



# SCOPE

**JULY 2, 2019**

**GENERAL MEMBERSHIP MEETING: 12-1pm JULY 11, 2019** (JPD Fourth Floor Training Room)

**EBOARD MEETING: 12-1pm JULY 18, 2019** (UNION OFFICE)

**EBOARD MEETING: 3-5pm JULY 25, 2019** (UNION OFFICE)

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### EVENTS continued...

The Santa Clara County Democratic Party 28<sup>th</sup> annual fundraiser dinner “Celebrate The Year of Victorious Women.” This event celebrated the electoral success of women. Since 2016, the representation of women in the political arena has increased exponentially. “If you don’t have a seat at the table, you’re probably on the menu.” -Elizabeth Warren

YWCA Silicon Valley’s fundraiser for raising awareness and funds for sexual assault prevention “Walk a Mile In Her Shoes”



## Out and about in our community



Our union is small, but mighty and we stay mighty by donating money, showing up, and building relationships with people in our community. Since May we’ve attended many **EVENTS**....

The NAACP 65<sup>th</sup> annual “Freedom and Friendship Gala; We Are One the struggle continues.” Raises money for their client service programs, including legal redress, student scholarships, & Annual Youth Leadership Academy.



It may look like Eboard members in the above left picture, but this is a picture of you, because we are a Union and we represent you. This is all of us at South Bay Labor Council’s “Bowling For Change” event. This is us helping to raise money to support the critical work done by Silicon Valley’s progressive labor movement. This is us fighting for jobs with fair wages and benefits, keeping the government accountable, asking for healthier families, advocating for affordable housing, and caring about kids. These are the political priorities of the South Bay Labor Council and this is you, me and all of us showing our support. FYI, we won third place at this event;)

## Hot topics in our Member Action Team (MAT) meetings

Contract negotiations are coming up and one of the ways we prepare for this is to ask you guys, what are your needs? The universal answer across divisions is of course More Money! Which makes sense right? The cost of living here is astronomical. Receiving wages that allow us to have the quality of life we deserve is always at the top of the list. However, there are other things members are asking for which enhance our quality of life and many of those things have to do with the flexibility of our schedules, allowing us some measure of autonomy in choosing work location and hours of operation. We are fortunate our contract language allows for flexible schedules. We aren't imprisoned in an 8-hour day, 5-day work week. Our contract reflects the complexities of our work and allows for 12-hour workdays or a 4-day work week. We can save money in travel costs, childcare, and most importantly facilitate Work/Life Balance because of our flexible schedules.

In MAT, Members are asking to not only retain the flexibility of our schedules but for the expansion of Telecommuting. So many of our members have "Office days." Days we cannot go into the Field or are not in Court, days that our eyes are glued to a monitor, our fingers tapping to the tune of a keyboard. Not everyone wants to Telecommute; however, for those us who would like to telecommute on, we need to talk concerns/benefits.

Concerns? The lack oversight or control over how employees are spending their time which can lead to the issue of employees shirking their duties. Security concerns, as we are handling sensitive information. Also, the potential loss of opportunity to brainstorm or "case conference," going to your coworkers to ask for help and talk shop is a valuable tool within and pillar of the workplace.

Benefits? Recruitment and retention of talented employees who are juggling work, family, and other obligations. Increased productivity is a benefit of telecommuting, because employees have fewer distractions. Also, time and money are saved because employees are not paying for parking, paying for wear and tear on their vehicles, or spending money on gas because they are stuck in in long commutes and yes commutes are long. Our members commute from places like Tracy, Oakland, Sacramento because it's more affordable to live there, especially in our situation when wage and cost of living increases are not keeping up with the actual cost of living in this area.

To improve Morale and reduce Fatigue and Stress, having the ability to flex our schedule and telecommute can be equally important to getting Fair Wages, because it makes our lives affordable in significant ways beyond our paycheck.

## General Local 1587 News

### Adult Probation

- MAT met on June 12<sup>th</sup> and completed reviewing the contract for the purposes of obtaining member feedback for negotiations.
- Local 1587/APD management met June 4<sup>th</sup> Re: Flexible work hours (Union filed a grievance as we believe management to be in violation of contract language allowing for 12 hour work days as a part of a regular schedule), BPU position (update pending), ODARA (DV risk Assessment) still validating while also planning to utilize, Case transfer policy and the role of Reassessments in case transfers, the Debrief Policy (update pending), HRO cabinets (update pending), Knife Breach, and Property room (New sign, stamp and receipts containing language for destroying property ordered)
- Safety committee met on June 25, 2019, one of the of the significant topics discussed was the fact that for a year, more than one set of doors at APD have not been closing all the way. Though facilities have made several attempts to address the issue, all of the fixes have proved temporary. This is a significant safety issue, particularly given the nature of our business. Updates pending..

### Juvenile Probation

Nothing to report

### Juvenile Hall

Although previously, there was a concern the Telestaff program would not be compatible with Over Time Policy, it has been determined it is in fact compatible.

### General News

#### 1. Probation Budget

- The Board of supervisors approved another new position in the PO series to begin in the new fiscal year July 1, 2019.
- In the discussion of Probation budget there was some talk about why the cost of operating Juvenile Hall (~500,000 per kid, every year) has remained very high when the population of Juvenile Hall has drastically reduced. The Probation Department did cut twenty something open codes when the economy went south and some positions were moved to EMP. Additionally the medical care, education, and other services received by the JH population were included in the per kid cost, but that money does not come out of the Probation Department Budget. The announcement that San Francisco voted to close down their Juvenile Hall has been a result of misguided policy approach due to a political climate rife with false narratives. The good news is that our Board of Supervisors recognizes that our Department has done a great deal of work in diverting kids from detention and our Juvenile Hall is serving the purpose of community safety and there is no talk of closing down our Juvenile Hall.

### EVENTS continued...



Maureen Wheatly has left our Union via a well-deserved promotion to Manager. As your union representatives we are always meeting with management. We come together at tables, in offices, and conference rooms, to confer, discuss, reconcile, solve, create, negotiate, and bargain. To have a manager who comprehensively and intimately understands our experience is everything.

We have lost her on our side of the table, but we are very grateful to still have her at the table.

## AFSCME Local 1587 – Probation Peace Officers’ Union

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### Please Join Us

Sunday, August 11, 2019  
2 p.m. to 4 p.m.

*Joseph George Fine Wines*  
1559 Meridian Avenue  
San Jose, California

\$100 per person  
(includes one raffle ticket for  
three drawings)

Additional raffle tickets  
\$35

Register Online at  
<https://nbtsevents.braintumor.org/shelbysbrewerfest2019>

**Benefitting the National Brain  
Tumor Society**

### In Other News...

Law enforcement groups and civil rights advocates have reached a compromise over **AB392**, a legislative bill aimed at changing the standard for use of deadly force. Under existing law, homicides committed by police officers are justified when committed in arresting a person who committed a felony and the person is fleeing or resisting arrest. Original **AB392** would have narrowed that justification – homicide would be justifiable for self-defense, the defense of another person, or when preventing a fleeing felon’s escape for the purpose of preventing death or serious injury. The bill barred officers from using a justifiable-homicide defense if their own actions for causing the death were found to be criminally negligent. It changed the language about force from “reasonable” to “necessary.” For obvious reasons, most law enforcement groups opposed **AB392** and having met with HRO Officers in a discussion about this bill, Local 1587 made it clear our union did not support **AB392**. Law enforcement has been heard and the language will remain as “necessary” and the section regarding holding Officers criminally liable has been removed.

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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.