



SEIU Board Report

**Presented by SEIU Vice President and Lead Negotiator
Jessica Melvin at the September 8, 2026 Board Meeting**

Topic 1: Negotiations Update

SEIU recently surveyed our 294 Classified Professional union members and has received 159 responses to date. We look forward to sharing these results with the District during our upcoming negotiations meeting this Thursday.

SEIU remains committed to pursuing equitable solutions for rising health benefit costs. While we have received support in this endeavor from our faculty colleagues, we continue to struggle to get District buy-in. As stated in the District Mission, Vision, and Values, SRJC is committed to social equity. We trust this commitment extends fully to the 419 Classified Professionals who keep our campuses running every day.

Topic 2: Reorganization

We understand that we are in the beginning phases of the reorganization and that there will be more opportunities for input; that being said, SEIU has serious concerns with what has been presented to date. The draft solutions that we have seen show a concerning lack of District-wide coordination and exclude important data points that are necessary for Classified Professionals to provide informed feedback.

We are also very concerned that while a reduction in force appears to be on the table, no equivalent reduction in workload has been proposed.

Additionally, SEIU has seen an increase in internal hiring recruitments that do not appear to take the reorganization into consideration and in certain cases are duplicative and divert support away from where it is most needed.

We request that Dr. Garcia and the Board take a more critical look at the District's current hiring practices as they relate to internal recruitments and STNC hiring, during the current hiring freeze.

Topic 3: Ellucian/Banner

SEIU appreciates the District's increased involvement in troubleshooting as it relates to the Banner implementation. I believe the last update we received was on 8/26 which indicated that an Ellucian team would be onsite beginning 8/31. We have yet to see any appreciable changes and Classified Professionals continue to experience unmanageable workloads resulting from ongoing Bear Cub Hub issues.

SEIU requests that the District and Ellucian produce a centralized and prioritized list of known issues along with estimated timelines for resolution.

Thank you for your time and attention.

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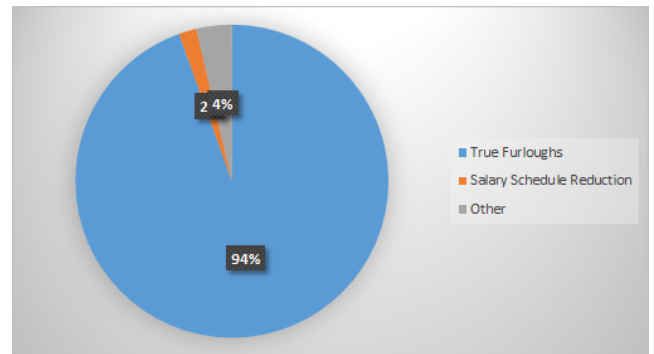


Negotiations Survey Results

Thank you to everyone who participated in the Negotiations Survey sent by email two weeks ago. This information helps your Negotiators to identify Classified priorities and sentiment in negotiations. Thank you to the 167 members who participated.

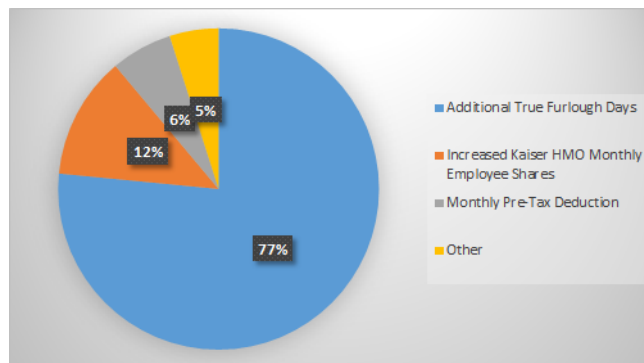
1. If we have to take furloughs, would you rather take true furloughs (a mandatory day off without pay) or a salary schedule reduction (salary reduced by a % that aligns with the number of mandatory days off). Both options reduce your take home pay by the same amount.

-True Furloughs	155	95%
-Salary Schedule Reduction	3	2%
-Other	6	4%



2. What is your preference for covering the 2025/2026 Classified health benefit increase for the 2026/2027 fiscal year?

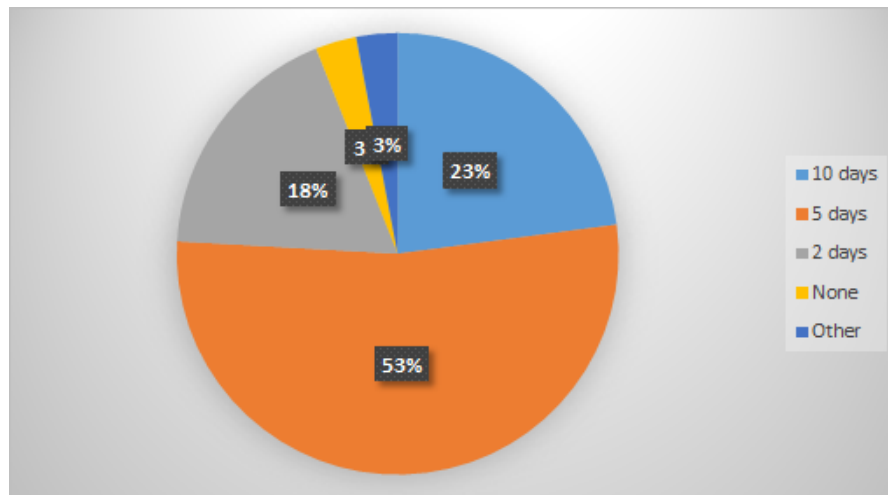
-Additional True Furlough Days (approximately 3 days or 1.14% reduction in pay)	124	77%
-Increased Kaiser HMO Monthly Employee Shares (\$60, \$120, \$180; pay reduction % varies depending on your grade and which plan you are enrolled in)	20	12%
-Monthly Pre-Tax Deduction (1.5%)	10	6%
-Other	8	5%





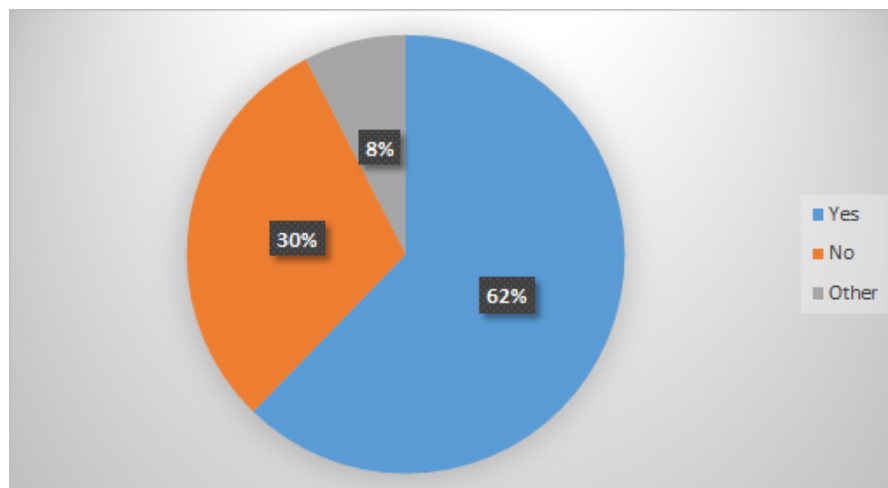
3. The District has proposed 10 furlough days, how many furlough days are you willing to consider?

-10 days (The same as the Management Team; 3.8% pay reduction)	38	23%
-5 days (2 for parity with faculty + 3 to cover the benefit increase; 1.9% pay reduction)	88	53%
-2 days (The same as Faculty; .76% pay reduction)	30	18%
-None (Could potentially result in layoffs or other cost-cutting measures)	5	3%
-Other	5	3%



4. Should SEIU negotiate to exclude part-timers from furloughs to protect their service credit?

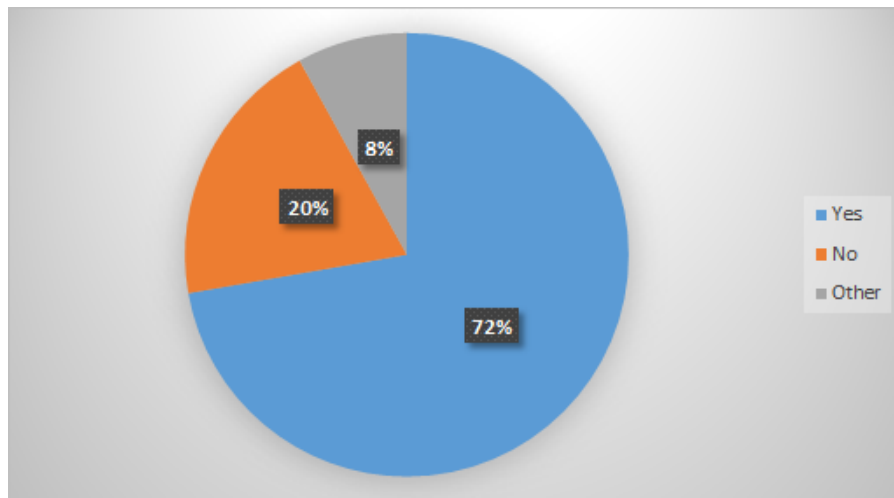
-Yes	99	62%
-No	48	30%
-Other	12	8%





5. Should SEIU negotiate to exclude part-timers from covering the medical benefit increase, especially for those who don't qualify for medical benefits?

-Yes	117	72%
-No	32	20%
-Other	13	8%





DATES TO REMEMBER

SEIU UNIT MEETING NEGOTIATIONS UPDATE

Wednesday, September 23, 12pm

Please join us on 9/23/26 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



LOCAL 1021
SEIU
Stronger Together

SONOMA COUNTY T-SHIRT OPEN HOUSE

600 B ST, SANTA ROSA.
THURSDAY, SEPTEMBER 17 FROM 5PM TO 7PM.

As we prepare to fight for and win our next union contract, come to the Santa Rosa Union Hall and grab a union t-shirt.

RSVP Link



Sonoma County Campaign Kickoff BBQ

Rincon Park (6010 Rick Dr, Santa Rosa)
Saturday, October 3, 11AM - 2PM

We must all be united to win a strong contract with Sonoma County!
Come celebrate and build our power.



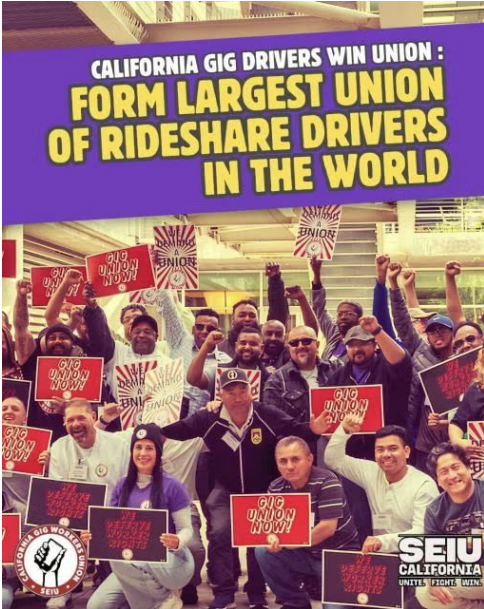
RSVP to Attend:



SEIU
NORTH COAST
LOCAL 1021



LOCAL NEWS



California gig drivers win union, establish largest union of rideshare drivers in the world

In a historic milestone, the Public Employee Relations Board verifies that California Gig Workers Union has drivers' support to represent Uber and Lyft Gig rideshare drivers across California

On Friday, August 7, gig drivers in California won their union, establishing the largest union of gig rideshare drivers in the world. The California Public Employment Relations Board (PERB), the state agency overseeing gig drivers newly-won collective bargaining rights, informed the California Gig Workers Union (CGWU) that the organization had reached the threshold to represent gig drivers across the state. After a 30-day waiting period, CGWU is expected to be certified as the collective bargaining representative for California Uber and Lyft drivers as "no other driver organization is currently eligible to submit proof of support during this period," according to PERB.

The victory to become the union for all of California's Uber and Lyft drivers comes after more than a decade of gig drivers organizing with SEIU to have a voice on the job with a union, with unions SEIU 521, SEIU 721, and SEIU 1021 standing with gig drivers to establish California Gig Workers Union, an organization dedicated to ensuring that workers in the gig economy had a meaningful say in their pay and working conditions. From passing state legislation and leading the fight against Prop 22 at the ballot and all the way to the California Supreme Court, gig drivers have led the way in fights that eventually led to the passage of AB 1340 in 2025 that gave gig rideshare drivers the right to form a union and collectively bargain with gig rideshare corporations.

"Building the largest gig driver union in the world from the ground up is proof that when workers stand together, we can change history," said Theresa Rutherford, SEIU 1021 President. "Gig drivers organized against incredible odds, refused to be silenced, and showed that solidarity is stronger than corporations' millions. SEIU is proud to have stood with drivers every step of the way and that California is building a worker-first economy with a union for gig drivers. What gig drivers have achieved here shows what's possible for workers everywhere."

"A union for gig drivers isn't just about improving pay and working conditions at the bargaining table, it's also about making sure that gig drivers have a voice in every decision that impacts their livelihoods," said SEIU 521 Chief Elected Officer Riko Mendez. "For too long, gig drivers have been excluded from conversations about the policies and deployment of technology that shape their work everyday. That changes with CGWU. Gig drivers deserve a seat at the table to shape a fairer future for themselves and for the next generation of workers."

Excerpted from: <https://www.seiu1021.org/article/california-gig-drivers-win-union-establish-largest-union-rideshare-drivers-world>



New Paid Pregnancy Disability Leave for Public School and Community College District Employees

Starting January 1, 2027, employees of school districts, county offices of education, charter schools, educational joint powers authorities, and community college districts (CCD) will have access to fully paid pregnancy disability leave for up to 14 weeks in addition to existing leaves for related purposes.

In July of 2026, Governor Gavin Newsom signed Assembly Bill (AB) 126, the TK-12 omnibus budget trailer bill, and Senate Bill (SB) 135, the higher education omnibus budget trailer bill, to add parallel Education Code sections governing pregnancy disability leave for classified and certificated TK-12 employees and classified and academic CCD employees.

Current law provides for up four months of job-protected leave for employees disabled by pregnancy, childbirth, or related conditions. Under the Education Code, employees can use available fully paid sick leave during this time and may also use partially paid extended illness leave once sick leave is exhausted. AB 126 and SB 135 significantly expand paid pregnancy disability leave rights for these employees and impose new requirements upon the subject employers.

Under AB 126 and SB 135, public school employers and CCDs, respectively, must provide qualifying employees with up to 14 weeks of paid leave when the employee must be absent due to pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery from any of these conditions. There are no eligibility requirements for this leave beyond being disabled by pregnancy or a related condition, as specified. The “public school employers” subject to AB 126 include school districts, county offices of education, charter schools, and educational joint powers authorities. However, for public school employers, temporary and substitute employees are not entitled to this new leave.

Full-time employees are entitled to “full pay.” Part-time employees are entitled to prorated pay based on their work hours as set forth in the applicable statute, which considers whether the employee works fixed hours and how long they have been employed.

Employees may begin taking this leave before childbirth, and may continue taking leave after childbirth as well, so long as they are disabled for a qualifying reason. While on leave, public school employers and CCDs must maintain the employee’s group health coverage as though the employee never took the leave. The employee also continues to accrue service credit and contributions to the applicable retirement pension plan, CalSTRS or CalPERS, during leave. Notably, this leave does not run concurrently with any other paid leave entitlements, including but not limited to vacation, accrued sick leave, extended illness leave, or any other compensated leave. This can include employees’ entitlement to an additional period of up to 12 weeks for baby-bonding/parental leave at partial pay under the Education Code.

SOURCE: https://www.lozanosmith.com/news-lawfirmdetail.php?news_id=3506



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.



SEIU Classified Executive Council Roster

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Amy Malaise	Communications Officer	707-521-6080	amalaise@santarosa.edu
Bob Peterson	Negotiator	707-524-1561	rbpeterson@santarosa.edu
Greg Drukala	Negotiator	707-778-4190	gdrukala@santarosa.edu
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Amil Gehrke	Member At Large	707-778-3933	agehrke@santarosa.edu
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