

# SEIU POWERSOURCE

NOVEMBER 2023



## CSU BOXES – NEW BENEFIT FROM SEIU

SRJC Shone Farm is so happy to be a part of the free health care benefits provided by SEIU! After running a CSA program for about a decade, we decided to cease the CSA program and focus on other sales routes. When the SEIU approached us with this idea, we were excited to bring back the CSA for SRJC classified staff. The CSA is a great learning resource for the students, who enjoy packing the boxes every week.

Many people ask what happens to all the produce Shone Farm grows. Right

now, most of our produce stays within the college, which is awesome! Each week we deliver up to \$1,500 worth of produce to the student food bank, which is a free food resource for all students. We also deliver to the Culinary Cafe, where Culinary students prepare food grown by students! The SEIU CSA helps provide yet another way of keeping the produce within the college.

In addition to sales avenues at the college, we also sell at our monthly events (the next one November 11th) and FEED, which is a wholesale aggregate.

## UNIONS ARE CRITICAL

What do Starbucks, Amazon, Peet's Coffee, CA Academy of Sciences, Popeye's and other fast food places have in common?  
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## FRESH FRUITS & VEGGIES

Have you gotten your free bag of fruits and veggies from Shone Farm?

## CLASSIFICATION REVIEW UPDATE

The study is moving along. See page 3 for more information.

## CONTRACT IS RATIFIED

What is the best thing about working for a company that is unionized? Job security, workplace safety, annual benefits review, better wages, and overall feeling of we got your back! This year, our SEIU Negotiators were able to win a 6.54% raise for all Classified Professionals. This is over 29% over the last 7 years! Thank you Negotiators and SEIU!

- Health & Welfare costs stay the same
- 4 new holidays
- Indoor/Outdoor temps and air quality conditions
- Accommodations response time and implementation

See SEIU website for entire contract language.



## NEGOTIATIONS UPDATE

After regular negotiations have ended for the current year, the District and SEIU continue to meet under the committee of JLMC (Job Labor Management Committee). JLMC (SEIU/District) teams, bring forward classified professional concerns or issues for discussion on subject matters that may need immediate attention for decisions. If any action is deemed for immediate decisions, we may prepare a "side letter" agreement for the subject matter in question. A few current topics in discussion include Article 6 for overtime, Article 12 workload, Article 4 for Evaluations, and the District's financial status. SEIU encourages all classified professionals to continue to send your concerns to the SEIU negotiations team.

## SEIU 1021 ELECTIONS FOR CLASSIFIED EXECUTIVE COUNCIL (CEC)



It is time to vote for Officers of your SEIU Chapter. Members will receive an email and the ballot in early November. Voting is a privilege and important to be a part of who is governing our Union decisions.

If you are not yet a member, here is the link to become a member. If you submit an application, please let Debbie Riedmuller know so she can follow up with the Local and get you added before the election.



## FIRST ALL-CLASSIFIED PROFESSIONAL RETREAT

The theme will focus on “Mental Health & Wellness, Highlighting Our New Caring Campus Program”. Our Keynote speaker will be, Dr. Veronica Keiffer-Lewis. Dr. Lewis, is an organizational equity and cultural humility specialist with over two decades of experience as a diversity and social justice educator, trainer, coach and consultant. She is a certified diversity professional, integral coach and workplace conflict mediator. She will be assisted by her team of professionals at this event.

The retreat is on Friday, November 17th from 8:30-5:00 – it is your regular work day. RSVP is required – contact Debbie Weatherly or Sandy Sigala.

A Continental breakfast, lunch, and afternoon snack will be provided. This is funded by SEIU and Classified Senate



## CLASSIFIED STUDY UPDATE

The Classification Review Committee (CRC) has been working diligently to complete the classification study. The committee continues to meet 2-3 times a week and the co-chairs, Patty Collis and Sarah Hopkins, meet twice a month with the consultant (Segal) to continue the progress of the study.

There are approximately 175+ job descriptions that were reviewed in a two phase process, including single and multiple incumbent job descriptions. This process included many hours of reviewing job descriptions and first draft feedback. The committee reviewed this feedback and a second final draft job description was created. Most classified employees have received a final second draft job description and have had the opportunity to review it and file an appeal if they had further concerns regarding their job description. There are still several job descriptions in the review process and the final second drafts will be distributed soon.

The committee along with the work of the consultant developed an agreed upon salary survey and it was distributed to 20 comparable entities, requesting salary data. Most of the responses were received in mid-August and

the consultant began analyzing the data. The consultant is still in the process of disaggregated salary data, at this time. Once the analysis is completed, the consultant will provide a preliminary salary schedule for review to the CRC, based on data analysis, benchmark positions, and any other information deemed necessary.

The consultant's work and the work of the committee, puts completion of the review of job descriptions and appeals, along with a completed salary schedule on track for a projected finish between December 2023 and February 2024. Providing there are no delays in the coming months, we hope to be able to complete the study within the projected time frame.

The Classification Review Committee greatly appreciates your patience with the time this process has taken. We are committed to finishing as soon as possible, so our negotiations team can begin the task of negotiating the outcome of the classification review study.

Patty Collis  
CRC, Co-chair

## PRESIDENT'S REPORT FROM SANDY SIGALA

### Greetings Classified Professionals,



Welcome to the upcoming holiday season, I hope this Fall 2023 semester has settled in well for you, and everyone is getting through it as we reach midway of the semester. Your Classified Executive Council is excited to finally provide you with the PowerSource newsletter this month. It's been a few months since we have been able to communicate with you all, since the last General Membership meeting in August. It's unfortunate, our daily workloads do not allow us the time to set aside and do the work we need to put into this newsletter for you all. As you will notice in this newsletter, various pieces of information is being provided for your attention.

There continues to be added changes at SRJC in regards to employment. The recruitment for the VP for Human Resources is placed on hold and the recruitment is occurring for a permanent VP for Student Services. Also, on the Academic Affairs side of the District, the official reorganization for this area has yet to be finalized, and has been pending since 2020 after ERI in 2019. I have yet been advised by Academic Affairs of any finalization to this process anytime soon. In the meantime, we are dealing with continued workload concerns for our Classified Professionals almost daily. Our work at SRJC is far from being finished, everyday there is another issue or concern that needs attention. I am honored to continue my work for you, all Classified Professionals. I will

continue with your support to assure the work we do, myself with our Classified Executive Council, is strong and always open to new paths, as we work together to assure what is happening is a positive pathway, protecting all Classified Professionals along the way. Also, to work toward better communication with you all.

Please do not hesitate to contact me any time if you are having any labor or working condition concerns. Do not take job labor concerns in your own hands please, SEIU is here to help and guide through a process working with management. Please contact Chief Steward Patty Collis, or a Job Steward, (see the website for Stewards). Job Stewards are here for any difficult labor concerns and issues and are here to help our classified employees, to better any problematic labor issues.

Finally, we always need help with Union activities, please get involved with your Union, we meet twice a month for one hour 12:00-1:00 on the 2nd and 4th Thursday of each month. Please contact me at the phone or email below.

### Sandy Sigala

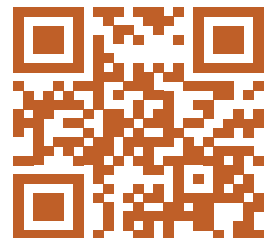
SEIU Local Chapter 1021 President/Negotiator  
Sonoma County Area Region B

Representative

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**Member Benefits Only**  
**www.seiumb.com**  
**Family discounts for you as a**  
**union member.**





## SEIU CONTRACT

### **Know Your SEIU Union Contract:**

Labor unions are made up of hard working people, working together to solve problems, build stronger, better workplaces and give working families a real voice. Participate in SEIU at SRJC – We all benefit.

### **Unions Create Safer Workplaces:**

Safety at work is critically important. Unions gives us a voice on the job about safety, security, pay, benefits—and about the best ways to get the job done. Among the many benefits of membership are better working conditions – better pay, better healthcare and pensions. Our union is always working on ways to make our SRJC workplace better.

### **Unions Create Better Work Environments:**

Better wages, better working conditions and encouraged continued training are an important part of being in SRJC SEIU. There's always the importance of healthcare when you have a family to support, and a pension plan for our retirement years. Earning a living wage - the American union worker earns 30 percent more than non-union workers and union workers are more likely to have health and pension benefits.

### **Sonoma County Junior College District and all SRJC Employees Benefit:**

Unions give working people a voice in government, too. Unions represent working families before lawmakers and make sure politicians never forget that hard working American families voted them into office. The benefits of union membership go much deeper than that.

### **Collective Bargaining Equals Quality of Life:**

All these benefits are important, but the one that stands out is the benefit of belonging. Being a union member and belonging to an organization that is focused on creating a better quality of life for everyone, inspires pride in ourselves, our work and our workplace.

### **MEMBERSHIP IS CRITICAL - ENROLL TODAY**

At SRJC prorated Union dues are automatically deducted from your check – why not join your fellow workers in an effort to make our workplace better and more rewarding...

**YOUR VOICE IS IMPORTANT, JOIN US, SIGN UP TODAY!**

**Together We Rise Up!**

**Join SEIU Today [here](#)**

*Note: Step 1 Employer is- Sonoma County Junior College District*



# JOIN NOW!

# EDUCATION FUNDING ASSISTANCE USING YOUR SEIU MEMBERSHIP

## **SEIU 1021 H RTP Programs | Objectives and Outcomes:**

Multi-employer, labor management training fund serving 100,000+ SEIU members across 22 employers and 6 SEIU locals, including SEIU 1021 members at Alameda Health System.

SEIU supports education and up-skilling of SEIU members for career advancement, higher wages, retention and to fill high needed roles. SEIU delivers programs to over 21,000 SEIU members annually. Members have 87% completion, 50% improved retention, and 48% average wage increase when moving into a new job.

State of California CWDB awarded a \$10 million High Road Training Partnership (H RTP) grant to expand programs to 1,200 members of SEIU 1021 and SEIU 521 between now and August 2025. Ed Fund is excited to offer up to \$5,250 in reimbursement for tuition and fees to qualifying SEIU 1021 members enrolled in healthcare related degree and certificate programs. Members may also be eligible for \$500 childcare stipend and a free Chromebook laptop.

Objective: In collaboration with SEIU 1021, support advancement and retention of 600+ members through healthcare and human services related certification and tuition support programs.

### **Goals:**

- To expand SEIU 1021 Workforce Partnership
- Expand career training benefits of 1021 members
- Increase union membership
- Target critical job shortages
- Increase member retention and resiliency
- Strengthen strategic education partnerships

### **Outcome:**

- 1,200 SEIU 1021 and 521 members in Tuition Support, Career Pathways and Certification Programs with Wraparound Support.
  - 146 members enrolled to date, we need total
  - 412 members enrolled by December 2023, &
  - 788 members January 2024 to August 2025.

\*Please note approval is not guaranteed and space is limited.



**Scan here for additional information**

## **What do Starbucks, Amazon, Peet's Coffee, CA Academy of Sciences, Popeye's and other fast food places want that we have?**

Union representation! We are lucky to work for SRJC where we have a Union that has our backs and makes sure we have amazing benefits and pay. These other workers are fighting for fair wages, fair working conditions, and they are striking – losing pay – and all they want is to be treated fairly. If you like working at SRJC and having a Union – make sure you are a dues paying member. If we all want to keep our Union at SRJC – we should all be contributing.

**TOGETHER WE ARE STRONGER!**

## **WEINGARTEN RIGHTS KNOW YOUR RIGHTS: THE RIGHT TO REPRESENTATION**

If you are ever called into an interview meeting with your supervisor or manager so they can investigate a situation which might result in discipline, you have specific representational rights. These rights are summarized below:

1. You have the right to have a Union steward present.
2. If you want a steward there, you must ask for him or her.
3. If you do not know why your manager wants to meet with you, ask him/her if it is a meeting that could result in a discipline.
4. If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. Take notes. Once the meeting is over call your steward at once.
5. You have the right to speak privately with your steward before the meeting and during the meeting.
6. Your steward has the right to play an active role in the meeting. She or he is not just witness.

These rights are called "Weingarten Rights" based on a 1975 Supreme Court decision (NLRB vs. J. Weingarten). As with all rights, if we do not use them we lose them.

The statement below could save your job:

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my steward be present at the meeting. Without representation present, I choose not to respond to any questions or statements."

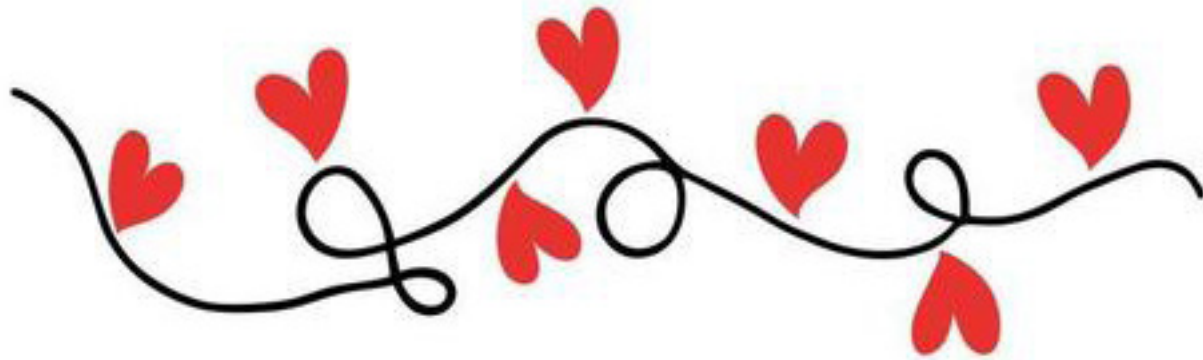
List of Stewards:

Patty Collis, Chief Steward  
Jorge DeCosta  
Sarah Martin  
Suzanne Allen

## CARING CAMPUS

Caring campus is an initiative that improves and enhances already existing student success efforts to increase student persistence rates. Research shows, that students who feel cared for and connected to their college campuses, are more likely to excel academically. Caring campus provides an opportunity to examine institutional barriers students face, which then allows for the creation and implementation of behavioral

commitments that can be utilized campus wide. Caring campus also acknowledges the role all faculty and staff play in the success of students. It is a process of working together to ensure student connectedness and achievement. For more information on how Caring Campus looks at Santa Rosa Junior College, please visit: <https://classifiedsenate.santarosa.edu/caring-campus>



## UPCOMING EVENTS

### NOVEMBER

- 6-8** SEIU Officer Election
- 10** Veterans Day Holiday
- 17** Classified Professional Workshop
- 23-24** Thanksgiving Holiday

### DECEMBER

- 15** Last day of Fall Classes
- 23-Jan 1** Winter Break

### JANUARY

- 16** First Day of Spring Classes

## STEWARD'S CORNER

Remember to reach out to a job steward if you are having challenges in your workplace or just have a question. If you are having challenges in your job, don't hesitate to contact a steward and ask for help. There have been many changes at SRJC and our individual workplaces, in the last several years, and your stewards are here to answer your questions and provide support.

**Patty Collis**  
Chief Steward