



SCOPE

Out and about ...

Field work at the Union Picnic



Dancing, Singing, and Chatting....



October 2019

GENERAL MEMBERSHIP

MEETING: 12-1pm

October 3, 2019 (APD
Monterey Room)

EBOARD MEETING:12-

1pm October 10, 2019
(UNION OFFICE)

EBOARD MEETING:3-5pm

October 24, 2019 (UNION
OFFICE)

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Families at rest...



Families at play...



Hot Topics...

Member Action Teams (MAT) will be utilized in disseminating important information as it relates to negotiations. Hopefully, your unit has somebody who stepped up and offered to serve on the MAT team in your division, and if not, it's not too late! Contact Melissa Rice at APD, Dustin Eng at JPD, James Hill at JH to find out who your MAT representative is or to become a MAT representative for your unit. Make sure your unit has a MAT Representative and that person has your personal telephone number, so that you can be notified of important updates.

What do we do if SEIU Local 521 Strikes??

- 1) **Can Local 1587 honor the SEIU picket line?** Yes. Under no circumstances is an employee obligated to cross a picket line if they feel it is unsafe to do so. Individuals have the right to refuse to cross a picket line.
- 2) **What happens if I cross a picket line?** It is up to each member to decide whether they will cross a picket line set up by another union.
- 3) **Do I have to provide notice to the county that I intend to honor the picket line?** No. Local1587 will provide notice for its members as a whole. Employees are not required to provide advanced notice.
- 4) **What if the picket line goes up after I'm already at the workplace?** Notify your Supervisor or Manager that you are honoring the picket line and then leave if you decide to support the Strike.
- 5) **Can I be disciplined for honoring the Strike?** No. It is a violation of State and Federal law to discriminate or retaliate against an employee that chooses to exercise their right to honor a duly certified picket line.
- 6) **Can I be replaced for honoring a picket line?** While in some cases it is legally possible to replace an employee honoring a picket line, it is highly unlikely the County would do so given the extreme difficulties associated with finding acceptable replacements.
- 7) **What happens when the Strike ends?** Local 1587 members should return to their regular positions. Local 1587 will notify the county all members will return to work immediately following the end of the Strike.
- 8) **How much can I talk about the Strike with SEIU Local 521 members before it happens?** Employees have the right to discuss workplace issues with their coworkers, but this should be on your own time. You should not discuss the Strike with a SEIU employee that you supervise, especially during working hours.



Thank you to the Local 1587 members who came out in support of Local 521 members at the "We Are Striking" rally.

Stronger Together

General Local 1587 News

Adult Probation

- SCCSET has requested our Department consider having our Task Force position include a dog which can detect drugs. Generally, PO(s) stay in their assignments longer than Police Officers. The consistency of having the dog remain with one Officer is ideal. Our members who would be responsible for and working in proximity with the dog are in favor of taking this on.

Juvenile Probation

- A private, independent company has completed an evaluation on the JPD building and has created a proposal which prioritizes needs and estimates cost of repair. A meeting with County Executive Jeff Smith is scheduled to go over the proposal.
- The discussion regarding the expansion of telecommuting at JPD is ongoing
- The loss of the PA code in JH has impacted workload and underscored a need for improvement in communication between JH and JPD. The Union has received positive feedback from members regarding a 24-hour PO position in the Screening unit to address the issue and is working collaboratively with the Supervisor of the Screening unit as to what that would look like insofar as implementation.

Juvenile Hall

- The discussion regarding the use and placement of the video surveillance cameras in Juvenile Hall is ongoing as there are unresolved issues.
- The Union is currently attempting to address the issue of staff not receiving mandated breaks.

General News

- Santa Clara County's auditor the Harvey Rose Corporation will be conducting a staffing study of Juvenile Hall, Juvenile and Adult Probation Departments, and the Juvenile Ranch Facility. We strongly encourage members to be responsive and participatory in this study. If you believe your Department to be understaffed in relation to workload, this is the time to speak up, as the results of this study can support our requests for new positions and an equal distribution of workload.
- Are you interested in serving as a Shop Steward? Submit a notice of interest which includes a brief explanation as to why you wish to serve as a Shop Steward to Mark Murray by October 17, 2019. You're encouraged to attend an Eboard meeting in advance of submitted a notice of interest.
- All incumbents were reelected to their positions on the Union Executive Board. Nydia Smith was elected Vice President.



Please Welcome
Nydia Smith as
the newly elected Vice
President of Local
1587.

Nydia is a Supervisor at JPD and has served on the Union Executive board for 24 years. She has been a Shop Steward, the Recording Secretary, and a Union Representative at JH, JPD, and APD. Nydia's efforts on behalf of local 1587 members are tireless and her contribution is both integral and invaluable to the work of the Union.

Thank you !!

A special thank you to Nydia Smith, Chair of the Picnic committee, the Picnic committee, and Office Manager, Amelia Taylor for putting together a wonderful Union Picnic.

Local 1587 members, 521 members, and retirees all enjoyed Tri Tip, Ribs, Garlic Bread, Ice cream, and more on a beautiful day perfect for all the fun activities we enjoyed like karaoke, dancing, parachute play, races, and Tug O' War... FYI Girls beat the Boys 2 two out of three rounds !

Training Information...

As we embark on the new training year, we wanted to remind all our members of the importance of completing an evaluation at the end of a training. The Training Unit reads each and every evaluation. Your valuable feedback factors heavily into deciding which trainings provide relevant information to our members, as well as which trainers are the most effective at presenting information in way that is interesting. Moreover, trainers appreciate your positive feedback and utilize your constructive commentary to develop areas of needed growth.

AFSCME Local 1587 – Probation Peace Officers’ Union

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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;
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General Counsel: Lou Silver, 456-5076, Emergency
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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.

In Other News...

Santa Clara Civil Grand Jury completed an investigation in which they concluded “massive increases in retirement benefits” are going to be an enormous drain on city resources at the taxpayers’ expense. The report specifically mentions the 3 % cost of living adjustments (COLA) for retirees are so “generous,” the council ought to reduce them. The mayor thought the recommendation “odd” given the Court already determined it was illegal to renegotiate them. In a memo, the city officially disagreed with the report’s findings and stated its intention to honor the agreements on retirement benefits with all bargaining units through 2025.

<https://sanjosespotlight.com/san-jose-responds-to-grand-jury-report-on-3-4b-in-unfunded-pension-liabilities/?sfns=mo>

California state assembly overwhelmingly approved SB310, the bill otherwise known as “The right to a jury of your peers,” which essentially allows people with a prior Felony conviction to serve on a jury unless they are on Probation, Parole, or are a convicted Sex Offender. Twenty other states already allow people with previous Felony convictions to serve on a jury and four states allow it without any restrictions. The next step is the bill goes to Governor Newsom for consideration.

<http://www.ktvu.com/news/felons-could-soon-start-serving-on-juries-in-california-for-the-first-time>

Only 36% of San Jose’s population voted in the last Mayoral election and they were mostly from West San Jose where the population tends to be white and wealthier than average. Shifting the mayoral elections to occur in the same year as the presidential election can increase voter turnout by 30-35% percent. More importantly, women, people of color, and young people will be more likely to vote in the election. The San Jose Fair Election Initiative is a proposal which asks to shift the mayoral election to a presidential election year. It also attempts to reduce corruption by limiting where the candidates can get money for their campaign. This initiative needs 70,000 signatures to get on the November 2020 ballot and they are collecting signatures now with the goal of getting 100,000 by January 2020. Do you live in San Jose? Do you know people who live in San Jose? Can you collect a few signatures, even if just among the people you know who live in San Jose? Go to this Website and click on Get Involved. <https://www.sanjosefairelections.com/>

Interested in making \$30.00 an hour in your spare time? Want to make sure your city is getting the funding and resources it needs based on its population? Census workers are needed! Contact City of San Jose Census Office 408-535-5602 or go to 2020census@sanjose.gov