members of the

law enforcement community across Imperial, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura counties. This includes government criminal investigation offices; police departments; federal agencies including the FBI, ATF, CIA, and DEA; federal police services; highway patrol; U.S. marshals’ offices, sheriffs’ and constables’ offices;* emergency dispatch departments; state and park police; correctional facilities; and transportation security agencies.** Membership is also extended to nonprofit foundations supporting these agencies and departments.

With branches and ATMs located at police facilities, LAPFCU understands the needs of law enforcement professionals. Their unique programs are tailored to their members, such as debt cancellation for officers killed in the line of duty, free data law enforcement-specific security solutions, personal loans for new recruits, and a zero down payment first-time homebuyer program with no private mortgage insurance requirement.

ABOUT LOS ANGELES POLICE FEDERAL CREDIT UNION

Los Angeles Police Federal Credit Union, founded in 1936, is based in Van Nuys, California. With assets of \$1.3 billion, the Credit Union serves 46,000 members, exclusive to law enforcement personnel and their family members in counties throughout Southern California. LAPFCU provides a full suite of financial products and services. For more information, visit lapfcu.org.

**Does not include court functions.*

***Does not include courts, prosecution offices, parole offices, probation offices, and fire departments.*



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WHO WE ARE
Dive Guardians, Inc. is a 501(c)(3) organization comprised of First Responders, dive professionals, and volunteers. We use SCUBA diving, the therapeutic effects of water, and science to nurture healing and self-improvement. Our program is designed to be FREE to those who qualify.

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A Successful Year Comes To A Close

Ryan Sherman
Director,
Government Affairs



Looking back on 2024, it's clear that the RSA racked up an unprecedented number of victories for its members and experienced an extremely successful year.

Among the highlights:

- Adoption of a new and improved multiyear MOU
- Election of most of our endorsed candidates
- Passage of Prop 36 with over 68% of the vote
- Defeat of nearly all of the bad bills introduced in Sacramento

MOU ADOPTION

Last month in this publication, RSA President Bill Young provided a summary of the new MOU for both the Corrections and Law Enforcement Bargaining Units. As President Young stated, "Both units will see pay increases across the board, along with enhancements to working conditions that we believe will make a real difference in your day-to-day experiences on the job." This MOU is a huge win for RSA members and for public safety throughout Riverside County.

ELECTIONS HAVE CONSEQUENCES

Passage of Prop. 36 and "making crime illegal again" by repealing the most egregious pro-criminal policies enacted a decade ago by Prop 47.

"This MOU is a huge win for RSA members and for public safety throughout Riverside County."

Voters also rejected Proposition 6 which sought to prevent county jails and prisons from requiring inmates to work.

The association was also successful in helping to elect dozens of pro-law enforcement candidates throughout the state, including those for school board, city council, mayor, county supervisor, state assembly, state senate and Congress.

The 2024 elections once again demonstrate why the RSA remains the most sought-after political endorsement in the county. We strongly advocate for and support the candidacies of those who seek to improve public safety while protecting the rights and benefits of our dedicated members who protect and defend our communities throughout the county.

Nearly one-third of the legislature will be experiencing their first term in Sacramento as a state lawmaker. This will provide us with an important opportunity to educate them about our perspective regarding the public safety and law enforcement issues they will be considering this session. Sharing information and developing relationships with these new members will be the key to our continued success going forward.

CRAZY BILLS DEFEATED IN 2023-2024 SESSION

Throughout the 2023-2024 legislative session, the RSA developed and maintained a powerful and effective coalition with other law enforcement and public safety groups and stayed in close communication with members of the legislature and their staffs. The results were better than we had hoped for and led to the defeat of myriad anti-cop and pro-criminal proposals, including those that would have:

- Banned the use of police K9s for arrest or apprehension;
- Allowed parole for cop-killers;
- Prohibited routine traffic stops for moving and other violations;
- Allowed the public to file knowingly false complaints against police officers;
- Codified inmates' "right" to visits, regardless of behavior or criminal acts of visitors;
- Legalized ecstasy, ayahuasca mushrooms and mescaline for therapy;

- Authorized “recreational use” of DMT, mescaline & magic mushrooms;
- Required officers to issue Miranda-type warnings to witnesses prior to questioning;
- Eliminated mandated reporting of violent acts and narcotic sales on school campuses;
- Eliminated mandated reporting by medical staff of serious domestic violence injuries;
- Required gun owners (& cops) to pay an annual firearms safety fee for each firearm;
- Stop schools from suspending or expelling pupils who bring fentanyl, etc on campus;
- Banned the use of presumptive “colormetric” field tests of a controlled substance;
- Required all gun owners and cops to have firearm insurance;
- Permit county supervisors to unilaterally remove an elected sheriff from office;
- Prohibited using any local control education funds for school resource officers;
- Allowed all violent felons to seek resentencing if they claim they had ever been a victim of human trafficking, sexual abuse or domestic violence;
- Required confidential (non-lawyer) jail phone calls/visits to all inmates each month;
- Diverted 95% juvenile justice funds from probation to community-based organizations;
- Prohibit peace officers from purchasing off-roster firearms;
- Reduced the minimum fine related to possession of controlled substances;
- Restricted retention of automated license plate reader data to 30 or 60 days;
- Banned the use of facial-recognition technology with body-worn cameras;
- Prohibited solitary confinement for repeat, deadly offenders in prison or jail;
- Allowed criminals injured by police while resisting arrest to get victim compensation;
- Prohibited citations and the use of handcuffs on school grounds;
- Banned consensual searches by law enforcement;
- Reduced sentences for convicted murderers;
- Allowed courts to recall, resentence and release dangerous inmates - anytime;
- Provided additional sentence reductions for those convicted of violent gun crimes;
- Allows participants in a crime to qualify for crime victims compensation fund dollars;
- Codified new ways for violent offenders to get early prison release;
- Banned the booting or towing of illegally parked vehicles.

As you can see, legislators, including many who wrote the bills defeated above, unfortunately appear to be detached from the realities in which their constituents live.

Is it possible that the legislators who supported these dangerous bills missed the nightly news programs over the last couple years showing mobs of criminals and brazen individuals raiding local businesses without fear of consequence?

Or maybe these same lawmakers simply view the thousands of fentanyl poisoning deaths in our state as a symptom of failed drug policies and that decriminalizing illicit drug use would somehow make these drugs safer for users and society as a whole?

While the RSA leadership remains supportive of common-sense efforts to help lift people out of poverty and escape the perils of addiction, we remain steadfast in our resolution to protect the public by combatting misguided and harmful legislative proposals that endanger us all.



While the RSA leadership remains supportive of common-sense efforts to help lift people out of poverty and escape the perils of addiction, we remain steadfast in our resolution to protect the public by combatting misguided and harmful legislative proposals that endanger us all.



These are the types of bills we must continually be prepared to take on. While the voters have made it clear that they want the soft-on-crime policies to end, it is expected that during the 2025-2026 legislative session, more than a few state legislators will seek to push back against the current “pro-public safety” attitude of the electorate.

Your RSA leaders have given clear direction that in 2025, we will continue leading the fight in Sacramento to protect you, your rights and your family’s safety.

Until next month (and next year), we hope you and your family enjoy a Merry Christmas, Happy Hanukkah and a safe New Year! ★

Notice To Employees

Injuries Caused By Work

Scott O'Mara

The Law Offices Of Scott A. O'Mara

The California Labor Code §3550 mandates that the employer shall post information to all the California employees notices as to the rights and benefits that the injured worker has if they have an injury or become ill because of the job in a conspicuous location that is frequented by the employees.

AB1870

Recently covered in the LAW1199 2024, Issue #5, there was review of the new law AB1870 that states that the employer is to notify by the posting that the worker may consult a licensed attorney to advise you of your rights under workers' compensation laws. In most instances the attorney fees will be paid from your "recovery."

The notice that the state has created which is called *Notice to Employees—Injuries Caused By Work*, is information that covers the types of injuries that have occurred, and do occur, in the work situation such as a specific injury or a cumulative trauma injury. The notice also educates the worker of the medical care which incorporates the doctor visits, hospital care, physical therapy, laboratory test, x-rays, medications, possible medical equipment and travel. In that document where it talks about medical care there is a very strong statement; "you should never see a bill".



You need to report your injury immediately to your supervisor, or the employer. The notice sets forth the information for the worker and states "don't delay". It indicates that there are time limits, and if you wait too long you may lose your rights to benefits.



MEDICAL CARE

That outlines that the employer is responsible for the cost of the medical care. The medical care initially is emergency care, such as if you need immediate medical help. The medical care can be hospitalization, ambulance, and fire or police departments providing assistance to you. You need to report your injury immediately to your supervisor, or the employer. The notice sets forth the information for the worker and states "don't delay". It indicates that there are time limits, and if you wait too long you may lose your rights to benefits. It also states your employer is required to provide you the claim form within one working day after learning about your injury. Within one working day after you file your claim form, your employer or claims administrator must authorize the provision of all treatment, up to ten thousand dollars, consistent with the applicable treatment guidelines, for

your alleged injury until the claim is accepted or rejected.

The notice that is posted also states your primary treating physician is the one that has the primary responsibility for treating of your injury. It outlines the opportunity for predesignation of your personal physician or a medical group. If you do not do that designation and the employer has a medical provider network group or healthcare organization you then will be placed into those facilities for care.

YOU MAY CONSULT AN ATTORNEY

A major change that occurred recently that is discussed in the 2024, Issue #5, is the mandate that the Notice To Employees – Injuries Caused By Work states; "you may consult a licensed attorney to advise you of your rights under workers' compensation laws, and in most instances attorney fees will be paid from your recovery".



Continued

YOUR RIGHTS

The Notice to the Employees—Injuries Caused By Work, is also a good training point for the Associations and/or Unions to train new workers, new members and go back and reeducate the current members as to their ability to receive care to cure or relieve the effects of the injury. The timeliness of reporting the injury is a major issue.

As stated before, the benefits under workers' compensation is the medical care to cure or relieve the effects of the injury. The second is temporary disability, or in certain law enforcement groups, benefits pursuant to Labor Code §4850 or §4800.5 if you lose wages while recovering. It states:

In the notice to the employee that is posted the temporary disability benefits (§4800.5 and §4850) may not be paid for more than 104 weeks within five years from the date of injury with some very minor exceptions.

The permanent disability is that recovery that you receive if the job-related injury causes permanent loss of physical or mental function that is measureable by a doctor. There are job displacement benefits if the injury is on after 01/01/2004 and the employer does not offer you a regular modified or alternate work.

At the bottom of the Notice to the Employees—Injuries Caused By Work that is required to be posted, there is also a very significant statement that informs the worker. Pursuant to Labor Code §132(a) it states:

Discrimination. It is illegal for your employer to punish or fire you for having a work injury or illness, for filing a claim, or testifying in another person's workers' compensation case. If proven, you may receive lost wages, job reinstatement, increased benefits, and costs and expenses up to limits set by the state.

The violation of Labor Code §132(a) continues and if the employer, supervisor or other individual engages in this

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Workers' Compensation



Notice to Employees—Injuries Caused By Work

You may be entitled to workers' compensation benefits if you are injured or become ill because of your job. Workers' compensation covers most work-related physical or mental injuries and illnesses. An injury or illness can be caused by one event (such as hurting your back in a fall) or by repeated exposures (such as hurting your wrist from doing the same motion over and over).

Benefits. Workers' compensation benefits include:

- **Medical Care:** Doctor visits, hospital services, physical therapy, lab tests, x-rays, medicines, medical equipment and travel costs that are reasonably necessary to treat your injury. You should never see a bill. There are limits on chiropractic, physical therapy and occupational therapy visits.
- **Temporary Disability (TD) Benefits:** Payments if you lose wages while recovering. For most injuries, TD benefits may not be paid for more than 104 weeks within five years from the date of injury.
- **Permanent Disability (PD) Benefits:** Payments if you do not recover completely and your injury causes a permanent loss of physical or mental function that a doctor can measure.
- **Supplemental Job Displacement Benefit:** A nontransferable voucher, if you are injured on or after 1/1/2004, your injury causes permanent disability, and your employer does not offer you regular, modified, or alternative work.
- **Death Benefits:** Paid to your dependents if you die from a work-related injury or illness.

Naming Your Own Physician Before Injury or Illness (Predesignation). You may be able to choose the doctor who will treat you for a job injury or illness. If eligible, you must tell your employer, in writing, the name and address of your personal physician or medical group *before* you are injured. You must obtain their agreement to treat you for your work injury. For instructions, see the written information about workers' compensation that your employer is required to give to new employees.

If You Get Hurt:

1. **Get Medical Care.** If you need emergency care, call 911 for help immediately from the hospital, ambulance, fire department or police department. If you need first aid, contact your employer.
2. **Report Your Injury.** Report the injury immediately to your supervisor or to an employer representative. Don't delay. There are time limits. If you wait too long, you may lose your right to benefits. Your employer is required to provide you with a claim form within one working day after learning about your injury. Within one working day after you file a claim form, your employer or claims administrator must authorize the provision of all treatment, up to ten thousand dollars, consistent with the applicable treatment guidelines, for your alleged injury until the claim is accepted or rejected.
3. **See Your Primary Treating Physician (PTP).** This is the doctor with overall responsibility for treating your injury or illness.
 - If you predesignated your personal physician or a medical group, you may see your personal physician or the medical group after you are injured.
 - If your employer is using a medical provider network (MPN) or a health care organization (HCO), in most cases you will be treated within the MPN or HCO unless you predesignated a personal physician or medical group. An MPN is a group of physicians and health care providers who provide treatment to workers injured on the job. You should receive information from your employer if you are covered by an HCO or a MPN. Contact your employer for more information.
 - If your employer is not using an MPN or HCO, in most cases the claims administrator can choose the doctor who first treats you when you are injured, unless you predesignated a personal physician or medical group.
4. You may consult a licensed attorney to advise you of your rights under workers' compensation laws. In most instances, attorney's fees will be paid from your recovery.
5. **Medical Provider Networks.** Your employer may be using an MPN, which is a group of health care providers designated to provide treatment to workers injured on the job. If you have predesignated a personal physician or medical group prior to your work injury, then you may go there to receive treatment from your predesignated doctor. If you are treating with a non-MPN doctor for an existing injury, you may be required to change to a doctor within the MPN. For more information, see the MPN contact information below:

MPN website: _____

MPN Effective Date: _____ MPN Identification number: _____

If you need help locating an MPN physician, call your MPN access assistant at: _____

If you have questions about the MPN or want to file a complaint against the MPN, call the MPN Contact Person at: _____

Discrimination. It is illegal for your employer to punish or fire you for having a work injury or illness, for filing a claim, or testifying in another person's workers' compensation case. If proven, you may receive lost wages, job reinstatement, increased benefits, and costs and expenses up to limits set by the state.

Questions? Learn more about workers' compensation by reading the information that your employer is required to give you at time of hire. If you have questions, see your employer or the claims administrator (who handles workers' compensation claims for your

conduct, is made aware that it is illegal to do this, they then can re-evaluate and use a different template so they are not discriminating against the worker.

Again, the information and the Notice to the Employees—Injuries Caused By Work, is something that needs to be not just posted, but classes offered by the Employees Association or Union to the members that goes into greater depth and detail. The changes that have occurred regarding the notice and consulting a licensed attorney are significant. More importantly, is the workers ability to recognize that the pre-designation of a doctor prior to the job-related injury and using the proper form, this allows them to go to a group or doctor that is outside of the realm of control of the employer's medical group. ★

THROWBACK
TBC
CORNER

Take a look back in time to spotlight our law enforcement heritage. The APB highlights an image each month.

Have a photo of your own you want to feature? Send it to Julie Kelley at.



1949
CAPT. DON SCHRADER — LEFT
SHERIFF CARL RAYBURN — RIGHT



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Making a false or fraudulent workers' compensation claim is a felony subject to up to five years in prison or a fine up to \$50,000 or double the value of the fraud, whichever is greater, or both imprisonment and fine

December Word Search

December Sudoku

R	S	F	I	R	E	C	R	A	C	K	E	R	S	M
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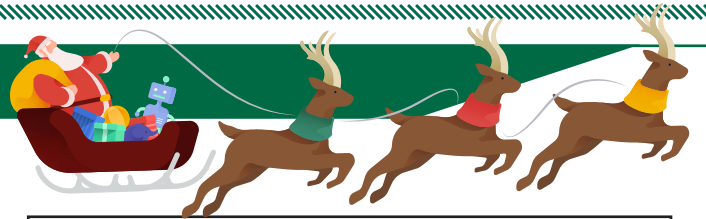
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|----------------|----------------|-----------------|--------|
| Auld Lang Syne | Confetti | (Martin Luther) | Toast |
| Ball Drop | Count Down | King Jr. | Parade |
| Carnation | Firecrackers | Midnight | |
| Celebrate | Garnet | Resolution | |
| Champagne | I Have A Dream | Streamer | |

SEARCH & WIN!

WIN A CHALLENGE COIN from RSA by being one of the first 5 members to find all the hidden santas scattered throughout this issue of the All Points Bulletin.

Print this page, write the page numbers you found the santas on in the box on the right, and email it to taylor@rcdsa.org.

Winners will be mailed an RSA Challenge Coin!



Name: _____

Email: _____

Page Numbers Where Santas Can Be Found

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In Remembrance

"Greater love hath no one than this, that they lay down their life for their friends." — JOHN 15:13

DECEMBER REMEMBRANCES



Preston Van Buren Swanguen
EOW: December 24, 1907



Isaiah Cordero
EOW: December 29, 2022

Frank Hamilton EOW: April 9, 1895	William Fredrick Carter, Jr. EOW: May 20, 1969	Michael P. Haugen EOW: January 5, 1997	Terrell D. Young EOW: April 2, 2020
Preston Van Buren Swanguen EOW: December 24, 1907	Edward Michael Schrader EOW: July 11, 1974	James W. Lehmann, Jr. EOW: January 5, 1997	Harry Cohen EOW: October 18, 2020
Leroy H. Tripp EOW: April 10, 1916	James Bernard Evans EOW: May 9, 1980	Eric Andrew Thach EOW: October 8, 1999	Julio Beltran EOW: November 14, 2020
Henry Fredrick Nelson EOW: September 22, 1921	Dirk Alan Leonardson EOW: October 4, 1980	Jim W. Purkiss EOW: April 16, 2001	Steve Taylor EOW: February 24, 2022
Theodore Crossley EOW: September 22, 1921	Michael David Davis, Sr. EOW: October 24, 1988	John Towe EOW: February 15, 2002	Isaiah Cordero EOW: December 29, 2022
Howard R. Scheffler EOW: February 29, 1956	Randy Robert Lutz EOW: June 22, 1989	Brent Jenkins EOW: March 18, 2003	Darnell Calhoun EOW: January 13, 2023
Roger Allen Strong EOW: August 7, 1961	Kent A. Hintergardt EOW: May 9, 1993	Bruce Lee EOW: May 13, 2003	Deputy Brett Harris EOW: May 13, 2023
William Joseph Rutledge EOW: May 14, 1969	Mark S. Kemp EOW: November 9, 1994	Manuel Villegas EOW: March 19, 2007	

IN MEMORY 2024

Deputy Alfredo Flores Los Angeles County Sheriff's Department EOW: April 20, 2024	Officer Jordan Wingate Oakland Police Department EOW: April 20, 2024	Officer Matthew Bowen Vacaville Police Department EOW: July 11, 2024	Officer Austin Machitar San Diego Police Department EOW: August 26, 2024
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California Peace Officers' Memorial: www.camemorial.org • National Law Enforcement Memorial: www.nleomf.com
Riverside County Peace Officer Memorial Foundation: www.rcpomf.org

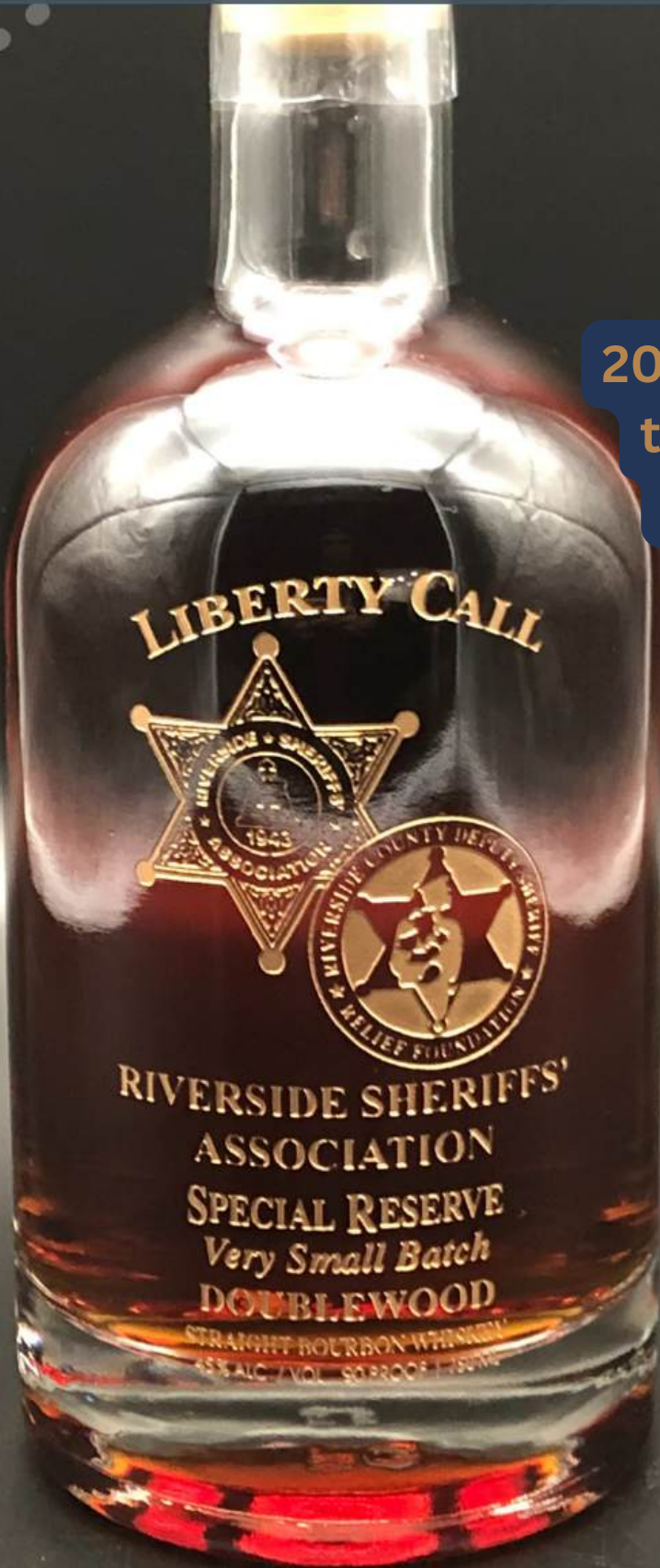
RSA

PERSONALIZED BOTTLE



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20% of the net proceeds go to support the Riverside County Deputy Sheriff Relief Foundation





Calling All RSA Members, Retirees, And Friends Of The RSA Membership

The new and recently dispatched RSA Rollin' Smokehouse is looking for volunteers to help "Serve those who serve" at events to help feed our members and communities.

The Rollin' Smokehouse is dependent on volunteers as it is not staffed with paid employees. Therefore, we are creating a volunteer list for those who want to help before events for prep and during the actual events serving or cooking.

Members, spouses of members, dependents of members over 16 years of age, retirees, and friends of the membership are all welcome to help and volunteer. Culinary experience is always a plus, but not necessary as we will train you to be a culinary apprentice.

This is an excellent opportunity to give back to the membership and community and also gain valuable culinary training.

**IF YOU ARE INTERESTED IN THIS OPPORTUNITY OR FOR INQUIRIES REGARDING
THE RSA ROLLIN' SMOKEHOUSE, PLEASE CONTACT:**

JUVIEN GALZOTE

MEMBER AND CULINARY SERVICE MANAGER

JUVIEN@RCDSA.ORG

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We also handle Personnel and Equity Investigation(s) for the Department of Human Resources in the most populous County in the state. { 113,000 Employee(s) } Along those lines, we could use both Surveillance Investigator(s) AND those interested in performing Personnel and Equity Investigation(s). These Investigation(s) are currently being handled remotely – a great opportunity for those worked Investigation(s), Internal Affairs and/or Command Staff / Executive Staff and who handled Personnel Investigation(s) during their career(s).

However, these position(s) are open to anyone... If you would enjoy interviewing County Employee(s) and have a knack or talent for writing – this is the assignment for you...

Everyone can visit us on-line at: www.barristerprosvcs.com if they wish to read a bit more.

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RSA MEMBER ALERTS

The news & information center at rcdsa.org is where members will go to view exclusive content, including negotiations and other confidential information from RSA.

To access the news & information center members are required to log on and register by clicking on the "RSA Members Only" link then follow the instructions. Once registered members will also be able to update their own on-line profiles at anytime (email addresses, user name & password, etc). Members are urged to keep their information current at all times to avoid missing important updates from the Association.

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Ch. 23: Welfare Fraud Inv.



Nick Padilla
Ch. 24: Lake Matthews

RSA Staff And Support



Yvonne Acosta
Director of Operations



Juvien Galzote
Member and Culinary Service Manager



Julie Kelley
Administrative Assistant II



Connie Collins
Administrative Assistant II



Sandra Tjosaas-Moore
Administrative Assistant II



Vickie Arreola
Administrative Assistant I



Maryann Bararo
Administrative Assistant I



Cassidy Anderson
Office Assistant I



Madison Crile
Office Assistant I



Heidi Clark
Office Assistant



Joey Thames
Office Assistant



Patrick Biggers
Senior Labor Representative



Lester Harvey
Labor Representative I



Tony Johnson
Labor Representative I



Wally Clear
Labor Representative I



Dave Drexler
Wellness Representative II



Frank Anderson
LDT Chief Of Ops. & Finance Dir.



Mike Stone
RSA/LDT General Counsel



Muna Busailah
RSA/LDT General Counsel



Matthew D. Hill
Chief Counsel/Workers' Compensation



Marlyn Kerbs
Events & Fundraising Manager



Lauren Drifill
Benefits Manager



Kelly Buell
Finance Manager



Mary Arrizon
Government Affairs Manager



Taylor Bogstad
Multimedia Manager



Robert Peebles
Chaplain

