

B
WE
ON
RESPECT
KF
EI
RT
S
RAAR
ILRA
DTEC
EH
T



President's Message for the Power Source

HELLO FELLOW LABORERS! Since the last publication in December, there has been plenty to keep me and other union supporters busy. As the elected chapter union president, I am proud to be part of a group who works constantly on many issues that affect all classified staff. First, the Institutional Planning Council has been reviewing each Strategic Plan (SP) Goal and receiving reports of how much has been accomplished and what else can be planned to accomplish each goal. I was part of a presentation about **STRATEGIC GOAL F: CULTIVATING A HEALTHY ORGANIZATION** and, ultimately, there has been progress with identified activities, but we recommended a better mechanism for measuring this. I would be happy to go over this with you. Save the date for **TUESDAY, MAY 10th at 4PM in Bertolini SAC** where it will be presented to the Board of Trustees.

You may have heard that although the unduplicated headcount of SRJC students is going up, mostly in noncredit courses **-CREDIT ENROLLMENT ISN'T INCREASING.** One thing that has been noticed is that more students are working traditional hours and our class schedule hasn't shifted to accommodate this. Overall, night and online classes fill first. Dialogues and planning on this topic are ongoing.

The plan for spending **BOND MEASURE H** funds is also underway. Leigh Sata and Jane Saldana-Talley, under Dr. Chong's leadership, have pulled together the **2030 PLAN STEERING COMMITTEE AND EIGHT (8) SUBCOMMITTEES TO HELP GUIDE THE DISTRICT IN SERVING THE COMMUNITY, STUDENTS AND EMPLOYEES NOW THROUGH THE YEAR 2030.** Contact me if you want to get involved. It is not too late!

NEGOTIATIONS between SEIU and the District will begin in March 2016. **YOUR ELECTED TEAM IS JORDAN MEAD, MARY SANDBERG AND M. LIKO PUHA.** I was appointed to a vacant seat by the Classified Executive Council (CEC) and the SEIU Staff representative is **John Shaban.** Remember the current contract expires June 2017 and we are opened on

Articles 4 (evaluation pilot program and evaluation forms), 7, 9, 19, 21 and 22. **BARGAINING UPDATES WILL BE SENT OUT** to give you details on this and a survey will be sent out in March to collect your valued perspective.

Vice President, Doug Roberts, has given presentations and published information about the Governor's January budget, SRJC's enrollment FTES and history of stability funding, the **DISTRICT'S STRUCTURAL IMBALANCE** and outlining a plan for 2017-18 and 2018-19. While we are not at a fiscal cliff for 2016-17, there are discussions occurring about capturing cost savings and preserving classified staff positions.

WITH INCREASED WORKLOADS, INCLUDING ADDING EVENING AND WEEKEND SERVICES, PLEASE BE MINDFUL OF THE FACT YOU ARE VALUABLE and have certain rights and responsibilities in terms of wages and hours of employment. Contact a steward if you believe your rights may have been violated.

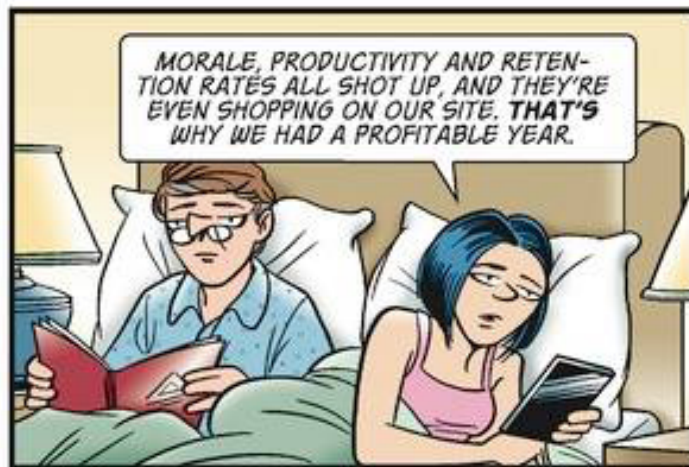
You have probably seen the Press Democrat Article re: County Employees Signed Tentative Agreement. This is a big win for our brothers and sisters at the county who have been without a contract since October 2015. Basically, it is a 2 year contract with 3% salary increase in each year as well as an increase to the employer's healthcare contribution to 80% from a \$500 cap. This win included a 3-day strike.

May the rest of your spring 2016 semester be filled with health and wellness.



Hilleary Izard
SEIU CHAPTER
PRESIDENT

Coordinator
Student Affairs
Bertolini Student Center,
Santa Rosa Campus,
hizard@santarosa.edu
(707) 527-4239





North Bay Jobs with Justice list: The Op-Ed below was just published in the February issue of the Sonoma Gazette. For an excellent graph about declining renter income and rising median rent 2000-2014 please go to the link below. - M. Bennett Co-Chair

<http://www.sonomacountygazette.com/cms/pages/sonoma-county-news-article-4777.html> Sonoma County Gazette, February 2016

WAGES AND HOUSING: WHY SONOMA COUNTY WORKERS CAN'T AFFORD THE RENT

By Martin J. Bennett

A widening gap between declining incomes and rising rents is fueling two powerful movements in the Golden State: one to raise the wage floor for low-wage workers, and another to control rents and increase funding for affordable housing.

According to the California Housing Partnership Corporation, a combination of falling incomes and high rents is driving the worst rental-housing crisis in California since World War II. Between 2000-2014 in California adjusted median household income fell 8 percent while median rents jumped 20 percent. During this timeframe Sonoma County's median renter income dropped by 9 percent and median rents increased by 17 percent.



**"I have my day job to pay my bills,
my night job to save for retirement
and my weekend job to pay
for college."**

As a result, a record number of renters in the state and the county cannot afford housing costs. In Sonoma County in 2014, 56 percent of renter households spent more than 30 percent of their income on rent, and 30 percent of county households were severely cost burdened, spending more than 50 percent on rent.

Sonoma County rents have spiked an astonishing 40 percent over the last four years according to Real Answers, a real estate research organization. Of 3100 homeless county residents in 2015, more than two-thirds claimed in a survey "affordable rent" as the main reason for losing permanent shelter.

The foreclosure crisis, triggered by Wall Street's predatory and illegal lending practices, targeted working class and minority home buyers and dramatically increased the number of renters, thus pushing rents sky high in most California metropolitan regions.

The rental crisis has only intensified during the economic recovery, due to the Bay Area's tech-induced job growth. The result is an influx of highly paid technology workers, and displacement of working-class and low-income renters by landlords seeking higher profits.

WHY FALLING INCOMES AND RISING INEQUALITY? SIMULTANEOUS WITH RISING RENTS, INCOMES AND WAGES ARE FALLING FOR THE MAJORITY OF CALIFORNIA WORKERS.

The most important factor driving income inequality is the 'recovery's' failure to create good jobs. According to the National Employment Law Project, 44 percent of new jobs added in 2010-2014 were low-wage (paying less than \$14/hr.); and a record share are part-time and temporary jobs. In contrast, mid-wage jobs paying between \$14/hr- \$20/hr. are only 20 percent of the new jobs created.

These labor market trends will not change soon. The California Employment Development Department projects that hourly wages for seven of the ten top growth job occupations will be \$12 or less in the decade 2012-2022. These new jobs are overwhelmingly clustered in service sector industries such as home care and personal care, childcare, retail sales, and restaurant and food services,

Another major cause of rising inequality and falling wages is the demise of unions. In the mid-1950s, over 40 percent of California workers were union members but today less than 16 percent are in unions. According to the Economic Policy Institute, the wages of union workers average 27 percent higher than nonunion workers.

The falling value of the minimum wage is also a major factor driving



inequality. This is due to the legislature's failure to annually adjust the minimum wage for the rising cost of living. According to the California Budget and Policy Center (CBPC), if the California legislature had adjusted the minimum wage for inflation, since the late 60s, it would have risen above \$12.00/hr. in 2015.

Inflation-adjusted wages for the bottom 50 percent of California's workforce declined between 1979-2013, according to CBPC. Compared to similar workers in 1979, hourly wages for workers earning at the bottom 20 percentile of the wage distribution dropped by 12 percent, while wages for the top 80 percentile increased by 17 percent.

FUNDING FOR AFFORDABLE HOUSING SLASHED

The declining incomes and rising rents for most Californians since 2000 are accompanied by a sharp drop in funding for affordable housing at every level of government.

According to the Center for Budget and Policy Priorities, the federal government provides Section 8 housing vouchers, the nation's largest housing subsidy, to 300,000 low-income renters in California (but only 25 percent of eligible renter households actually receive vouchers). Further, in 2013 vouchers were slashed for 15,000 of these renters due to federal budget cuts.

In Sonoma County, the Santa Rosa Press Democrat reported that nearly 30,000 eligible low-income families were on the waiting list for Section 8 vouchers in 2015. Typically, an eligible renter waits eight years for a voucher.

The state also has drastically cut back funding for affordable housing. In 2011 Governor Jerry Brown eliminated local redevelopment agencies that were the state's main source for affordable housing funding, generating \$1 billion annually for moderate and low-income affordable housing. Subsequently the state has created no new sources to fund affordable housing.

Last year, the Governor effectively killed legislation that would have created a dedicated source of funding for affordable housing by increasing taxes on real estate-related documents at the point of sale. Brown also vetoed another bill that would have expanded the state's low-income tax credits, enabling affordable housing developers to procure more than \$1 billion in federal funds.

WHAT IS TO BE DONE?

Concerned citizens must continue to press the legislature to pass legislation that will fund affordable housing; for example, AB 2 would create a new form of tax-increment financing for local jurisdictions. We must also lobby the City of Santa Rosa to increase funding for affordable housing by implementing a jobs-housing linkage fee for large commercial, retail and industrial development. In 2005-2006, the county and four cities approved such linkage fees.

Rent control is an important component of rent stabilization that all cities in the county should adopt. Twelve California cities have implemented some form of rent control to limit the amount of increase that landlords may annually impose. Numerous California cities such as Alameda, Lafayette, and Santa Rosa, are considering rent control, while Richmond and others may place rent control measures on the ballot.

State law bars rent control on housing built after 1995, single-family homes, and with certain exceptions, permits unlimited rent increases when a tenant moves out. Hence rent control can only be imposed on a limited number of housing units, and in Santa Rosa just 20 percent could be covered.

FIGHT FOR \$15 AND RAISING WAGES TO PAY THE RENT

Growing inequality and federal and state governments' refusal to raise the wage floor has ignited the national "Fight for \$15." This grassroots movement grew from fast-food worker strikes in New York in 2013 and spread to 200 cities in April 2015, when 60,000 fast food, retail, home care, and child care workers walked off their jobs demanding \$15 and a union.

The Fight for \$15 is rooted in the 2011-2012 Occupy encampments that protested the concentration of wealth by the top 1 percent of Americans, and the living wage movement that began in 1994 in Baltimore. Today, 140 cities, counties, and airports have passed Living Wage Ordinances to mandate that employees of local government and private firms, who work on government contracts, will receive a living wage and become self-sufficient, instead of having to rely on public assistance.

In 2013 Seattle passed the first citywide \$15/hr. minimum wage law applied to all low-wage workers in both the private and public sectors. San Francisco then followed in 2014, and Los Angeles moved in 2015 to implement a \$15/hr. citywide minimum wage. According to the UCB Labor Center, 30 cities and counties have now implemented \$15/hr. minimum wage laws, and 15 are in California.

This rapid spread of citywide minimum wage legislation reflects changing public opinion that, in turn, has influenced labor unions like SEIU to join with faith based, immigrant rights, student, civil rights, and Democratic Party organizations to place a wage initiative on the November ballot. That initiative would raise the California state minimum wage to \$15/hr. by 2020. In California, a recent Field poll reveals that 70 percent of the public supports this ballot measure.

Now is the time for affordable housing and higher wage advocates to join together to build a new civil rights movement of the poor to boost the current state minimum wage of \$9/hr. to \$15/hr. for all. Why? Because the rent can't wait!

Martin J. Bennett is Instructor Emeritus of History at Santa Rosa Junior College and Co-Chair, North Bay Jobs with Justice.



"Just so you know, the same people that are telling you that you're wrong about unions are telling scientists they're wrong about science."
—Bill Nye, "the Science Guy"



Bill Nye



"I'm sorry, but stress caused by trying to figure out your health insurance is not covered by it."

UNIONplus Deals & Discounts:

Our best mobility offers are back!

AT&T is here to bring some incredible mobile deals! In addition to the 15% union members can save every month with the AT&T Wireless Discount through Union Plus¹, right now, for a limited time, you can take advantage of this trio of great offers² on AT&T Next for a limited time:

1. **\$99 IPAD MINI 2 BUNDLE** – You can be eligible to receive an iPad Mini 2 for \$99.99 with the purchase of any iPhone on AT&T Next³.
2. If you purchase any Samsung Galaxy smartphone on AT&T Next, you are eligible to receive the **Samsung Galaxy Tab 4 8.0 tablet for free!**
3. **FREE SAMSUNG GEAR S2 WATCH BUNDLE** – You will receive the Samsung Gear S2 wearable for free with purchase of any Samsung Galaxy smartphone on AT&T Next⁵.

With these deals, it's not too late make a New Year's resolution of staying more in touch with friends and family!

Don't forget! Union members may qualify for other special offers from Union Plus.

Visit UnionPlus.org/Wireless to learn more.



Classified Executive Council (CEC) Regular Meeting Agendas

TUESDAYS
MARCH 22, APRIL 12 & 26, 2016
12 – 1 P.M.

PLOVER HALL, ROOM 526 WITH VIDEOCONFERENCING TO PC 726

CLOSED SESSION: 12 – 12:30 PM
OPEN SESSION: 12:30 – 1:00 P.M.

- 1. CLASSIFIED COMMENTS**
- 2. ANNOUNCEMENTS**
- 3. OTHER BUSINESS**
- 4. ADJOURN**

Join us for OPEN SESSION
every 2nd and 4th
Tuesday of the month
from 12:30 – 1pm
Plover, RM 526
video conferenced to
Petaluma Campus
Mahoney, RM 726

HILLEARY IZARD
President, Job Steward
707-527-4239 hizard@santarosa.edu

JORDAN MEAD
Vice President, Negotiator
707-521-7816 jmead@santarosa.edu

SANDY SIGALA
Secretary/Treasurer
Job Steward 707-535-3746
ssigala@santarosa.edu

MIKE GARCIA
Communications Officer
707-524-1633 mgarcia@santarosa.edu

BOB PETERSON
Committees Specialist
Classified Senate Liaison 707-524-1561
rpeterson@santarosa.edu

JEFF BASHAM
CRC Co-Chair
707-524-1504 jbasham@santarosa.edu

DEBBIE EAKINS
Member At Large
707-521-7842 deakins2@santarosa.edu

KATIE SEDER
Member at Large
707-521-7862 kseder@santarosa.edu

MARY SANDBERG
Negotiator
707-522-2602 msandberg@santarosa.edu

BESS EIERMANN
Job Steward
707-778-4125 beiermann@santarosa.edu

ALEX DRAKE
Parliamentarian
707-778-2486 adrake@santarosa.edu

MARGARET MANN
Member At Large
707-524-1545 mmann@santarosa.edu

MARY BARTON
Member at Large
707-527-4205 mbarton@santarosa.edu

TESHOME EMBAYE
Member at Large
707-524-1564 tembaye@santarosa.edu

LIKO PUHA
Negotiator
707-521-7949 mPuha@santarosa.edu

MARIA PELUSO
SEIU Local 1021 Office Worksite Organizer
maria.peluso@seiu1021.org
600 B St Santa Rosa, CA 95404
707-293-2858



SONOMA COUNTY JUNIOR COLLEGE DISTRICT BOARD OF TRUSTEES 2015



We invite you, as Classified Employees, to share your thoughts and concerns with the board members in order give them a view of SRJC issues from the Classified perspective.

Feel free to communicate with them directly – by a letter or email or contact one of us on the Council and we will represent your concerns and ideas as we meet with them in the coming months.

The Board has many duties including enforcing policy, providing guidance, serving on special committees, and voting to approve or disapprove negotiated employee contracts. As Classified Staff we have an important role in fulfilling the Mission of our incredible college, and though our perspective is unique and valuable, it isn't always taken into consideration when crucial decisions are made. Help your community by taking the time to give our Board of Trustees the benefit of your wisdom.

DON EDGAR, PRESIDENT
408 College Avenue
Santa Rosa, CA 95401
(707) 545-3200
dedgar@santarosa.edu
Term: 2016
Representative Area: 3, 4, 5–
Santa Rosa

MAGGIE FISHMAN,
VICE PRESIDENT
P.O. Box 134
Penngrove, CA 94951
(707) 792-2362
mfishman@santarosa.edu
Term: 2018
Representative Area: 2–South
County

DOROTHY BATTENFELD, CLERK
1275 4TH Street, #199
Santa Rosa, CA 95404
(707) 636-4612
dbattenfeld@santarosa.edu
Term: 2018
Representative Area: 3, 4, 5–
Santa Rosa

JORDAN BURNS
P. O. Box 1030
Sebastopol, CA 95473
(707) 861-1124
jburns@santarosa.edu
Term: 2018
Representative Area: 7–West
County

RICHARD W. CALL
P. O. Box BB
Santa Rosa, CA 95402
(707) 541-2214
rickc@powerindustries.com
Term: 2016
Representative Area: 3, 4, 5–
Santa Rosa

JEFF KUNDE
PO Box 639
Kenwood, CA 95452
(707) 282-1511
jeff@kunde.com
Term: 2018
Representative Area: 1–East
County

W. TERRY LINDLEY
637 Lytton Station Road
Geyserville, CA 95441
(707) 545-1200
tlindley@agloan.com
Term: Term: 2016
Representative Area: 6–North
County

SCOTT ROSSI,
STUDENT TRUSTEE
c/o Student Affairs
Santa Rosa Junior College
1501 Mendocino Avenue
Santa Rosa, CA 95401
(707) 524-1766
studenttrustee@bearcubs.santarosa.edu
Term: through May 2016



SEIU Classified Executive Council Roster

NAME	CEC POSITION	COMMITTEES	PHONE	EMAIL
Hilleary Zarate	President , Negotiator	IPC, BoT* BAC, CC,, BOR	707-527-4239	hizard@santarosa.edu
Jordan Mead	V. President, Negotiator/Steward		707-521-7816	jmead@santarosa.edu
Sandy Sigala	Sec/Treas, Job Steward	EEOAC	707-535-3746	ssigala@santarosa.edu
Mike Garcia	Communications Officer	DFPC, MCC	707-524-1633	mgarcia@santarosa.edu
Bob Peterson	Committees	AUX	707-524-1561	rpeterson@santarosa.edu
Mary Sandberg	Negotiator	PDC, FBC	707-522-2602	msandberg@santarosa.edu
Jeff Basham	Member At Large	BOR, LGBTQC, CRC	707-524-1504	jbasham@santarosa.edu
Teshome Embaye	Member At Large		707-524-1564	tembaye@santarosa.edu
Bess Eiermann	Job Steward	CLT	707-778-4125	beiermann@santarosa.edu
Debbie Eakins	Member At Large	CRC	707-521-7842	deakins2@santarosa.edu
Alex Drake	Parliamentarian	CLT	707-778-2486	adrake@santarosa.edu
Margaret Mann	Member At Large	CRC	707-524-1545	mmann@santarosa.edu
Mary Barton	Member At Large	SC	707-527-4205	mbarton@santarosa.edu
Liko Puha	Negotiator	CS	707-521-7949	lpuha@santarosa.edu
Katie Seder	Member At Large	CRC	707-527-4341	kseder@santarosa.edu

COMMITTEE LEGEND:

ACCJC - ACCREDITATION STANDARD COMMITTEE AUX - Auxiliary Enterprise, BAC – Budget Advisory, BOR - Board of Review, CC – College Council, CLT - Classified Leadership Team, CRC – Classification Review, CS – Classified Senate, DFPC - District Facilities Planning Committee, EEOAC - Equal Employment Opportunity Advisory Committee, DAC – District Accessibility, FBC – Fringe Benefits, IPC – Institutional Planning Council, ITG – Institutional Technology Group, LGBTQC – Lesbian Gay BiSexual Transgender Queer Curious MCC - Multicultural Committee, PDC – Professional Development Committee, SC – Safety committee *BOT - Attends Board of Trustees Meetings

SEIU STEWARDS OFFICE HOURS BY APPOINTMENT ONLY

SANTA ROSA JUNIOR COLLEGE, 1501 MENDOCINO AVENUE, SANTA ROSA, CA 95401-4395

ANALY VILLAGE - ROOM 620 • 707-522-2758

SEIU LOCAL 1021 OFFICE, 600 B STREET, SANTA ROSA, CA 95404 • 707-293-2859

WORKSITE ORGANIZER: MARIA PELUSO MARIA.PELUSO@SEIU1021.ORG



<http://www.seiu1021.org/why-go-union/>

The Union Difference

Being a member of a union can have a direct impact on the quality of life for you and your family.



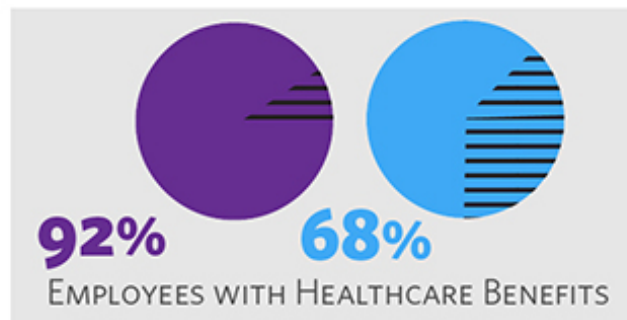
Better Pay



The median weekly earnings of union workers are **28% more** than non-union workers

Health Insurance

Union workers are **more likely** to have employer-paid health insurance.



Union members are **24% more** likely to have healthcare benefits than non-union workers. The differences between specific benefits are even greater.

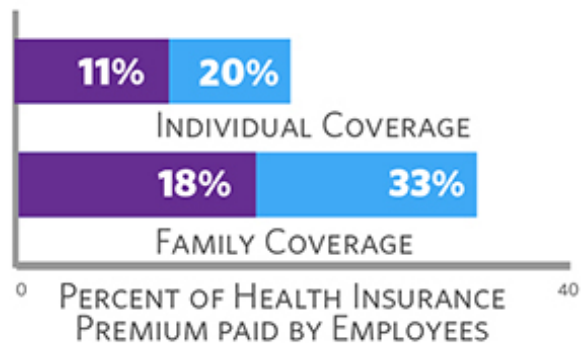


Union members are **24% more** likely to have healthcare benefits than non-union workers. The differences between specific benefits are even greater.



Lower Insurance Premiums

Union workers **pay much less** for their family's health insurance than non-union workers.



Paid Leave

Union workers are **more likely** to have paid sick leave.



FULL PAY ON SICK LEAVE





CONVERT FROM
FEE PAYER
TO
UNION MEMBER
***YOUR FUTURE
BENEFITS,
PENSION.***
**YOUR JOB
DEPENDS ON IT**



Authorization for Representation and Deduction of SEIU Membership or Service Fees for SEIU-Represented Employees

Pursuant to applicable federal and state law and your labor agreement, SEIU Local 1021 and your employer have entered into a Memorandum of Understanding establishing wages, hours, working conditions, and other matters within the scope of representation for your classification. As a condition of employment, your labor agreement requires that each employee working in a classification represented by SEIU Local 1021 authorize the payroll deduction of union membership fees or service fees payable to the SEIU Local representing your classification or, for those eligible for a religious exemption, a charitable contribution to an authorized charity.

Dues, fees and assessments to SEIU Local 1021 are not deductible as charitable contributions for Federal Income Tax purposes. However, dues paid to SEIU Local 1021 may qualify as business expenses, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

AS A CONDITION OF EMPLOYMENT DURING THE TERM OF THIS LABOR AGREEMENT, YOU MUST SELECT ONE OF THE FOLLOWING THREE CHOICES: Please check the appropriate, box and sign below.

☒ **UNION MEMBERSHIP:** Entitles the employee to union representation in his/her employment relationship with the employer. Entitles the employee to full membership rights including the right to attend all meetings, hold office and vote. Entitles the employee to full membership benefits.

FOR SONOMA COUNTY EMPLOYEES ONLY: The SEIU Local 1021 membership sponsors a Short Term Disability (STD) benefit available only to members. Participation in this group disability insurance program is mandatory under the "UNION MEMBERSHIP" option. The premium for the disability benefit will be automatically deducted from your wages. The membership assessment is set by annual actuarial evaluation through our insurance carrier. You will receive STD coverage without any exculsion for a pre-existing medical condition when you join SEIU Local 1021 within 31 days of employment.

☐ **SERVICE FEE:** Entitles employee to union representation in his/her employment relationship with the employer, in lieu of union membership. Does not entitle the employee to the rights and benefits of union membership. Does not entitle the employee to Short Term Disability benefits.

☐ **RELIGIOUS EXEMPTION:** Any employee subject to this labor agreement who is a member of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting a public employee organization shall be permitted to make a charitable contribution equal to the service fee. If you *check this box to claim a religious exemption, you must verify that exemption by submitting notarized documentation to that effect.*

AUTHORIZATION OF PAYROLL DEDUCTION OF MEMBERSHIP OF SERVICE FEES PAYABLE TO: Service Employees International Union Local 1021, PO Box 6298, Santa Rosa, CA 95406.

I have read the foregoing and I hereby authorize my employer to deduct from my wages an amount to cover payment of membership dues or service fees and applicable assessments, and to pay over such dues or fees to SEIU Local 1021 or, if eligible for a religious exemption, to an authorized charity.

Signature of Employee _____ Date _____ Print Name _____

Home Address _____ City _____ Zip _____

Home Phone _____ Work Phone _____

Social Security No. _____ Job Title _____

Department _____ Employer / Agency _____

E-mail _____ ☒ **PERMANENT** ☐ **EXTRA HELP:** Not eligible for Short Term Disability Benefits

WORKER DEFENSE FUND—Committee for Political Education (COPE) Deduction

I hereby authorize my employer to deduct from my wages the sum of \$3.00 per month and transmit that amount to SEIU Local 1021 COPE. I understand that: I am not required to sign this form or make COPE contributions as a condition of my employment by my employer or membership in the Union; I may refuse to contribute without any reprisal; only Union members and executive/administrative staff who are U.S. citizens or lawful permanent residents are eligible to contribute to SEIU Local 1021 COPE; the amounts on this form are merely a suggestion, and I may contribute more or less by this or some other means without fear of favor or disadvantage from the Union or my employer; SEIU Local 1021 COPE uses the money it receives for political purposes, including but not limited to addressing political issues of public importance and contributing to and spending money in connection with federal, state and local elections; contributions to SEIU Local 1021 COPE are not deductible for federal income tax purposes; this authorization shall remain in effect until revoked in writing by me.

Signature of Employee _____ Date _____

Receipt of this copy shall constitute notice of your rights and responsibilities with respect to Membership, Service fees and Initiation fees.

Distribution of copies: Employee keeps pink; forward other copies to Union in self addressed stamped envelope.



SHOW YOUR COLORS! **PURPLE TUESDAYS**



**ATTEND THE BOARD
OF TRUSTEES
MEETING
2ND TUESDAY
EACH MONTH**