



THE EMOJI SAYS IT ALL:



Concessions, takeaways, regression: however you word it, the County's being counterproductive. Their refusal to make movement has slowed progress at the table. While our team has made significant adjustments and sacrifices in the spirit of compromise, the County has not yet done the same.

We only have two scheduled sessions left, and so far the County is unwilling to add any dates until after our contract expires. In the meantime, our Legacy/Plan A future retirees are still facing proposed pension cost increases, if the County were to get their way.

What matters most to our membership is the ability to afford to live where we work. To care for our families in the face of staggering inflation. This is not an unreasonable proposal. But despite the County's proclaimed "top priority" being our recruitment and retention crisis, what they're offering simply does not reflect this.

This is where all of us come in. We can absolutely achieve change at the table by showing up in big numbers at our three upcoming Unity events. There are two just for Lakes and Airport Area members, but the third (County Campus) is where we're going to need ALL HANDS ON DECK! Event details are on the next page.

Lunch is free for all who RSVP. Please respond to the texts and/or email invitations you've received!

LAKES UNITY LUNCH

INVITATIONS SENT; PLEASE RSVP

Tuesday 2/14 11am to 1pm
Gazebo between CSU/E&T
2227 Capricorn Way

DHS CSU, HSD Employment & Training, HSD SIU, and HSD
Family Youth & Children, all are welcome!

AIRPORT UNITY LUNCH

INVITATIONS SENT; PLEASE RSVP

Tuesday 2/21 11am to 1pm
Zephyr Bldg (HSD AA/DCSS)
3725 Westwind Blvd

Child Support, HSD Adult & Aging, HSD Admin, SPI
Airport, Water Maintenance & Admin, Animal Services,
SCERA, Fleet, all are welcome!

BIG CAMPUS UNITY LUNCH

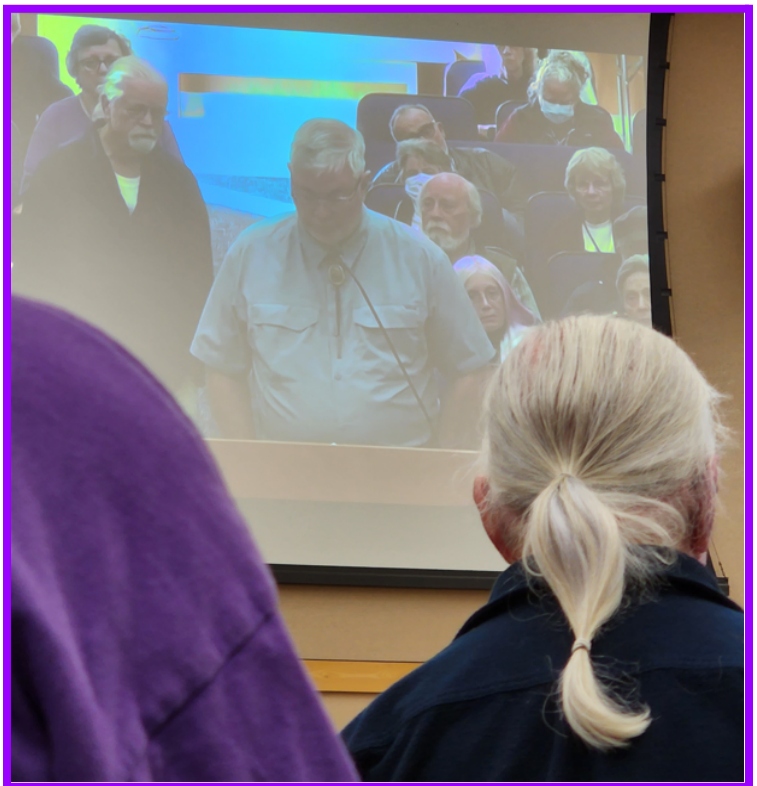
INVITATIONS COMING SOON

Tuesday 2/28, 11am to 1pm
Outside of the Board of Supes Building
575 Administration Drive (at the Ice Cream Statue)

**EVERYBODY TURN OUT TO REMIND THE
BOARD OF SUPES THAT WE MEAN BUSINESS!**

The following page contains photos from our public comment session Tuesday at the Board of Supervisors chambers.

SEIU 1021 members and County retirees joined together to implore our County leadership to address the worsening plight of our retirees.



Upper Left: Our very own Sherry Bradford (Bargaining Team Member and veteran employee from HSD Adult & Aging) explaining how concerned she is about her own financial future. **Upper Right:** A former Open Space County employee speaking to the need for current retirement COLAs. **Bottom:** Bill Robotka, Director-at-Large of SCARE (Sonoma County Association of Retired Employees), describing how a large number of our retirees have less than 50% of their pension's original purchasing power.



BARGAINING TEAM MEMBER SPOTLIGHT JULIA RAPKIN

Julia has been deeply involved in union and community efforts for a long time. She joined the Board as COPE Representative to help continue the fight for improved benefits and working conditions within our workplace, and also to help to improve our lives outside of work. Issues like housing rights, immigrant justice, education, reproductive justice and bodily autonomy, childcare, and healthcare for all affect the quality of life of all working people and should be continued priorities for our union.



She has a BA in Linguistics with a minor in Math, plus ESL and IT coursework, but more important to her are her years of experience as a social justice campaigner. She was involved in the US campus struggle against South African Apartheid in the late 1980s, and campaigns for better treatment and social programs for people with HIV/AIDS.

Julia believes being involved in our union is important because working people have the power to change our working conditions and benefits, and also the world around us, if we speak up and organize together. We all deserve respect and dignity, and to have a voice in the decisions that affect us. At the bargaining table she has been a strong advocate for better conditions for Extra Help Employees.

When not crusading for universal healthcare and workers' rights, Julia enjoys hiking, photography, and drawing. She is also a talented musician who plays piano, flute, and also sings. Julia and her husband love wildlife and enjoy observing deer, jackrabbits, foxes, owls, and other critters. As a child, she wanted to be a teacher or a folk singer when she grew up.

When asked who her heroes are, Julia's response is: "My heroes will be my co-workers – Sonoma County SEIU members – after we take collective action to win an excellent contract."