

June 4, 2019



SCOPE

Local 1587 Prepares for Contract Negotiations

In preparation for contract negotiations which will begin in late summer this year, all three Member Action Teams (MAT) – JPD, JH and APD, have been busy reviewing our contract. The Local 1587 contract is divided into two parts: The Departmental, and the Memorandum of Understanding. The MOU covers topics which are generally standardized agreements across county agencies. The Departmental portion covers items specific to our job classifications.

Over the next few months, all the suggestions and ideas will be consolidated into one document, and the Local 1587 Board will meet for a day-away to finalize our proposal. A negotiation team will be appointed by the Local 1587 board, and negotiations will begin around August.

All members are encouraged to consult with your MAT members regarding the contract, offer ideas, attend General Membership meetings, read SCOPE, and generally – GET INVOLVED. This is your contract, your wages, your workplace, and your career! Ideas and encouragement are welcomed.



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General Membership Meeting:
Thur., June 6th @ APD,
Monterey Rm –Lunch served

Agenda:

- a. Acceptance of Minutes
- b. Treasurer’s Report
- c. Committee Reports
- d. President’s Report
- e. Old Business
- f. New Business
- g. Adjourn

E-Board Nominations Upcoming

Per Local 1587 bylaws, the positions of President, Vice President, Treasurer, Corresponding Secretary, and Recording Secretary are open every other year. Nominations for these positions will be accepted at the August and September General Membership meetings. An election, if necessary, will be held by the end of September. The remaining Board positions will be open next year. Please contact any 1587 Board member for further information.

1587 Works to Solve Past Experience Promotional Issue

The County of Santa Clara has denied a member promotion from Group Counselor I, to Group Counselor II, because they lack the two-years' experience equivalent to Group Counselor I.

The member and Local 1587 disagreed with this finding by the Human Resources Manager, because this staff has 14 months Extra-Help Group Counselor experience within our facility, in addition to three-years' experience as a Deputy Probation Officer I in a neighboring county! And, while the County considers four-years of Group Counselor experience equivalent to three-years of Deputy Probation Officer I experience for *promotion* to Deputy Probation Officer II (as written in the Deputy Probation Officer II job specifications), they do *not* consider Deputy Probation Officer I experience equivalent to the Group Counselor classification.

Somehow, the County recognizes that this is equal to that, but that is not equal to this. And, although it is not written in the Group Counselor II job specifications as clearly as it is written in the Deputy Probation Officer II job specifications, Local 1587 finds it surprising that the HR Manager could come to this conclusion about equivalent experience.

Local 1587 will keep working to ensure our members are compensated justly for the work they do. When highly skilled staff come to work with us, we hope to convince the County to recognize the valuable experience these individuals bring to us and urge them to promote these employees accordingly.



General Local 1587 News

Adult Probation

- The MAT met on May 22nd and continued to review the contract. The next meeting is scheduled for June 12th.
- The APD Labor/Management meeting was canceled for May.
- Research about cost and other factors is being done regarding safety vests designed specifically to be more comfortable for females.

Juvenile Probation

- JPD MAT met May 15th. The group has now completed its review of the contract in preparation for negotiations and will be consolidating all suggestions into a single document.
- JPD Local 1587/Management & Safety meetings to take place May 29th.

Juvenile Hall

- JH MAT completed its review of the contract. Thank to those who participated.
- Local 1587 and Management met May 21st regarding the practice of strip-searching minors. Currently, staff planning to search minors in this fashion must get SGC approval and complete an Upgraded Search Form. 1587's review of the policy found it to be unclearly written, leaving staff unsure of how to proceed. The department agreed to revise the document to eliminate confusion.
- It was discovered that the new time-keeping system, TeleStaff, cannot accommodate the department's current Overtime Policy practices. The department's plan was to roll out TeleStaff in September 2019. In 1587 opinion, this timekeeping system cannot be implemented until fixes for the Flex and Overtime Policy problems, which are contractual, are devised. Local 1587 will request a meeting with JH Executive Management.
- A meeting with management and Local 1587 will be scheduled to discuss staffing in Juvenile Hall in June/July. During these months, for a variety of reasons, there will be a severe shortage of workers. The union plans to review the Mandatory Overtime Policy, Time Off requests, alternate staffing ideas, etc.

General News

- Local 1587's Regalia Committee has received the shipment of shirts for those individuals who committed to work two labor events before the end of the year. If you signed up, you should be receiving your shirt soon, and thank you for your promise to work for our union!
- Local 1587 recently completed a financial audit. Things went smoothly and we are in sound fiscal shape. Previously, an independent auditor completed this task. Now, AFSCME provides a list of questions and our accountant audits or books, reviews these inquiries and provides answers.

Local 1587 Corresponding Secretary Departs

After 23 years serving on the Local 1587 Executive Board, Maureen Wheatley, Corresponding Secretary, is departing from her position with the union. As Corresponding Secretary, this position includes the production of the Union's monthly newsletter, SCOPE. At the May 9, E-Board meeting, replacement Erica DeMasi was appointed to serve out the remainder of the term. Congratulations, Erica; the Union is in good hands!

A few personal comments: It has been an honor and privilege to serve in this capacity for Local 1587 these many years. Thank you to the members who shared comments and ideas about how to improve the newsletter and the work of the Board overall, offered ideas, volunteered to help, and showed me kindness. This publication has not been without controversy at times, and for those who voiced concern or dissatisfaction, your comments, too, were valued.

This Union - the brothers and sisters who make it up and work for its causes, will always have a place in my heart. From Louie Zarate, Jeanne Lucchesi, Eric VanPatten, and my father, who struck for this union, to our current leadership, including Mark Murray and Eric Parsons – it's been a long, crazy ride! I'm a better person for having been a part of this beautiful group of committed professionals, and I wish Local 1587 Probation Peace Officers' Union – AFL – CIO, a strong, healthy future. Si se puede!

AFSCME Local 1587 – Probation Peace Officers’ Union

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June 2019 Local 1587 Events

June 6th, Noon: General Membership Meeting, APD Monterey Room

June 13th, Noon: E-Board Meeting, Union Office

June 27th, 3 – 5pm: E-Board Meeting, Union Office

Local 1587 Directory

President: Mark Murray, 314-3824

Vice President: Eric Parsons, 925/575-0328

Corresponding Secretary/SCOPE: Erica DeMasi, 435-2176

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: Domingo Holmes, 435-2292; Talia Marshall, 468-1851;
Melissa Rice, 468-1679; Bernie Rocha, 201-0577

JH Steward(s): Joel Gonzalez, 278-5820; Rita Gonzalez, 278-Horlando Guzman,
278-5829; Alex Moscoso, 468-1688; Alexandria Peyton, 278-5881

JPD Stewards: Mayari Castro, 278-6118; Victoria Contreras-Wolfe, 278-6076;
Dustin Eng, 278-6085; Rashad Jones, 793-8849; Nydia Smith, 422-7674

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

Union Office: Office Manager Amelia Taylor , 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.