

June 2020

**GENERAL MEMBERSHIP**

**MEETING: 12-1 June 4, 2020 Virtual**

Invites pending

**EBOARD MEETING: 12-**

**1pm June 11, 2020**

Virtual

**EBOARD MEETING: 3-**

**5pm June 25, 2020**

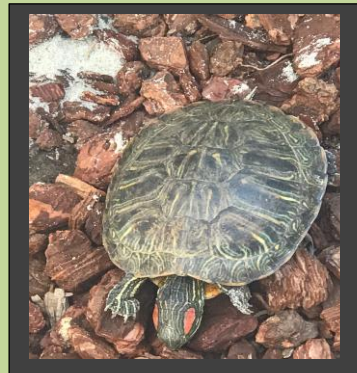
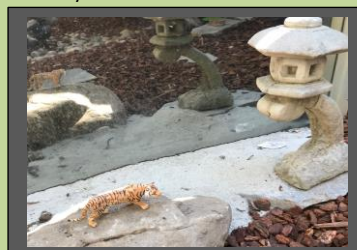
Virtual



# SCOPE

## New Home... (Special thank you to *Nigel Williams* for submitting information/photos)

Great news! On May 21, 2020 Juvenile Hall welcomed two Juvenile Red Eared Slider Turtles to the Court Room Atrium. The two turtles came from Florida and sent to our facility for educational purpose. The turtles serve as a way to teach the youth in custody about nature, exotic animals and how to care for pets. Joe is a shy “exotic” turtle who loves to hide in the shade. Carol enjoys her time “basking” in the sun and swimming in the pond. Both turtles are getting comfortable in their new environment and are bringing lots of joy to an otherwise stressful environment. The atrium cleanup project was a group effort spearheaded by Sr. Group Counselors **Sandra Figueroa** and **Jabari Lomax**. They received help from Nurse Mitch, Tito Rodrigues and his crew and our janitorial staff Teresa. The Atrium got a fresh new layer of tanbark, sand and a new water fountain feature. Plans are in the works to get a larger pond that will include Koi Fish and aquatic plants. If you are in the area stop by and visit our new additions to our Probation Family.



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*Victoria Contreras-Wolfe has been appointed a Union Representative at JPD. Victoria was hired by the Probation Department in February 2006. She has spent her entire career in the Juvenile Division. Her previous assignments include the Northeast Supervision, Court and Quality Systems units. In October 2017, she was promoted to Supervising Probation Officer and assigned to the Placement Unit. She became a Shop Steward in July 2017. Victoria believes in the collective power of labor unions to give a voice to workers and improve working conditions. She wanted to become a 1587 Representative because she admires the work and dedication of the 1587 EBoard and wanted to contribute to those efforts in more meaningful way.*

### Hot Topics...

Santa Clara County Board of Supervisors President Cindy Chavez announced they are looking to ask Santa Clara County businesses to commit to implementing telecommuting/ teleworking as regular practice had for the greater good of the community, namely in regard to reducing to traffic permanently and environmental impact.

“This is a really exciting opportunity that we have,” Santa Clara County Board of Supervisors President Cindy Chavez said. “The coronavirus outbreak and shelter-in-place mandate have forced companies to devote time and money to make large-scale, commute-free work operational during the past seven weeks. Now is the time to expand and sustain this blueprint in Santa Clara County.”

Through a herculean effort, Local 1587 was successful in getting a telecommuting pilot off the ground. However, getting approval to expand the program has been an up at dawn, uphill battle that’s lasted for years. We have cited lack of affordable housing in the immediate Bay Area, forcing our members to live 2-3 hours away from our workplace and we have cited the results of studies showing increased productivity and improved employee morale, to no avail. Just this past Fall, we were told while telecommuting was only doable for units with “quantifiable” work. We tasked our Member Action Team (MAT) leaders to ask everyone in each unit at APD to look at their work and identify the quantifiable work that could be done remotely. Every single MAT team leader came back to the MAT meeting saying members of every unit identified work they could do remotely. With this information, we submitted a revised telecommuting policy (special thanks to *Judí Marshall* for her work on the policy) at the beginning of this year to try an expand it at APD and never received the promised response. At JPD we have been asking to begin telecommuting at least one day a week for staff in all units since the beginning of the year. As recently as a month ago, during a meeting which Supervisors and Managers were present, a Deputy Chief expressed the opinion they did not approve of telecommuting as “real work” was not done at home. Not only did this disparage and negate the real work which is being done in our homes despite having to share laptops and forgo ergo evaluations, it throws a floodlight on the inherent personal bias which we have experienced in our push for telecommuting. Fieldwork and in person contact, though integral to most of our positions within the Department, does not comprehensively define our work, not by a long shot. All the work we do at our desks, whether the desk is at the office or in the home, is real work.

Until recently our efforts to expand telecommuting have continually been met with inertia at best and resistance at worst. However, during a recent meeting, our Deputy Chief, Laura Garnette was asked her thoughts on the expansion of telecommuting in our department and making it a fixture of our future operations. Her response was that with the technology we have now, “We could do that.” Though she was quick to clarify some more “difficult” conversations were better held in person due to the importance of being able to pick up on and utilize bodily language with ease. To hear her acknowledge the expansion of telecommuting Department wide as a viable reality for all staff who are able to work remotely demonstrated foresight we hoped for and compassion which we appreciate. The current pandemic situation has forced a situation in which if we are able to work from home, then we must work from home. It is no longer a privilege we must jump through hoops for but basic right to health and safety via our working conditions. The pandemic is the catalyst for change that we would not have wished on any one but we can utilize to create a new and improved normal.

It is important to note that although Cindy Chavez did not appear to differentiate between “telecommuting” and “teleworking,” there has been some indication our Department is assigning different meanings to the term. Telecommuting means there exists a signed contract between an employee and employer identifying the terms and conditions both parties agree to. Teleworking is the Departmental wide ability for employees to elect to work from home without formalized conditions. It is our understanding that while the majority our members are currently “Teleworking” while our Department is working on a new “Telecommuting” policy. We recently held a MAT meeting to get members feedback on their teleworking experience and the feedback was overwhelmingly positive. As one member put it, “It’s not the telecommuting that is the problem, telecommuting is great, it’s the things like the Court and service providers shutting down, that isn’t working.” Members expressed the desire to get back to field work, in the same breath they voiced their gratitude for “getting two hours,” of their lives back each day because they didn’t have to sit in traffic. With telecommuting/ teleworking, it finally feels like work/life balance is achievable.

- Our signing bonus will be included in the June 19<sup>th</sup>, 2020 paycheck. Though we asked for a separate check to relieve the tax burden, the request was denied.
- When we negotiated for the Subject Matter Expert increase, our expectation was this increase would be included in pension calculations, as the point of this increase was to act as an incentive to retain staff who have a wealth of knowledge. However, we have since been informed this SME increase is considered a "longevity differential" and this type of increase is not included when calculating pensions. We have met with labor relations on this issue but have been unable to reconcile the issue.
- On March 9, 2020, ESA implemented a new integration policy which calculates leave integration based off of gross pay versus net pay. Our contract explicitly states integration is to be calculated off net pay. This negatively impacts our benefits and they failed to honor our meet and confer agreement in making this change. We are filing a grievance and need to know if anyone is affected by this policy and if they would like to join grievance. This affects anyone on disability/maternity leave.
- The Probation Department was paying Sheriff's deputies to man the APD metal detectors, but we have been informed the Sheriff's Office will no longer provide this service. The union and management are in agreement the APD metal detectors are integral to our safety given the sheer volume of weapons confiscated during their operation. Additionally, we value the presence of Sheriff's Deputies as they respond to incidents on site. At this point, management is not seeking alternative solutions as they are focused on persuading the Sheriff's Office to return to the post.
- Prior to the pandemic, the Probation Department was asked to cut 4.5 million dollars from its budget. Critical revenue streams such as sales and income taxes have decimated by the pandemic conditions. We are currently working with the South Bay Labor Council to prepare budget recommendations. Fortunately, we learned from the 2008 recession the budget cuts the county made actually slowed the economic recovery. Research shows if they instead sought a way to borrow the money instead of making draconian cuts, the economic recovery would have occurred much faster. Also with the closure of the youth prisons, we must house the (~40) youth returning to us as well house and supervise youth in the future. As a result, the Governor has allocated funds to the Probation Department for this and promised additional funds in the future. The Probation Department cannot afford to lose staff or funding and that shall be our mantra in the budget talks.  
<http://www.ebudget.ca.gov/2020-21/pdf/BudgetSummary/PublicSafety.pdf>
- Management has advised the numbers of county employees being called to Disaster Service Work duty is constantly increasing and the fastest growing area of need for workers is for contact tracing. Our chief maintains the Department has no say in who is called to duty, as they receive a list every Saturday of people who are to report to duty on Monday. However, it is our understanding that our Department was recently specifically asked who they could spare for this type of work and a list was submitted. If you are summoned to duty, please let [mark.murray@pro.sccgov.org](mailto:mark.murray@pro.sccgov.org) know.
- Approximately 100 Pre-Trial Services (PTS) cases are to be supervised by Probation Officers of which about 45 have the GPS component. There are no extra duties associated with these cases as the PTS conditions mirror Probation conditions and the equipment is the same. K. Avila advised no Court Memos with status updates will be necessary, as if there is a violation, it would result in the normal Violation of Probation filing.

**On the evenings of May 29 and May 30, 2020, our Armed units answered the call from the Sheriff's Office for assistance in protecting the perimeters of Juvenile Hall, the Juvenile Probation Department, and the Sheriff's Department given the concerns of peaceful protests escalating into riots. We are grateful for their service and glad for their safety.**

## Call to action....

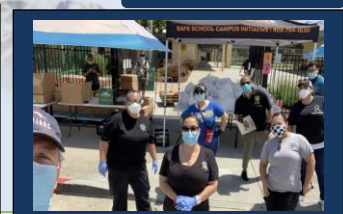
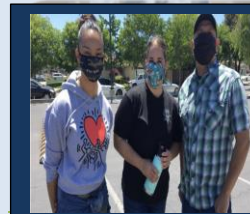
Every Friday since May 15, 2020, Local 1587 Probation Officers, Probation Community Workers and Supervising Probation Officers have been visiting various school sites in the areas of most urgent need and distributing food, thus providing weekend meals for all school-aged children and their families in the Alum Rock, Franklin McKinley and Evergreen School Districts. This is being done in partnership with the City of San Jose and the Santa Clara County Office of Education. Our participating members have expressed how rewarding it has been to provide this service and expressed their intention to return each week until the initiative is over. They have begun bringing their teenage children to help volunteer as a way to teach them about helping others who are less fortunate. This service to our vulnerable families has enabled the community to view the Probation Department through a different lens, recognizing that in addition to protecting our community, we also want to meet their needs to the best of our ability.

If you would like to help and have questions, please contact [nydia.smith@pro.sccgov.org](mailto:nydia.smith@pro.sccgov.org). You may also refer your client if they are experiencing a financial hardship and in need. No questions asked except for how many kids and adults you need food for. Food distribution is between 11am-1pm and a list of participating school sites is available upon request.

Cesar Chavez Elementary



Participants: Shemar Pierce, Jefferson Bautista, Vanessa Vasquez, Loren Rucker, Uyen Nguyen, Kiara Davison, Jennifer Anguiano, Luis Ochoa, Johnathan Deo, Alejandra Lopez, Nydia Smith, Deserie Escobar, Rose Pando, Patrick (Steve) Robinson, Zulema Viramontes, and Suzette Sanchez



## AFSCME Local 1587 – Probation Peace Officers’ Union

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**Vice President:** Nydia Smith 499-8904

**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, Victoria Contreras-Wolfe 408-268-6076

**APD Stewards:** Perla Arellano 408-535-4248; Jose Lepe 408-771-4851; Melissa Rice, 468-1679; Bernie Rocha, 201-0577

**JH Steward(s):** Joel Gonzalez, 278-5820; Rita Gonzalez, 278-Horlando Guzman, 278-5829; Anthony Souza 891-8100; Alexandria Peyton, 278-5881

**JPD Stewards:** Mayari Castro, 278-6118; 278-6076; Dustin Eng, 278-6085; Rashad Jones, 793-8849; Lorena Chavez 278-6056 or 832-8255

**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.*

## In other news...

*Everybody inside JH, APD, and JPD must wear a MASK.*



Wearing a mask can reduce coronavirus transmission by 75%, new study claims



Wearing a mask can reduce coronavirus transmission by 75%, new study claims  
cnbc.com

"The findings implied to the world and the public is that the effectiveness of mask-wearing against the coronavirus pandemic is huge," Dr. Yuen Kwok-yung, a leading microbiologist from Hong Kong University who helped discover the SARS virus in 2003."

<https://www.cnbc.com/2020/05/19/coronavirus-wearing-a-mask-can-reduce-transmission-by-75percent-new-study-claims.html>

California has developed guidelines for office buildings to *reopen if workers are not able to work remotely*. <https://covid19.ca.gov/pdf/guidance-office-workspaces.pdf>

In order to open, companies must follow these new rules:

- Train employees on safety and self-screening
- Do temperature and/or symptom screenings daily for employees
- Redesign office spaces to allow for 6 feet of spacing between workers
- Close or restrict common areas
- Do extra cleaning on high-traffic areas like break rooms, elevators, etc.
- Require employees to disinfect personal work areas
- Require employees to avoid handshakes
- Adjust or modify hours to allow people to better space out

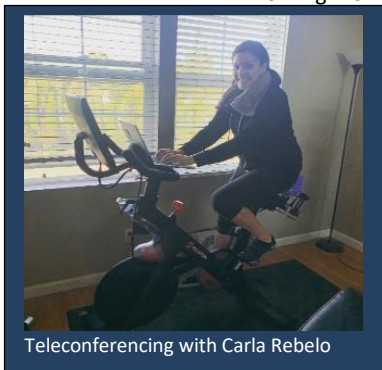
## THE HEROES ACT

The House of representatives introduced and passed the Heroes Act which stands for the Health and Economic Recovery Omnibus Emergency Solutions Act, which includes a onetime payment of \$1,200 for individuals who earn up to \$75,000 and up to \$6,000 to families depending on the number of dependents and extends emergency family and medical leave until the end 2021. It directs nearly \$1 trillion to state, local and tribal governments, including \$500 billion in direct, flexible aid for state governments and another \$357 billion for local governments and counties. It adds \$200 billion in pandemic hazard pay for essential workers and \$75 billion for corona virus testing, contact tracing and treatment efforts. Though it has been indicated the Senate will pass additional COVID-19 relief legislation, the HEROES Act will be unlikely to receive a warm reception in the Senate.

We encourage local 1587 members to contact their congress person and voice their support of the HEROES Act as the monies directed to state and local governments is to our benefit as to job retention. Use the link below to find your representative and their contact information

<https://www.govtrack.us/congress/members/map>

### Working From Home Warriors!



Teleconferencing with Carla Rebelo



Samantha Hamilton's Home office