

OCTOBER 2026



SEIU/AFA Banner Implementation Protest

Members of SEIU and AFA show up to protest the Banner implementation and advocate for greater transparency and representation going forward at President's Address on September 30



Thank you so much to everyone who showed up for this action on September 30.

Coverage of event:

<https://www.theoakleafnews.com/news/2026/10/03/seiu-and-afa-protest-implementation-of-banner-outside-srjc-presidents-address/>



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YOUR UNION NEEDS YOU!



Due to illness, retirement, and other circumstances, union leadership is underfilled. There is too much work for the remaining volunteers. We need your help

- Current CEC Vacancy- 1 Steward Position
- Research Important Issues
- Draft Contract Language
- Speak at Board Meetings
- Run for a CEC Position in the Next Election

DATES TO REMEMBER

SEIU UNIT MEETING NEGOTIATIONS UPDATE

Wednesday, October 14, 12:00-1:00pm

Please join us on 10/14/26 from 12:00pm-1:00pm for a negotiations update. This meeting is open to all Classified Professionals. More details to follow.

Please reach out if you have any questions, concerns, or feedback.

SEIU / 1021



**HONORING DR. KING'S DREAM
PROTECTING OUR FUTURE**

DEFEND THE VOTE

THURSDAY, OCT. 22, 2026

12:00 PM - 2:00 PM

**San Francisco City Hall
(Front Steps)**

**SCAN THE QR CODE
TO RSVP FOR THIS EVENT!
JOIN US TODAY!**






Our democracy is at stake as the Trump-appointed Supreme Court is siding with Republican lawmakers across the country who are redrawing district lines to disenfranchise the vote of underserved and Black communities.

Join SEIU Local 1021's Social and Economic Justice Committee along with community partners and elected officials to stand united in protecting our democracy by **DEFENDING OUR VOTE!**

HOSTED BY:

SEIU Local 1021
President Theresa Rutherford
& Social & Economic Justice Committee Chair Phelicia Jones

IN PARTNERSHIP WITH:

- March on Washington 2026
- Labor Unions
- Community Organizations
- Elected Officials
- Community Leaders
- Faith & Community Partners

SPONSORED BY:

- Shamann Walton (San Francisco Board of Supervisors, District 10)
- Adante Pointer (Lawyers for the People)
- Wealth and Disparities in the Black Community

SUPPORTED BY:

- Myrna Melgar (San Francisco Board of Supervisors District 7) & Steven Sherrill (San Francisco Board of Supervisors District 2)

STAND TOGETHER. PROTECT DEMOCRACY. HONOR DR. KING'S LEGACY.

On Thursday, Oct. 22, 2026, from noon to 2 p.m., SEIU 1021 members and community allies will gather on the steps of San Francisco City Hall to stand together in defense of voting rights, democracy, and justice. The Defend the Vote event is being held in support of the March on Washington and Defend the Vote 2026.

Hosted by SEIU 1021 President Theresa Rutherford and Social & Economic Justice Committee Chair Phelicia Jones, the event will bring together labor unions, community organizations, elected officials, community leaders, and faith partners.

Join us Thursday, Oct. 22, 2026, from 12 noon to 2 p.m. on the front steps of San Francisco City Hall.

Stand together. Protect democracy. Honor Dr. King's legacy. Our democracy is at stake as the Trump-appointed Supreme Court is siding with Republican lawmakers across the country who are redrawing district lines to disenfranchise the vote of underserved and Black communities. We still struggle for representation and economic prosperity generations after the civil rights movement.

Stand together. Protect democracy. RSVP today: <https://www.seiu1021.org/webform/defend-vote-rally>

LOCAL NEWS



THE SEIU 1021 VOTER GUIDE IS HERE!!!!

Over the next two weeks, voters across California will receive their ballots.

Union members have a key role to play in this election to protect public services and our democracy! We must lead this charge by voting, showing up, and spreading the word!

SEIU 1021 endorsements are decided by OUR MEMBERS and are compiled in the SEIU 1021 Voter Guide. Be sure to follow the SEIU 1021 Voter Guide to elect worker champions and support ballot measures that will keep our communities a safe place for all and protect our jobs.

While we face unprecedented threats at the national level, we are also fighting harmful candidates and legislation right here in California. Voting is a powerful way we can make our voices heard!

FIND THE VOTER GUIDE HERE: <https://www.seiu1021.org/post/election-endorsements-nov-3-2026>

Voting timeline:

Vote-by-mail ballots will be mailed out by Monday, Oct. 5.

Early Voting sites will also open that day, depending on the county.

Secure ballot drop boxes are scheduled to open by Oct. 5.

California's vote-by-mail period runs from Oct. 5 through Election Day, November 3



SRJC Supplemental Employee Retirement Plan (SERP/ERI)

The Board of Trustees approved the plan at the September 8, 2026, meeting for eligible contract faculty, classified professionals, and management employees. Eligible employees must be at least 55 years old and have a minimum of five full-time-equivalent years of service with the District by their retirement date. The plan provides an annuity equal to 60% of the employee's base annual salary, with several payment options.

Eligible employees who are considering the plan are encouraged to review the information and timeline carefully. Eligible employees must submit their letters to Human Resources by **November 9, 2026.**

Final information on SERP/ERI: <https://news.santarosa.edu/sites/news.santarosa.edu/files/documents/Sonoma%20County%20JCD-%20SERP%20Announcement%20Letter%202026-2027%20Final.pdf>

- Longevity and Doctoral stipends are included in the income determination.
- You do NOT have to retire from CalPERS. Just SRJC.
- Earliest date to retire would be February 2, 2027 with a last working day of February 1, 2027.
- The latest date possible would be a retirement date of July 1, 2027 and a last working day of June 30, 2027.

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

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

OCTOBER 2026



SANTA ROSA



Signature of Employee _____

Date _____

SEIU Local 1021 COPE are not deductible for federal income tax purposes; this authorization shall remain in effect until revoked in writing by me.

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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Amy Malaise	Communications Officer	707-521-6080	amalaise@santarosa.edu
Bob Peterson	Negotiator	707-524-1561	rpeterson@santarosa.edu
Greg Drukala	Negotiator	707-778-4190	gdrukala@santarosa.edu
Patty Collis	Chief Job Steward, Negotiator, Classification Review Committee Co-Chair	707-527-4940	pcollis@santarosa.edu
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Diego Osorio	Job Steward	707-836-2923	dosorio@santarosa.edu
Brian Wilson	Classified Senate Liaison	707-524-1761	bwilson2@santarosa.edu
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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