

RESPECT

LABOR

RESPECT

CLASSIFIED

RESPECT

WORKERS

RESPECT

YOUR UNION

RESPECT



Union Membership – Think about It!

By Hilleary Zarate

One of my goals is to increase union membership at SRJC and reinforce the positive elements of unions. SRJC currently has 69% full voting union membership. When I have conversations with service fee-payers, the most common factor I hear not to be a union member is the extra money it takes to be a union member. For a full-time classified staff at Range H, Step 3, the difference is \$18 per month. For a full-time classified staff at Range M, Step 5, the difference is \$25 per month. Yes, this helps our personal pocketbooks with increased costs of bills, groceries and gas; however, in order to maintain and strengthen our unit's salaries, benefits and working conditions, the union is the exclusive advocate.

Another benefit of being a union member is the discounts and services offered by [Union Plus](#). An article on their web site listed 38 things that labor unions made possible:

1. Weekends without work	2. All breaks at work, including your lunch breaks	3. Paid vacation
4. Family & Medical Leave Act (FMLA)	5. Sick leave	6. Social Security
7. Minimum wage – Some States are in the process of raising them to a Living Wage	8. Civil Rights Act/Title VII - prohibits employer discrimination	9. 8-hour work day
10. Overtime pay	11. Child labor laws	12. Occupational Safety & Health Act (OSHA)
13. 40-hour work week	14. Workers' compensation (workers' comp)	15. Unemployment insurance
16. PENSIONS	17. Workplace safety standards and regulations	18. Employer HEALTH CARE insurance
19. Collective bargaining rights for employees	20. Wrongful termination laws	21. Age Discrimination in Employment Act of 1967 (ADEA)
22. Whistleblower protection laws	23. Employee Polygraph Protection Act (EPPA) - prohibits employers from using a lie detector test on an employee	24. Veteran's Employment and Training Services (VETS)
25. Compensation increases and evaluations (i.e. raises)	26. Sexual harassment laws	27. Americans With Disabilities Act (ADA)
28. Holiday pay	29. EMPLOYER DENTAL, LIFE, AND VISION INSURANCE	30. Privacy rights
31. Pregnancy and parental leave	32. Military leave	33. The right to strike
34. Public education for children	35. Equal Pay Acts of 1963 & 2011 - requires employers pay men and women equally for the same amount of work	36. Laws ending sweatshops in the United States
37. Crunching the numbers on income inequality	38. Fights for the rights of working people	



CLASSIFICATION REVIEW PROCESS

By Margaret Mann, Classification Review Committee Member

The Classification Review Process is designed to allow for a systematic review of all classified job descriptions. The goal of the process is to ensure that job descriptions are accurate and that employees are paid fairly. We use the Hay Methodology, an industry standard, to objectively review and grade job descriptions.

Every five years, the employees are asked to complete Position Description Questionnaires (PDQs) and submit them to the Classified Review Committee. The committee is comprised of three classified staff members and three managers. This year the CRC consisted of Jeff Basham, myself, Katie Seder, Debbie Eakins, Sarah Hopkins, Robert Ethington and Rachael Cutcher.

The committee reads through the PDQs and the existing job descriptions for all the positions being reviewed before meeting. The CRC uses the PDQ to modify the existing job description. The goal is to have a job

description which describes 80% of the duties performed in general terms. The revised job descriptions go back to the employees and their supervisors to review. Employees can accept the job description or disagree. If employees disagree with their proposed job description, they can suggest further edits on the job description already modified by the CRC. These edits may be accepted in part, in full or the employee may go through the appeal process. The issue of compensation is addressed only after the language in the job description is finalized.

The appeal committee consists of the Co-Chairs of the Classified Review Committee, the President of the Classified Executive Council and the Vice President of Human Resources. This year's appeal committee was comprised of Sarah Hopkins, Jeff Basham, Hilleary Zarate, and Karen Furukawa. The appeal committee met with the affected employee(s) and their manager(s) to hear any new and relevant information. After meeting with the employee(s) and their manager(s) the appeal committee finalizes a job description. The affected employee(s) receive a copy of their final job description. The decision of the appeal committee is final.

After the appeal process is complete, the Classified Review Committee reconvenes to determine the appropriate pay grade for each position reviewed using the Hay Methodology points based system. The pay grade is final and cannot be appealed.

Most employees see changes in job description, but not in their pay grade. Some employees are classified at a higher grade resulting in higher pay. Unless the District

claims hardship, the raise takes effect at the beginning of the academic year, on the July paycheck. Some employees are classified at a lower grade than their current salary. These employees do not receive a cut in pay and are Z-rated, however newly hired staff will be at the lower grade. The last two years, results of the Classification Review have been extremely favorable averaging 40% of Classifications reviewed resulting in an increased pay grade and 48% maintaining their current paygrade.

It is important to note, pay grade does not measure the quantity of work nor does it measure the dedication of the incumbent. Pay grade measures the duties of the job. As a result of the extended recession, many of our employees have experienced an increased work load. Some of our employees may need to discuss ongoing staffing issues with their management and/or their job steward.

While many hours have been dedicated to this process, other community colleges do not have this shared governance process. I have found the Classified Review Committee to be extremely interesting. It has given me a greater respect for my colleagues by granting me a deeper understanding of their work.



**Hilleary Zarate****SEIU CHAPTER
PRESIDENT****Coordinator
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Bertolini Student Center,
Santa Rosa Campus,****hzarate@santarosa.edu****(707) 527-4239**

BARGAINING UPDATE

SEIU SRJC Chapter Negotiations Team has met with the District's Negotiations Team on March 15th, April 5th & 26th, and May 3rd & May 17th. Our current contract expires June 30, 2017 with automatic re-openers on Articles 4, 7 and 9. Each side can open on 2 additional articles, which SEIU chose Articles 19 and 22 while the District chose Article 21.

The release of Governor Brown's May Revise and AFA coming to an agreement were 2 key dates for negotiations. While Governor Brown is funding schools, he is funding it with mostly restricted/ categorical or one-time funds. Additionally, there was a 0% COLA within this budget proposal. SEIU California has supported Governor Brown, but it seems to me he is negotiating from his desk. His budget proposal does not give the District much flexibility in on-going, unrestricted funds. However, you may have seen AFA/District came to an agreement of a 2.09% salary increase, lab compensation, an additional professional development day, mandatory sexual harassment training for faculty and expanded personal necessity leave rights. The team continues to evaluate the budget and revise language within the remaining articles.

UPCOMING EVENTS

EDUCATION INDUSTRY COUNCIL

SATURDAY, JUNE 4, 2016 FROM 10 – 2 PM**SEIU OFFICE, FAIRFIELD, CA**
<http://1021.seiu.org/page/event/detail/industrycouncilandcommitteesmeeting/4j49s>

BASIC STEWARD TRAINING

WEDNESDAY, JUNE 8, 2016 FROM 5:30 – 8:30 PM**600 B STREET, SANTA ROSA, CA****SEE ALL SPRING 2016 CLASSES | REGISTER ONLINE**
<http://1021.seiu.org/page/m/18a10621/149b02d/4f900691/1fefa34e/3923644149/VEsB/>

NORTH BAY JOBS WITH JUSTICE FUNDRAISER

CONNECTING LABOR AND COMMUNITY**FRIDAY, JUNE 10, 2016****ODDFELLOWS HALL, SANTA ROSA**
<http://1021.seiu.org/page/m/18a10621/149b02d/4f900691/1fefa34f/3923644149/VEsO/>

A'S VS. BLUE JAYS

SUNDAY, JULY 17TH @ 1:05 PM**CONTACT JAN SCHARDT****IF YOU WANT TO BUY TICKETS FOR \$32.**
JAN.SCHARDT@SEIU1021.ORG



SEIU AROUND THE BAY – HISTORIC FACULTY ORGANIZING VICTORY AT NDNU

Posted by SEIU Local 1021 on May 31, 2016. <http://www.seiu1021.org/>

*The vote by
tenured and
tenure-track
FACULTY to
unionize with
SEIU 1021
is historic*

Full-time tenured and tenure-track faculty at Notre Dame de Namur University (NDNU), in the city of Belmont, voted by 85% to join SEIU 1021 Wednesday, May 26. These faculty will be joining their part time faculty colleagues who voted to join SEIU 1021 April 29.

"This vote by tenured and tenure-track faculty to unionize with SEIU 1021 is historic – the first tenured and tenure-track faculty to organize with SEIU anywhere in the country, and perhaps the first tenured and tenure-track faculty to organize at a private university since 1980. Our faculty, joined by NDNU students, stood up and fought for this hard-won victory," said Kim Tolley, president of the NDNU Faculty Senate and one of the leaders of the SEIU 1021 organizing committee (pictured here).

In 1980, the Supreme Court ruled that full-time, tenure track faculty members were supervisory and managerial employees and thus excluded from collective bargaining rights.

The vote by NDNU tenured faculty marks the seventh private Bay Area college to unionize with SEIU 1021, joining Saint Mary's College, Dominican University, Holy Names University, California College of the Arts, the San Francisco Art Institute and Mills College. The seven colleges and universities employ more than 1,700 professors in five counties, who have joined with SEIU 1021 and the national Faculty Forward movement to address deteriorating working conditions in higher education. Contracts reached to date at St. Mary's College, Dominican University and Mills College include new three-year teaching contracts with predictable course loads for adjunct professors, and pay increases averaging 12-30% over three years. Adjunct professors typically are offered opportunities to teach on a course-by-course basis with no security for continued work.

The union election by tenure-track faculty at Notre Dame de Namur University is the 50th election win since the national Adjunct Action/Faculty Forward campaign kicked off. Throughout the nation, more than 12,000 faculty have joined SEIU since launching Adjunct Action/Faculty Forward campaign in 2013.

Across the Bay Area and the country, faculty have negotiated contracts that have won pay increases, the establishment or expansion of professional development funds, "just cause" clauses protecting members from arbitrary discipline or discharge, and a defined rate of compensation in the event of course cancellation, among other improvements.

"At NDNU, full-time and tenure-track faculty are being paid less, class sizes are growing, and tuition is higher than ever. From tenured professors to adjunct professors to custodians, they are all feeling the pain of misguided cost-cutting strategies by university administrators. Professors at NDNU are looking forward to their seat at the table to

improve student learning conditions and improve working conditions," said Bobby Vaughn, NDNU Professor of Anthropology. [Fight to unionize here:](#)

<http://www.smdailyjournal.com/articles/news/2016-05-31/notre-dame-faculty-votes-unionize-professors-private-university-belmont-achieve-landmark-vote/>



SEIU Local 1021 Election Results

By Hilleary Zarate

Thank you for everyone who voted in the Local 1021 Executive Board and local-wide officer elections in March 2016. There was an opening for the Sonoma County Area Representative. I am pleased to announce Mary Sandberg, current Negotiator and classified staff in Professional Development, was elected! She graciously accepted the service commitment that will entail at least one Saturday meeting per month with the responsibility to communicate with all union members in Sonoma County. She can be reached at mary.sandberg@seiu1021.org. Meet your other elected representatives online.

mary.sandberg@seiu1021.org, <mailto:mary.sandberg@seiu1021.org>



SUMMER 2016



SANTA ROSA
JUNIOR COLLEGE



Other Negotiations - It is tough times for negotiations all over the state, so it helps to stick together. One thing that is different about SEIU Local 1021 is the ability to organize behind their members. Emailed on April 12, 2016

Dear Sisters and Brothers of the North Bay CLC,

You have already heard that CFA just won a tentative agreement that is a good first step towards rebuilding CSU faculty salaries after the recession. We were successful because our united faculty received tremendous support from our students, fellow campus staff, and our sister unions.

Faculty at Sonoma State were energized as the news of your support rippled across campus. Our members were deeply heartened when we heard that Teamster drivers would honor our lines. We heard, too, from politicians that your support was an important indicator of the right and support of our fight. I can't tell you how powerful a message is sent when the Labor Councils across California tell CSU management that all labor stands with faculty.

Although in the end we did not have to strike at our workplace, we look forward to walking on the picket lines of our sisters and brothers wherever they are standing up to injustice.

Thank you! United we will win! In union -

Elaine Newman, CFA Chapter President, Sonoma, Anne Janks, CFA Field Representative, 510-213-2953



SANTA ROSA
JUNIOR COLLEGE

I SUPPORT MY SEIU SRJC CHAPTER NEGOTIATING TEAM

**Hilleary Izard, Jordan Mead, Mary Sandberg,
Liko Puha and John Shaban (SEIU Staff)**

- ☐ **I pledge to participate in Unity Breaks**
- ☐ **I pledge to talk to co-workers about standing together**
- ☐ **I pledge to attend a Board of Trustee Meeting to show support**

Name: _____ HM Email: _____

Cell #: _____ Work #: _____

Worksite: _____

Return card to your CEC Rep. or to a SEIU 1021 Member Leader.





SEIU Classified Health Care 2015-2018 Negotiated Agreement 2016-17 update

SEIU Medical Benefit Costs:

Under this agreement, the level of coverage in effect under SISC/Blue Shield and Kaiser plans, as of October 1, 2015, shall be maintained through June 30, 2018.

This is a three year agreement, in effect for fiscal years 2015-2018, unless Kaiser HMO annual premium increases exceed 10%.

As negotiated, this agreement included the District absorbing past SEIU medical premium cost increases not previously covered in prior negotiations. This is equal to approximately \$600,000 in premium costs.

For Benefit Year 2016-17, the SRJC Health Plans received the following rate increases:

	Kaiser HMO \$0 employee co-premium plan	Kaiser HSA (Health Sav- ings Account) \$0 employee co-premium plan	Blue Shield PPO	Blue Shield HSA (Health Savings Ac- count) \$0 employee co-premium plan	Blue Shield HMO
Increase in Rate as per- centage	4.4%	3.5%	5.7%	5.6%	4.1%



PLAN OPTIONS

Kaiser HMO, Kaiser HSA and Blue Shield HSA: Members who elect to maintain or join this plan at August open enrollment will have **no** premium cost share deducted from their paycheck, effective 7/1/15 thru 6/30/18 as indicated above.

Blue Shield PPO, Blue Shield HMO: Members who elect to maintain or join this plan at August open enrollment, **will assume an increasing percentage of the difference** between Kaiser HMO premium and the member's Blue Shield Plan premium according to the schedule directly below.

Benefit Year	Employee Proportion of the Difference
2016 (beginning January 1, 2016)	40%
2017 (beginning October 1, 2016)	70%
2018 and thereafter (beginning October 1)	100%

As of October 1, 2016, plans other than the Kaiser HMO*, will see their member premium cost share increase to 70%, of the difference between 2016-17 Kaiser HMO premium and 2016-17 Blue Shield premium:

Rate Type	2016-17 Monthly Kaiser HMO Premium *\$0 employee premium paid plan	Monthly Blue Shield PPO Rate	Difference-Monthly	Second year = 70% of difference = monthly member share
Single	\$590	\$747	\$157	\$109
Double	\$1265	\$1598	\$333	\$233
Family	\$1739	\$2230	\$491	\$343

Rate Type	2016-17 Monthly Kaiser HMO Premium *\$0 employee premium paid plan	Monthly Blue Shield HMO Rate	Difference-Monthly	Second year = 70% of difference = monthly member share
Single	\$590	\$637	\$47	\$32
Double	\$1265	\$1355	\$90	\$63
Family	\$1739	\$1888	\$149	\$104

Health Savings Account Based Health Plans (HSA) Kaiser or Blue Shield – These are high deductible plans. In addition to no premium cost share deducted from the paycheck, effective 1/1/16 thru 6/30/18, members who elect to maintain or join one of these plans at August open enrollment, the District agrees to contribute each year that member is enrolled in the plan, through June 30, 2018, to the member's HSA, administered by Wells Fargo, as follows:

HSA Plan Participants	Monthly District HSA Contribution	Total Annual District HSA Contributions
Single	\$100	\$1,200
Double	\$150	\$1,800
Family	\$150	\$1,800



CONNECTING LABOR & COMMUNITY



Oddfellows Hall
545 Pacific Ave
Santa Rosa

fundraiser
Friday, June 10, 6-8 PM

Join us for hors d'ouvres,
refreshments, wine & beer, music...

Honoring SEIU 2015 and SEIU 1021
for their new contracts with the
County of Sonoma

Supporting the Fight for \$15, a
Living Wage, Worker's Rights,
Good, Jobs, Immigrant Rights and
Affordable Housing

For more information call: 707-346-1187



Featuring **Sarita Gupta**,
Executive Director,
Jobs with Justice

TICKETS: \$25. Purchase on our website: **NorthBayJobsWithJustice.org**
or by sending a check to: North Bay Jobs with Justice, P.O. Box 427, Santa Rosa, CA 95402

Weingarten Rights

Read Word for Word to Your Supervisor

If this discussion, meeting or telephone call could in any way
be related to my being disciplined or terminated or affect any of my
working conditions, I exercise my federal rights and hereby request that my
union representative or shop steward be present. Without their presence,
I choose not to participate in this discussion or meeting.

Please do not request that I waive this right.



SONOMA COUNTY JUNIOR COLLEGE DISTRICT BOARD OF TRUSTEES 2016



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
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mfishman@santarosa.edu
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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
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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
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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

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STUDENT TRUSTEE
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Santa Rosa Junior College
1501 Mendocino Avenue
Santa Rosa, CA 95401
(707) 524-1766
studenttrustee@bearcubs.santarosa.edu
Term: through May 2017



SEIU Classified Executive Council Roster

NAME	CEC POSITION	COMMITTEES	PHONE	EMAIL
Hilleary Zarate	President	IPC, BoT* BAC, CC, BOR, 2030, 100th	707-527-4239	hzarate@santarosa.edu
Jordan Mead	V. President, Negotiator/Steward		707-521-7816	jmead@santarosa.edu
Sandy Sigala	Sec./Treas., Job Steward		707-535-3746	ssigala@santarosa.edu
Mike Garcia	Communications Officer	DFPC, MCC	707-524-1633	mgarcia@santarosa.edu
Bob Peterson	Committee Specialist	AUX	707-524-1561	rbpeterson@santarosa.edu
Mary Sandberg	Negotiator	PDC, FBC, 2030	707-522-2602	msandberg@santarosa.edu
Liko Puha	Negotiator 2030		707-521-7949	mpuha@santarosa.edu
Katie Seder Job Steward	CRC		707-521-7862	kseder@santarosa.edu
Jeff Basham	CRC Co-Chair	BOR, LGBTQC, CRC	707-524-1504	jbasham@santarosa.edu
Bess Eiermann	Job Steward	CLT	707-778-4125	beiermann@santarosa.edu
Deanna Hall	Job Steward		707-527-4569	dhall@santarosa.edu
Alex Drake	Parliamentarian/Web Site Specialist	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
Debbie Eakins	Member At Large	CRC, SEIU Education Council	707-521-7842	deakins2@santarosa.edu
Teshome Embaye	Member At Large		707-524-1564	tembaye@santarosa.edu

COMMITTEE LEGEND:

2030 – 2030 Plan Subcommittee, 100th – 100th Anniversary Leadership Group, 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

SUMMER 2016



SANTA ROSA
JUNIOR COLLEGE



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



Summer Event!

Tickets: \$32

Order Before They are Gone!

For Ticket Info,

Email Jan at:

Jan.schardt@seiu1021.org

-Pay for your Tickets-

You will need to Pay for

Your tickets using

PayPal

Before May 21st

-Ticket Pick up-
you will pick up tickets
in Parking Lot A

Look for the
Purple SEIU Canopy
& join us for a Tailgate
Meal before the game.

Get to the Game!

Take BART to the ballpark

Buy your round trip
BART ticket ahead of time
and exit at
Coliseum Station.

Thinking about Driving?

You Must Pay to Park

Car & Motorcycle - \$20

RV / Limo / Bus - \$30

Parking opens 9:00am

Stadium opens 11:05am

Game Time 1:05pm

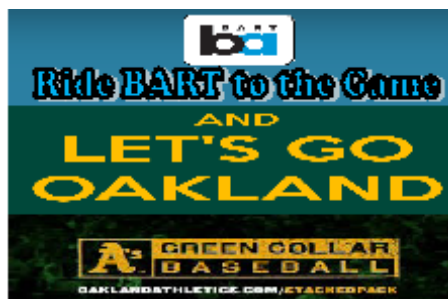


OUR TICKET BLOCK

Our tickets are in
Section 128 Field Level
Closest gate is Gate A!
Parking Lot A!
66th Ave. Entrance



Phone Disabled Parking



Our Seats

Here





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**