

MAY 4, 2026



SANTA ROSA
JUNIOR COLLEGE



2025-26 Contract Ratified

The 2025/2026 Tentative Agreement has been ratified!

- **Total Votes = 156**
- **Yes Votes = 155**
- **No Votes = 1**

The next step is for the Board of Trustees to approve the Tentative Agreement at the May 12, 2026 Board meeting.

Below is a summary of the contract changes.

ARTICLE 4 - Evaluations and Personnel Files

- April 30 deadline for evaluation completion
- Performance Improvement Plan (PIP)
 - PIP meetings will be held separately from the evaluation meeting
 - SEIU Unit Member's Right to Representation and Acknowledgement of Rights Form
- NeoEd Classified Evaluation Pilot Side Letter
 - Agreed to pilot NeoEd for Classified evaluations from 1/1/26-6/30/26 beginning with probationary evaluations

ARTICLE 5 - UNION RIGHTS

- Added an additional hour of release time for unit members to attend SEIU meetings during active negotiations
- Updated District committee references and clarified release time for attending committee meetings

ARTICLE 7 - Pay and Allowances

- 2.90% increase for 2025/2026
- Clarified compensation for temporary positions (higher grade level) vs temporary transfer (same grade or lower)
- Clarified that step increases are based on the permanent position

ARTICLE 8 - Employee Expenses and Materials

- Added Shone Farm positions for uniform reimbursement

ARTICLE 9 - Health and Welfare Benefits

- Maintained the fully covered Kaiser option for 2025-2026
- Full coverage for Classified working 90%+ but less than 100%
- Added Waiver of Anchor Bronze (WABE) language
 - Allows Unit members working 90% or more to decline healthcare enrollment if they can provide evidence of coverage under another health plan

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Summary of contract changes continued..

ARTICLE 11 - Vacation

- Extended the pandemic PTO vacation usage period until June 30, 2027
- Automatic vacation approval if no supervisor denial within 10 working days
- Extended vacation denial appeal period from 2 to 4 working days

ARTICLE 12 - Leaves of Absence

- Added language around reproductive loss leave as required by law
- Clarified leaves that don't require the use of accrued leave
 - Bereavement Leave
 - Jury Duty
- Clarified when a NOA needs to be completed for release time

ARTICLE 14 - Filling Vacant Positions

- Clarified the goals for filling vacant positions
- Added definition for internal promotions and when they are allowable under Ed Code
- Added language around equivalency of minimum qualifications including determination criteria and a review process

ARTICLE 15 - Safety

- Updated language to incorporate the District Facilities Advisory Committee
- Clarified personal protective equipment (PPE) request process

ARTICLE 21 - Disciplinary Action

- Clarified that a verbal warning should generally not be the first communication of a conduct or performance issue
- Clarified the verbal notice process
 - Employee has 10 business days to respond in writing
 - Verbal warning documentation does not become part of the employee's personnel file
- Added SEIU Unit Member's Right to Representation and Acknowledgement of Rights Form

THE FULL TEXT OF THE CONTRACT CAN BE FOUND ONLINE AT [HTTP://WWW.SEIU.SANTAROSA.EDU](http://www.seiu.santarosa.edu)

MAY 4, 2026



SANTA ROSA
JUNIOR COLLEGE



From The President

Hello Classified Professionals,

It's been awhile since we've been able to share our SEIU PowerSource newsletter updates and we're glad to reconnect.

The (Classified Executive Council) CEC recently received interest in filling the vacant Communications Officer position. Amy Malaise has stepped forward and expressed her willingness to serve in this role and she has now been appointed to the position.

We're excited to have someone dedicated to keeping our Classified Professionals informed with our PowerSource especially during the negotiations time and the many day-to-day efforts SEIU undertakes on your behalf.

The Tentative Agreement for the 2025-2026 contract has been voted on and approved by our SEIU members and is placed on the Board of Trustees May board agenda for their approval. We now can turn our attention to other important matters. Office elections, which were delayed during contract negotiations in accordance with Executive Board policy, will be scheduled soon. It is a time for you to step up and run for a position for the Classified Executive Council where help is desperately needed. In addition to voting for officers, members will have the opportunity to vote on the new SEIU Bylaws submitted and approved at the SEIU Executive Board level.

At the same time, the Classified Executive Council (CEC) will be begin preparing for negotiations for the 2026-2027 contract. You will soon receive a survey asking which contract articles you would like your Negotiations Team to focus on.

Classified Executive Council is committed to communicating regularly with our Classified Professionals, providing timely updates on the budget situation, salaries and benefits, and other important issues that impact our workforce.

As we know, workers stand together in SEIU 1021 to fight for better wages, job security, healthcare, retirement security, paid sick days, vacation, and other benefits. As we know the "right to work" has nothing to do with workers' rights and is intentionally a misleading phrase. Fighting for the rights of working families.

Continued...

MAY 4, 2026



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From The President continued...

The OptOut/Freedom Foundation are spending millions of dollars to send us all misleading mail, claiming that if we cancel our union membership, we will get a check. They are trying to convince workers across the country to quit their union.

You may have recently received a fake check in the mail from the so-called "Freedom" Foundation or their OptOutToday project, urging you to abandon your union membership.

SEIU 1021 members fight hard to ensure that people like us, who serve our districts' students, and keep schools and community colleges running every day, can do so with respect, fair pay, and strong benefits.

Please disregard or toss the Freedom Act information that often is sent to your home addresses, as this group wants our member to drop the Union.

WE'RE STRONGER TOGETHER, AND TOGETHER WE RISE!

Thank you for staying engaged and connected.

Sandy Sigala, SEIU Chapter President
Santa Rosa Junior College

MAY 4, 2026



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DATES TO REMEMBER



May 29: Join us for the annual API Heritage Month Celebration

SEIU 1021 invites members and community allies to join a powerful, joy-filled celebration of Asian American and Pacific Islander Heritage Month. Inspired by the bold spirit of K-pop Demon Hunters—facing fear, breaking barriers, and stepping into our full power. We gather not just to celebrate, but to stand united. To break the walls down. To show that when we embrace who we are, we become unstoppable!

Friday, May 29

Just Dance Ballroom

2500 Embarcadero, Oakland, CA 94606

Doors open 5:30 p.m.

Join us for a fun-filled event and enjoy:

- Cultural performances that honor our roots and resilience
- Delicious Asian and Pacific Islander food & desserts
- A fun photo booth to capture our glow

“This SEIU 1021 event is about overcoming fear together and embracing who we are,” said SEIU 1021 API Caucus Chair Yeon Park. “When we find strength through shared struggles and use our collective voices as our authentic selves, we step into our golden light. In unity, we defend and uplift our communities. Especially in challenging times.”

RSVP HERE: <https://www.seiu1021.org/article/join-us-annual-api-heritage-month-celebration-3>

MAY 4, 2026



SANTA ROSA
JUNIOR COLLEGE



Stronger Together

SERVICE
FEE
PAYER

UNION
MEMBER

CONTRACT ADMINISTRATION

- | | | |
|---|-----|-----|
| • Representation and coverage under the Local 1021 contract with your employer..... | YES | YES |
|---|-----|-----|

RIGHTS

- | | | |
|--|-----|-----|
| • Individual representation in job-related matters..... | YES | YES |
| • Attend and vote at union membership meetings, including contract ratification, strike votes, dues changes, bylaws, amendments, etc. | NO | YES |
| • Serve on union committees and negotiation teams and hold union office..... | NO | YES |
| • Vote in union elections | NO | YES |

BENEFITS

- | | | |
|--|----|-----|
| • Free legal consultation in personal matters..... | NO | YES |
| • Professional liability insurance..... | NO | YES |
| • Group insurance programs | NO | YES |
| • Entertainment and merchandise discounts..... | NO | YES |
| • Scholarship program | NO | YES |
| • Travel program..... | NO | YES |
| • Moving discount program | NO | YES |
| • MasterCard..... | NO | YES |
| • Loan programs | NO | YES |
| • Credit Union | NO | YES |
| • Computer discount program | NO | YES |
| • Pet savings and insurance programs | NO | YES |
| • Health savings..... | NO | YES |
| • Wireless phone and service discounts..... | NO | YES |



Weingarten Rights

Know Your Rights: The Right to Representation 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.

This statement 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."



MAY 4, 2026



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Labor unions are made up of hard working people, working together to solve problems, build stronger, better workplaces and give American 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 work 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 nonunion 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. But 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!

Please read, sign and submit the form included. Please return to:

SANDY SIGALA, Coordinator, Administrative Support, Student Life, Equity & Engagement and SEIU PRESIDENT

ssigala@santarosa.edu (707) 535-3746



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 OR SERVICE FEES PAYABLE TO: Service Employees International Union Local 1021, 600 B Street, Santa Rosa, CA 95401.

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.

MAY 4, 2026



SANTA ROSA
JUNIOR COLLEGE



SEIU Classified Executive Council Roster

NAME	CEC POSITION	PHONE	EMAIL
Sandy Sigala	President, Negotiator, CEC, Area B Representative (Sonoma County)	707-535-3746	ssigala@santarosa.edu
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Bob Peterson	Negotiator	707-524-1561	rbpeterson@santarosa.edu
Greg Drukala	Negotiator	707-778-4190	gdrukala@santarosa.edu
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Sarah Martin	Job Steward	707-535-3776	smartin3@santarosa.edu
Amil Gehrke	Member At Large	707-778-3933	agehrke@santarosa.edu
Jana Blunt	SEIU 1021 Representative	707-478-6497	Jana.Blunt@seiu1021.org

SEIU STEWARDS OFFICE HOURS BY APPOINTMENT ONLY

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