

## August 2019

**GENERAL MEMBERSHIP MEETING:** 12-1pm August 1, 2019 (APD Fourth Floor Training Room)

**EBOARD MEETING:** 12-1pm August 8, 2019 (UNION OFFICE)

**EBOARD MEETING:** 3-5pm August 22, 2019 (UNION OFFICE)



# SCOPE

## Out and about



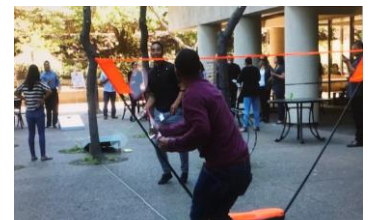
After 29 years with the Department, 15 years of which he served as the Vice President of the Union, Eric Parsons is retiring and has officially resigned as Local 1587 Vice President. Our Union President, Mark Murray, had these words to say “Eric is smart, committed, and a force to be reckoned with. He has worked alongside with me all this time and it will be strange to be doing this without him. We have so much to be grateful to him for, you have no idea. If you see him, shake his hand and thank him.” Eric has plenty of fight left in him and the Union will be retaining his invaluable services during the negotiations for this up and coming contract.

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For Probation appreciation week, Supervisors at JPD procured the back patio at 70 W. Hedding , and invited their staff to come play games, eat ice cream, and have fun outside the office for an hour. Members deeply appreciated supervisors who went above and beyond the call of duty to show their appreciation by giving their time, attention, and effort.



## Hot topics

If you pay attention to the headlines, you've likely noticed an increase in labor disruptions nationwide, more strikes, walk outs, and more examples of member involvement and action. \*Data shows the numbers of workers being impacted by large strikes, is in the hundreds of thousands and the highest it has been since 1986. Despite the strategic and determined assault on unions in the last 30 years, unions are turning the tide. The balance of power is due to be shifted and redistributed more equitably in our society. The hope is the work of unions will bring much needed balance to our lopsided economy by negotiating fair wages and raising the bargaining power of members.

Although 1587 is still preparing for contract negotiations, Local 521 and CEMA are in the midst of negotiations. Word on the street is CEMA negotiations are moving right along. However, the same cannot be said of negotiations with 521. Their contract expired in June, as did CEMA's, and they both working without a contract. As you may know the county purchased three hospitals this year and nothing makes people want to hold onto their money more than a recent large purchase, and our county is no different. 521 negotiations with the county began with a very rocky start in part due to the purchase of those hospitals. Local 1587 is a dedicated supporter of Local 521. The better they do in their negotiations, the better we do. In the event they strike, we would like to remind our members to not to do the work of any 521 members in the Probation Department. We do not wish to undermine their bargaining power and therefore undermine our own.

Insofar as our own negotiations, 1587 has a good relationship with the county. We are viewed as team players. We have been very active in the political arena, lending our voice, our support, and donating our monies to candidates who have our best interests. Also, our union is cohesive; we have each other's backs. We may not be large in comparison to 521, but we wield power and influence through our unity and our efforts to maintain relationships with people who can support us. Our contract team is looking forward to negotiations with the knowledge that our members are behind us one hundred percent. We are watching the 521 negotiations with the hope they can wrap things up come fall as some of the same people at the table with 521 are also supposed to be at the table with us, for our negotiations. Having the same people divide their time between three bargaining units, might be problematic, so we are hoping to avoid that. In the meantime, please continue to forward your wants and needs with regard to the contract to your Representative or Shop Steward. Our contract teams are meeting on a twice weekly basis, feverishly hammering out the details of our contract proposal and we welcome any and all input.

## General Local 1587 News

### Adult Probation

- The APD Labor/Management meeting was postponed until August 6, 2019.

### Juvenile Probation

- In the last three years, there has only been one bid into the geographic units at JPD. It is clear we need to make these positions more attractive to our members at large, so that people enter willingly as opposed to being moved. One of the most oft cited reasons for a member being moved is "Departmental needs," an explanation as broad as it is vague. We like to think departmental needs include our members needs as we make up "the Department." JPD reps are in the midst of discussing the expansion of Telecommuting at JPD. On the table is creating one telecommuting position per unit with the idea that it might be expanded to two, depending on its success. We are so grateful management is taking into consideration our "Departmental needs" and are open to consideration of expanding this program. If you have ideas about how telecommuting would work in your unit, contact Cassandra Hosseini or Mark Utsey or any one the JPD reps and let them know. It helps to have solid strategies from our members to support the union's advocacy to any program we are trying to create and implement on the behalf of our members.

### Juvenile Hall

- JH Management has decided to eliminate the Police Admissions Counselor position. 1587 had raised concerns that emergency response and service quality would be affected but they decided to eliminate the position anyway.

### General News

- **UNION PICNIC:** After reviewing many venues, the Picnic Committee is recommending the Family Friendly and affordable [Coyote Ranch](#) . The picnic date has been set for [September 22, 2019 and will be from 11am-3:30pm. Food, Spirits and Fun & Games for the kids!](#) This a contract negotiation year and it is really important we feel united. One of the ways to do that is breaking bread together and enjoy each other's company. Please mark your calendars and plan on attending!
- The founders of San Jose Spotlight put on a presentation at the July 24, 2019, 3-5pm Executive Board meeting. Our labor council has asked our union to contribute financially to this non-profit, community supported, online news organization, as their mission is to provide independent, ethical, and unbiased coverage of local news which is arguably relevant to our members. The presentation was very well received, and the board intends on bringing the matter to a General Membership meeting in September to get member feedback. If members are interested in learning more, you can follow San Jose Spotlight on Facebook or submit your email address on their website to receive one email a day, which includes three recent articles. More information to come in September.
- The Union Board will be accepting Executive Board nominations at the August 1, 2019 General Membership meeting at APD and again at the September 5, 2019 General Membership meeting at JPD.

**Our hearts heavy, we love and support those impacted by the recent tragedy in Gilroy.**



### NEWS: Trainings and Conferences.

Our Quarterly Training Committee met on July 11, 2019, during which it became clear the process for requesting to attend trainings and conferences needed to be updated. In the event you wish to attend a training or conference, please forward the training or conference information to one of the Training Committee members. It is crucial to add a brief note as to why the training is significant to you, in order for a Training Committee member to advocate for your attendance. Please submit your request 8 weeks prior to the training or conference of your choice, as the Training Committee meets once a month (First Thursday of each month. 11am). The updated process will be outlined in an email. In response to Union Member feedback, we have asked at Management to provide the reason for denial should any member have their training/conference request denied. Additionally, the Training Committee has introduced the subject of redundancy in Defensive Tactics/ OC training in addition to Weapons Retention training for Armed Officers. Another meeting to reconcile these issues was scheduled, stay tuned...  
 Training Committee Members:  
*Nydia Smith, Marc Utsey, Zulema Viramontes, Antonio Walker, Robyn Schlice.*

## AFSCME Local 1587 – Probation Peace Officers’ Union

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## In Other News...

A recent article in San Jose Spotlight discussed the likely impact of the new Google campus on renting in San Jose. A study of the potential impact completed by Working Partnerships USA found rents are likely to increase by as much as 235 million dollars by 2030. Although over 6,500 hundred homes, have been built in the area since 2010, the housing supply continues to lag behind housing demand. Additionally, while more jobs have been brought to the area, wage increases have not kept up. The median wage in San Jose has increased by 21% from 2010. Since 2010, rents have increased by 69%. The average San Jose renter is paying more than double for rent than they were less than ten years ago, and their average wages have not increased by even a quarter of what they made ten years ago. A 2019 County Health Rankings reported the county renters are paying over half their income on housing. It is this reality that comes to mind when we go to the table to negotiate our contract. We do not just want fair wages; we must have them to live where we work. Also, if we can not afford to live where we work, we need flexibility in our schedules-we need options for work/ life balance. Below is the link for the full article referenced above.

<https://sanjosespotlight.com/new-report-google-campus-will-lead-to-235m-more-in-rent-spikes?sfns=mo>

## Please Join Us



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

Joseph George Fine Wines  
1559 Meridian Avenue, San Jose, CA

\$100 per person  
(includes one raffle ticket for three drawings)  
Additional raffle tickets  
\$35

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

Benefiting the National Brain Tumor Society  
in memory of Shelby Brewer

**President:** Mark Murray, 314-3824

**Vice President:** Vacancy

**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.*