

October 30, 2018



SCOPE



PRECINCT WALK THIS SATURDAY!

Calling all 1587 members and their families/friends! Local 1587, in conjunction with South Bay Labor Council, is sponsoring a preceinct walk in advance of Tuesday's election!

When: Saturday, November 3rd, 9am

Where: Meet at South Bay Labor Council,
2102 Almaden Road, Hall A, San Jose

What am I in for: Includes **free breakfast!** Drive and walk to predesignated addresses and hang door signs – that's it!

Who: **YOU!** Family, friends and children welcome!

A few hours of your time will hopefully result in raises for the coming years! Board of Supervisor candidate **Don Rocha** is labor friendly; this race will determine the swing vote for LABOR CAUSES!

Please register at Sign Up Genius:

<https://www.signupgenius.com/go/30e0b4aa5a723a5fa7-precinct>

Or, go to signupgenius.com, and enter Victoria.contreras-wolfe@pro.sccgov.org as the creator.

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General Membership Meeting:
Thur., Oct. 4th @ APD,
Monterey Rm – Lunch served

Agenda:

- a. Acceptance of Minutes
- b. Treasurer's Report
- c. Committee Reports
- d. President's Report
- e. Stipend Increase
- f. Precinct Walk
- g. Measure A Funding
- h. Old Business
- i. New Business
- j. Adjourn

Shop Stewards Appointed

Pursuant to union guidelines, Shop Stewards were appointed by the E-Board at the October 25th meeting. These individuals are:

Juvenile Hall: Joel Gonzalez, Horlando Guzman, Alex Moscoso

Juvenile Probation: Mayari Castro, Victoria Contreras-Wolfe, Dustin Eng, Rashad Jones, Nydia Smith

Adult Probation: Erica DeMasi, Talia Marshall

Gratitude to **Bernardo Victoria** and **Domingo Holmes** for their time and work on the board; your contributions are appreciated! Shop Stewards serve a 1-year term beginning November 1st. Additional Shop Steward appointments may be made throughout the year at the discretion of the Executive Board.

"The labor movement was the principal force that transformed misery and despair into hope and progress." - Martin Luther King, Jr.

Update Your Address with the Department!

All staff are reminded to occasionally check their addresses on file with the county. If you have moved, you can change your address online with SCCConnect, the same place you view your paystubs. Recently, members were sent important information from the county, which they did not receive due to out-of-date information on file.

Members are also reminded to review their personnel files once per year (they department's and the one at 70 West), and double check that their emergency contact information is still correct.

CalPERS data should be queried as well. Is your beneficiary correct? How about your address? Life circumstances change, and to be sure your wishes are carried out, the correct information needs to be on file. Do it today!

General 1587 News

APD

- Arming – The Chief has signed off on changes made to the arming policy by labor and management.

JPD

- Local 1587/management meeting and the JPD Safety Committee both met October 18th. In the former, dispositional options and a possible JPD workload study, and policies and procedures progress were discussed. In the latter, re-invigorating this committee was discussed; going forward, more SPOs and staff will be invited to participate in the Safety Committee meeting.

JH

- Time off request denials have crescendoed due to a shortage of staff. There are 22 openings, approximately 14 employees on medical leave, and only 8 extra help. The union hopes to work with management to pre-schedule overtime, especially given the upcoming holiday season. The union is hopeful this will increase the number of approved time-off requests because coverage will be pre-arranged. Management supports coming to workable solutions so staff can get needed time off.
- The addition of Tele-Staff to Kronos for scheduling purposes in JH is planned. However, there were problems with the launch; this is on hold for now.
- The department plans to activate cameras within Juvenile Hall in December and begin the remodel of the Control Desk. 1587 will be asking for Meet and Confer on the issue of cameras.
- JH Mat will meet in November.

Other

- Some staff in the DPO series were previously working a 9/80 schedule, meaning they were working 9 hours per day the first week, 9 hours a day 3 days the second week, one 8-hour day, and flexing 1 day every other week. Because this totaled more than 40 hours in one work-week (in conflict with the contract), this practice will no longer be allowed per management. Staff working this schedule will be allowed time to transition to a different schedule.
- Local 1587 met with management on October 22nd. Items discussed included: Letters from IA that staff did not receive; parking around JH for staff, especially at night; Workers Comp return to work practices; and the debriefing policy, which has been put on hold.

Local 1587 Board Stipend Increase Under Consideration

The last stipend increases for Local 1587 officers and stewards was ten (10) years ago. During an E-Board meeting in May 2018, this subject was brought to my attention. Being the consultant for the group, I started to research and formulate the attached proposal.

After Discussions with former Union Consultant Russ Correia, as well as former E-Board member Scott Murray, and the Treasurer, Frank Nesci, it was determined that using the Government Data Inflation Calculator made sense (<http://www.bls.gov/data/inflationcalculator.htm>). The calculator computes the value of money currently from any date in the past, in this case, 10 years ago. There were also adjustments made in three union assignments to reflect an increase in work for these positions.

This proposal will be presented at the November (JPD) General Membership meeting. The proposal will be voted on by the General Membership at the December (APD) General Membership meeting. Proposal attached, see page 8.

In solidarity,

Mary Ryan
Local 1587 Consultant

AFSCME Local 1587 – Probation Peace Officers’ Union

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October Local 1587 Events

November 1st, Noon: General Membership Meeting, JPD 4th Flr. Training Room

November 3rd, 9am: Precinct Walk Event

November 8th, Noon: Executive Board Meeting – Union Office

November 29th, 3pm: Executive Board Meeting – Union Office

Local 1587 Directory

President: Mark Murray, 314-3824

Vice President: Eric Parsons, 925/575-0328

Corresponding Secretary/SCOPE: Maureen Wheatley, 435-2230

Recording Secretary: Jennifer Contreras, 278-6137

Treasurer: Frank Nesci, 650-324-6515

Adult Probation Reps: Jorge Escobar, 468-1857; Zulema Viramontes, 435-2274

Juvenile Hall Reps: James Hill, 278-5966; Antonio Walker, 278-5881

Juvenile Probation Reps: Cassandra Hosseini, 278-6183; Marc Utsey, 278-6080

APD Stewards: Erica DeMasi, 435-2176; 435-2292; Talia Marshall, 468-1851

JH Steward(s): Joel Gonzalez, 278-5820; Horlando Guzman, 278-5829;
Alex Moscoso, 468-1688

JPD Stewards: Mayari Castro, 278-6118; Victoria Contreras-Wolfe, 278-6076;
Dustin Eng, 278-6182; Rashad Jones, 793-8849; Nydia Smith, 278-6229

General Counsel: Lou Silver, 456-5076, Emergency only: 592-2904

Union Office: Office Manager Allie Bradbury, 324-1300

The information included in this newsletter is provided as a service to AFSCME - Local 1587 members and does not necessarily reflect endorsement by AFSCME International. Please submit suspected omissions or errors to the editor's attention (see above). Question, comments, feedback encouraged.

Federal Offices:

Kevin deLeon, U.S. Senate
Ro Khanna, U.S. House of Representatives, District 17
Anna Eshoo, U.S. House of Representatives, District 18
Zoe Lofgren, U.S. House of Representatives, District 19
Jimmy Panetta, U.S. House of Representatives, District 20

California State Senate:

Anna Caballero, California State Senate, District 12

California State Assembly:

Marc Berman, California State Assembly, District 24
Kansen Chu, California State Assembly, District 25
Ash Kalra, California State Assembly, District 27
Evan Low, California State Assembly, District 28
Mark Stone, California State Assembly, District 29
Robert Rivas, California State Assembly, District 30

Santa Clara County:

Donald Rocha, Board of Supervisors, District 4
Larry Stone, County Assessor
Laurie Smith, County Sheriff
Kathleen King, Board of Education, Area 2
Peter Ortiz, Board of Education, Area 6
Claudia Rossi, Board of Education, Area 7

San Benito County:

Patricia Loe, Board of Supervisors, District 3
Jim Gillio, Board of Supervisors, District 4

City of San Jose:

Maya Esparza, City Council, District 7

City of Campbell:

Anne Souza, Campbell City Council

City of Cupertino:

Darcy Paul, Cupertino City Council
Savita Vaidhyanathan, Cupertino City Council

Tara Sreekrishnan, Cupertino City Council
Hung Wei (open), Cupertino City Council

City of Gilroy:

Tom Fischer, Gilroy City Council
Peter Leroe-Munoz (open), Gilroy City Council

Carol Marques, Gilroy City Council

City of Milpitas:

Bob Nunez, Milpitas Mayor
Karina Dominguez (open) Milpitas City Council
Carmen Montano (open), Milpitas City Council

Marsha Grilli, Milpitas City Council
Van Lan Truong (open), Milpitas City Council

City of Morgan Hill:

Richard Constantine, Morgan Hill Mayor
Yvonne Martinez Beltran (dual), City Council Dist. B

Matthew Loewenstein (dual), City Council Dist. B
Julie Makrai Hutcheson, City Council District D

City of Mountain View City Council:

Ellen Kamei, Mt. View City Council
Pat Showalter, Mt. View City Council

Lucas Ramirez, Mt. View City Council
Lenny Siegel, Mt. View City Council

City of Santa Clara:

Lisa Gillmor, Santa Clara Mayor
Sam Kumar, City Council District 3

Nancy Biagini, City Council, District 2
Hosam Haggag, City Clerk

City of Saratoga: Rishi Kumar, Saratoga City Council

City of Sunnyvale:

Gustav Larsson, City Council, Seat 1
Glenn Hendricks (dual), City Council, Seat 2

Joshua Grossman (dual), City Council, Seat 2
Mason Fong, City Council, Seat 3

School Board

Gavilan Community College: Jeanie Wallace, District Board, Area 5

Alum Rock Union Elementary School District:

Ernest Bejarano, Alum Rock School District
Andres Quintero, Alum Rock School District

Raymond Mueller, Alum Rock School District
Bruce Huynh (open), Alum Rock School District

Berryessa School District:

Thelma Boac, Berryessa School District Board
Hugo Jimenez, Berryessa School District Board

David Cohen, Berryessa School District Board

Cupertino School District: Wil Fluewelling, Cupertino School District Board

Evergreen School District:

Patricia Andrade, Evergreen School District
Marisa Hanson, Evergreen School District

Christopher Corpus, Evergreen School District

East Side Union High School District:

Frank Biehl, High School District Board
Kristen Rivers, High School District Board

J. Manuel Herrera, High School District Board

Franklin McKinley School District: Maimona Afzal Berta, School District Board

Fremont Union High School District:

Benaifer Dastoor, High School District Board

Naomi Nakano-Matsumoto, High Schl. Dist. Board

Milpitas Unified School District:

Chris Norwood, School District Board

Kelly Yip-Chuan, School District Board

Morgan Hill Unified School District:

Carol Gittens, District Board, Area 4
Peter Mandel (dual), District Board, Area 1

Angelica Diaz, District Board, Area 5
Wendy Sullivan (dual), District Board, Area 1

Mountain View Whisman School District: Devon Conley, School District Board

Oak Grove School District: Tami C. Moore, District Board, Area 2; Brian LoBue, District Board, Area 5

San Jose Unified School District:

Helen Chapman, School District, Area 2

Brian Wheatley, School District, Area 4

Santa Clara Unified School District:

Vickie Fairchild, School District, Area 2

Jodi Muirhead, School District, Area 2

Special District – Open Space Authority:

Shay Franco-Clausen, Space Authority, District 5

Mike Potter, Space Authority, District 6

Water District:

John Varela, Water District Board, District 1

Tony Estremera, Water District Board, District 6

Gary Kremen, Water District Board, District 7

El Camino Healthcare:

Jim Davis, District Board

Peter Fung, District Board

R. Michael Kasperzak, Jr. (open), District Board

Measures/Other:

Santa Clara County: Vote YES on Measure A (County of Santa Clara Sales Tax)

City of San Jose: Vote YES on Measure S (Charter Amendment – Best Value Contracts)

No Vote Recommendation (Charter Amendments – Council Salary Setting/Competing Measures, Majority Vote)

Vote YES on Measure V (Affordable Housing Bond)

City of Milpitas: Vote YES on Measure R (Transient Occupancy Tax)

City of Palo Alto: Vote YES on Measure F (Healthcare Cost Regulations)

Part 1:

Local 1587 union E-Board stipends and meeting allowances pay were last reviewed ten (10) years ago. Our union consultant, Mary Ryan, reviewed union officers’ pay and proposes the following increases:

<u>Stipends:</u>	<u>Current</u>	<u>New</u>
President	\$600	\$720
Vice President	\$500	\$600
Treasurer	\$550	\$660
Secretaries (2)	\$300 (to \$320)	\$380
Representatives (6)	\$200 (to \$275)	\$330
Shop Stewards (up to 12)		\$100
Consultant	\$55/hour	\$65/hour

Meeting Attendance:

All position (2 meetings/month)	\$60	\$70
**President, Treasurer, Secretary paid to attend 3 meetings/month		
Notetaker (when Recording Secretary absent)	\$60	\$70

The secretaries’ pay was increased to reflect their level of monthly work duties.

The Shop Stewards were given a monthly stipend to reflect their work duties, which include: Recruiting, organizing and communicating with staff, running monthly MAT meetings, attending other union-related meetings, participating in committees and filling in for a Representative when needed.

Current monthly payroll (includes stipends, notes, meeting pay): \$6,320
Proposed monthly payroll: \$9,420; monthly increase of \$3,100; annually \$37,200

The calculations for the proposed (new) pay rates were calculated by using the government data inflation calculator, using the time from January 2008 (When the last pay adjustments were made), to May 2018: <https://www.bls.gov/data/inflationcalculator.htm>

*Former union consultant, Russ Correia, and former E-Board member, Scott Murray were contacted for feedback on process and proposed increases. Both individuals approve of the methods used to calculate the above pay increases.

Part 2:

From this point forward, when members of Local 1587 receive a raise or adjustment to income, Executive Board members will receive the same raise or adjustment for their union work.