

SANTA RITA JAIL • GLENN DYER DETENTION FACILITY

BARGAINING UPDATE

MAY 2, 2019



In a show of strength and solidarity, a large number of NUHW members attended the April 26 contract negotiations at Santa Rita Jail.

We presented economic proposals on wages, health, dental and vision benefits, 401k, PTO, and jury duty pay. When the wage proposal was presented, members spoke to CFMG management about the hazardous working conditions they continue to be exposed to daily.

Tentative agreements were reached on 4 sections of the contract:

Section 20.7 PTO Holidays: We won language guaranteeing that, whereas in the past employees were forced to take a holiday off and use their PTO instead on a day when they would normally be working, they will now have the choice of using their PTO or taking it unpaid and saving their PTO.

Section 22.1 Jury Duty Pay: We got management to increase the maximum number of paid days for jury duty from four days to ten.

Section 17.2 Appropriate Discipline: When determining discipline, the employer will consider the seriousness of the offense, the record of the employee and the conditions under which the offense took place; no longer will they be allowed to consider the “intent” and “attitude” of employees.

Section 13.4 Establishment of Schedules: We cleaned up some contradictory language in the contract having to do with PRNs.

At our next bargaining session, scheduled for May 6 in the training room at Santa Rita Jail, we expect

management to counter on our economic proposals. It is more important than ever to show management that we are all engaged in this process, so please attend bargaining if you are able. We'll meet at 8:30 A.M., before management arrives at 10:00 A.M.

GLENN DYER CLOSURE UPDATE

Midway through bargaining on April 26, CFMG President Kip Hallman announced he had just been informed of the Sheriff's decision to close Glenn Dyer Detention Facility in Oakland effective June 1. We immediately demanded to bargain over the impact of the closure.

In the days following, we submitted in writing a formal demand to bargain over the impact of the closure (which may include layoffs) and a formal request for information. Management has responded, agreeing to bargain over any impact of the closure, but are not yet sure what they will be proposing; they're not yet even sure whether they will be proposing a layoff.

Our contract requires that, if management has to initiate a layoff, they must give us at least 25 days advance notice. So, as things unfold here, we will convene membership meetings at Glenn Dyer and bargaining meetings with management to negotiate over the specific impacts of the closure and keep everyone posted.

At this point, though, management has agreed to bargain and has stated that they are not seeking to initiate a layoff. Please reach out to your stewards, bargaining team members, and union rep if you have concerns or questions.