

SCOPE



Local 1587 Election Held

Local 1587 held elections for Employee Representatives for both Juvenile Hall and Adult Probation (two representatives for each location). The results are as follows:

Juvenile Hall:

James Hill and Antonio Walker

Adult Probation:

Jorge Escobar and Zulema Viramontes

Juvenile Probation:

Cassandra Hosseini and Marc Utsey (no election necessary)

Thank you to all members who took time to vote and to 1587 officers Domingo Holmes, Talia Marshall, Nydia Smith, and Bernardo Victoria, who facilitated the voting process. Local 1587 acknowledges candidates Erica DeMasi and Alex Moscoso for all their work for the union; both intend to serve as Shop Stewards.

Shop Stewards to be Appointed

Local 1587 guidelines provide for Shop Stewards to be nominated for a 1-year term each October; those serving begin their terms in November. Any member interested in being as a Steward should submit a Letter of Interest to Mark Murray, by October 24th at 5pm. Shop Stewards are appointed by the Executive Board, and the decisions will be made on October 25th. See any E-Board member for details.

Contents

Employee Reps & Shop Stewards	1
Precinct Walk Coming Up!	2
You Get a Raise!	2
GOTV Event Planned for Nov.	2
General News/Stipend Increase	3
Election Scheduled	4
Local 1587 Directory	4
October 2018 Events	4
2018 Endorsements	5 – 7
Stipend Proposal	8

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. Old Business
- h. New Business
- i. Adjourn

Precinct Walk Event Coming Up!

Local 1587, in conjunction with South Bay Labor Council, is sponsoring a **precinct walk event!**

When: Saturday, November 3rd

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 exercise could get you a raise next year! Board of Supervisor candidate Don Rocha is labor friendly; this race will determine the swing vote for LABOR CAUSES, including our contract.

Please register at Sign Up Genius:

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

*“Where trade unions are most firmly organized,
there are the rights of the people most respected.” - Samuel Gompers*

Guess What Happens This Month?

All Local 1587 members will be happy to be reminded: Everyone gets a raise this month! Effective pay period October 22, 2018, employees covered by our contract will receive a pay increase of 3%. This is the last in a series of 5 raises our members received as a result of our last contract.

The union has begun the process of preparing for our next contract negotiation, which will begin mid-year, 2019. All members are encouraged to review our contract (it can be found online on the county’s website), and MAT groups will also be going over the contract to find out what changes our members would like to see.

Your input matters, so pull out a highlighter and look at our contract!



General 1587 News

APD

- Arming – Minor changes were made to the policy by 1587 and sent to management. Both sides are now close to signing off on the policy.
- A MAT meeting was held September 20th. Topics discussed included: DPO vacancies, telecommuting – some staff are concerned regarding threats of ending the program, case credits for pre-sentence deputies, etc. Some of these topics may be discussed at the 1587/Management meeting this month.

JPD

- JPD MAT met September 11th. The gathering was well attended. Topics covered: Employee Rep voting, contract expiration, upcoming raises, a town hall meeting to discuss hoped for contract changes, and stipend increase proposal.
- A 1587/management meeting took place in September. We talked about procedure manual progress (being sent to staff to review), the capital project, Ed Services, lack of dispositional options for DPOs, vacancies, ergo evaluation delays, and a possible time study for JPD.
- **Shop Steward Jesus Sanchez** has decided to step down from his union job. Local 1587 thanks him for his many hours of work for our union. Nydia Smith has been appointed to take his position until Shop Steward appointments later in October.

JH

- No 1587/management meeting was held in September.
- Manager Jennings was moved to Training; there is currently no Work Out of Class designated for her.
- Management wanted to adjust schedules for a meeting; the union is pressed for overtime instead; as a result, the meeting was cancelled.
- Other news: Staff is having difficulty using SCCLearn for training. Time Off denials are high due to staffing shortages.
- JH MAT will meet in October and begin going over the contract.
- 1587 is looking into the report that EMP staff were told they could not order safety vests due to cost.

Other

- Local 1587 met with department HR staff to discuss recruitment. HR has many responsibilities, i.e. not enough time for this task. Local 1587 representatives may investigate advocating for new staff to handle this work.

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

In solidarity,

Mary Ryan
Local 1587 Consultant

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October Local 1587 Events

October 4th, Noon: General Membership Meeting, APD Monterey Room

October 11th, Noon: Executive Board Meeting – Union Office

October 25th, 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; Domingo Holmes, 435-2292; Talia Marshall, 468-1851; Bernardo Victoria, 435-2279

JH Steward(s): 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.



Local 1587 representatives participated in the Ash Kalra for State Assembly golf event on September 26th, at Cinnabar Hills Golf Course. Ash has been a labor friendly supporter of Local 1587.

Participants included Antoine Lee, Antonio Walker, Reuben Johnson, and James Hill.

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
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**President, Treasurer, Secretary paid to attend 3 meetings/month

Notetaker (when Recording Secretary absent)	\$60	\$70
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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.