AFSCME DISTRICT COUNCIL 36

WHO WE ARE:

AFSCME District Council 36 represents 8 local unions servicing more than 10,000 County of Los Angeles employees.

- 119: Auto Equipment & Repairs
- 685: Probation Officers
- 830: Agricultural Inspectors
- 1083: Supervising Child Support Officers
- 1271: Physician Assistants
- 1967: Professional Managers Association (Probation)
- 2712: Psychiatric Social Workers
- 3511: Supervising Psychiatric Social Workers

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VACANCY RATES:

Multiple AFSCME District Council 36 locals are facing high vacancy rates, while others are close to the 20% vacancy rate.

- Local 685 (BU 701): 32.95% Vacancy Rate
- Local 1967 (BU 703): 27.27% Vacancy Rate
- Local 2712 (BU 721): 17.3% Vacancy Rate
- Local 119 (BU 421): 14.5% Vacancy Rate
- Local 1083 (BU 725): 10.42% Vacancy Rate
- Local 830 (BU 821): 9.64% Vacancy Rate
- Local 3511 (BU 724): 9.18% Vacancy Rate
- Local 1271 (BU 321): 6.54% Vacancy Rate

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Probation is Important for Our Communities

- Probation is an alternative to incarceration
- Probation has positively impacted the lives of the probationers they oversee
- Some former probationers are currently Executive Directors and Counselors of organizations that help at-risk youth
- Many former probationers are gainfully employed and have successful careers due to their experience with the Probation Department

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High Vacancy Rates in the Probation Department

- There are currently 974 vacancies within Local 685
- There are currently 39 vacancies out of 143 positions within Local 1967
- Staffing shortages place a heavy burden on the employees who work in the juvenile camps, which impacts youth safety and public safety.
- Staffing shortages results in a direct operational, compliance, workforce, and liability risks for the Department and the County.
- The County's efforts to resolve the staffing shortages includes:
  - $24,000 lateral bonus
  - County transferred field officers into juvenile institutions

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AFSCME needs a seat at the table

- The job needs to attract qualified applicants
- We want to work with the County on their de-population plan
- Collaborate on job fairs
- Mandatory overtime
- Burn out
- Healthy workforce
- There should be collaboration between unions and the County to address these issues

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Thank you

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