AFSCME Local 517

Statement Regarding Peer Auditing in the Crisis Response Unit

From: AFSCME Local 517, Executive Board and General Membership
Re: Statement Regarding Peer Auditing in the Crisis Response Unit

Summary

AFSCME Local 517 is writing to formally register our concerns regarding the peer auditing process currently being implemented within the Crisis Response Unit. This statement reflects the position of the membership, discussed and affirmed at our General Membership Meeting on June 17th, 2026. Supervisors and managers are currently requiring bargaining unit employees to audit their coworkers' paperwork before it is submitted. When an employee identifies an error in a colleague's work, they are required to report it directly to the supervisor, who then determines what action to take.

Our Concerns

The Local does not object to peer-to-peer auditing or coaching, where coworkers support one another and help catch mistakes before submission. Our members already do this informally and are glad to. Our objection is specifically to peer-to-supervisor auditing, in which a coworker is made to report a colleague's errors to management. This distinction matters for several reasons:

- It creates a risk of discipline for employees based on their coworkers' reports, without a clear standard for when an error becomes a disciplinary matter versus a simple, correctable mistake.
- It damages trust and collaboration among coworkers, turning what should be peer support into peer surveillance. Employees should be able to rely on one another to help them improve without fear that doing so could result in disciplinary action.
- It shifts managerial and supervisory duties onto bargaining unit members.
- It is inconsistent with a collaborative, supportive work environment, and in the Local's view creates concern for a hostile work environment for the employees affected.

Prior Communication with the County

Local leadership met with the County and offered several concrete alternatives for meeting the County's stated goals without placing bargaining unit members in a position to discipline their peers. The County's response was to acknowledge the suggestions while stating it would continue the current practice unchanged. The Local believes this issue warrants further, serious discussion before it causes lasting harm to working relationships and morale in this unit.

What We Are Asking For

- End the practice of requiring bargaining unit employees to report coworkers' paperwork errors to supervisors.
- Restore paperwork review and error follow-up to supervisory staff, consistent with their job duties.
- Work with the Local to develop a more collaborative peer-support model; one where employees can help each other improve without the risk of triggering discipline.
- Confirm that no employee will face discipline based on peer-audit reports while this issue is under discussion.

The Local's General Membership voted unanimously on June 17, 2026 to pursue an unfair labor practice related to this process. This statement is a separate, parallel effort to resolve the underlying issue directly and collaboratively with the County. We remain willing to meet and to work toward a solution that serves both the County's compliance needs and a healthy, trusting work environment for our members.

On behalf of AFSCME Local 517,

AFSCME Local 517 Executive Board.