



North Coast Regional Newsletter

July 2025

Contract Bargaining Updates from June

It's been a busy year for bargaining: **26** of the **37** chapters in our North Coast Region are bargaining *this* year.

5 Chapters Ratified New Contracts

Let's start with the *good news*: 5 chapters voted to ratify new contracts in June.

Thank you to everyone who participated in these bargaining teams; we appreciate your hard work and dedication on these contracts which will improve the working & living conditions of your fellow members.

COLA = Cost of Living Adjustment; a raise to keep up with the rising cost of goods & services (inflation).

Fort Bragg (City)

Year	1	2	3	4
COLA	6%	5%	3.5%	3.5%

Our Fort Bragg chapter ratified their contract, which includes an 18% wage increase over 4 years. Members will also receive additional longevity steps, Juneteenth Holiday and a Union Leave bank.

Mendocino-Lake Community College

Year	1	2
COLA	1.84%	1.84%

Our Mendocino-Lake Community College chapter ratified their contract with a 3.68% wage increase over 2 years, 10% increase in Longevity Pay, an additional holiday, additional money toward childcare, and professional development.

San Anselmo (Town)

Year	1	2	3
COLA	6%	5.5%	4%

Our Town of San Anselmo chapter ratified their contract, which includes 15.5% wage increases over 3 years, establishes Longevity Pay up to 6% at 20 years, full healthcare paid at each level, and a 1-time \$3,000 Cash Lump Sum payment.

Sonoma (City)

Year	1	2	3
COLA	3%	2.5%	2.5%

Our City of Sonoma chapter ratified their contract, which includes 8% wage increases over 3 years, equities at 100% of their comparable agencies, an immediate 15% increase in health insurance contributions from the employer (Kaiser will be over 90% paid for), and immediate termination of employees paying 1.5% of salary towards employer's pension costs (a total of 4.5% in year 1 when combined with the 3% COLA).

Sonoma County

Year	4
COLA	3%

Sonoma County’s bargaining team secured a solid 3% COLA for this 1-year *contract extension*, following the historic 13.5% COLA they received during their current 3-year contract. Members will also receive a 10% increase to the County’s healthcare contributions (double the 5% increase per year during the 3-year contract), which offsets some of the increased insurance rates over the past couple of years.

1 Chapter Heading Towards a Strike

Novato (City)

Our Novato chapter’s contract expired on June 30th.

Novato management has failed our membership at the bargaining table in many ways during this process: they show up late, drag their heels on basic Requests For Information (RFI’s) or refuse based on “difficulty”, break promises, fail to follow through, and refuse to budge from their pathetic financial proposal package.

Novato’s mayor, Tim O’Connor, is the strongest opponent to authorizing additional funds for our membership—the same members who busted their asses all last year campaigning for Novato’s Measure M sales tax which will bring in an estimated *\$10 Million per year for the city*.

Despite these new funds, the City Council insists they can only afford to compensate all non-management staff at 93.5% of the *comparable average*. All we’re asking for is equity and future planning for inflation.

The silver lining is that the City’s hostility has weaponized our members. We held a Strike Vote on the steps of City Hall while the council was holding their regular meeting. We’ve scheduled a Strike School for July 9th. We received Strike Sanctions from the North Bay Labor Council on June 25th and from our SEIU 1021 Executive Board on June 28th.

While we continue doing all we can at the bargaining table, our members are ready to act...



Novato members attend Strike School on July 9, 2025.

June In Review

President of SEIU California Arrested by ICE

David Huerta, President of *SEIU United Service Workers West (USWW)* and *SEIU California*, was serving as a community observer during a U.S. Immigration and Customs Enforcement (ICE) raid in Los Angeles on June 6th when federal agents arrested him with 1 felony charge of conspiracy to impede an officer. [Video was posted to Facebook showing officers shoving David to the ground during the arrest, before handcuffing him.](#) David was hospitalized for injuries sustained during the arrest and released into ICE custody.



“Let’s be clear: ICE injured and detained the President of SEIU California for peacefully observing. ICE picked the wrong side. The wrong state. The wrong person. And the wrong union. David Huerta stood up. And 750,000 SEIU workers are standing with him.”

~ *SEIU California*

[David Huerta was released from federal custody on June 9th](#) with a \$50,000 bond following a hearing in Los Angeles. His arraignment was scheduled for July 7th.

“What happened to me is not about me. This is about something much bigger. This is about how we as a community stand together and resist the injustice that's happening. Hard-working people, and members of our family and our community, are being treated like criminals. We all collectively have to object to this madness because this is not justice. This is injustice. And we all have to stand on the right side of justice.”

~ **David Huerta**

[SEIU President April Verrett also released a statement](#) following David’s release from federal custody.

Rallies to Stop Deportations and Free David Huerta

On June 9th there were [rallies held across California to protest the arrest of David Huerta and stop ICE from conducting illegal deportations.](#)

The Sacramento rally was organized by Northern California for Just Immigration Reform, the Sacramento Central Labor Council, and a broad coalition of allies. There were 2 members from our region in attendance at the Sacramento rally: Regional Vice President **Travis Balzarini** & Sonoma COPE Delegate **Julia Rapkin**.



Several SEIU 1021 members who attended the June 9th rally in Sacramento to Stop Deportations & Free David Huerta.

Sonoma County Members Attend California Budget Lobby Day

SEIU California hosted 2 State Budget Lobby Days in Sacramento during June. Members met with state lawmakers to persuade them not to adopt Governor Newsom's proposed budget cuts.

We (SEIU 1021) had the largest number of members who participated during these events out of all SEIU Locals in California. We're proud of our 8 Sonoma County members who participated on June 12th.



Sonoma County members & north coast regional staff at our California Budget Lobby Day on July 12th.

Our lobbying efforts were successful: The legislature's adopted budget avoids most of the deep and damaging cuts proposed in Governor Newsom's May Revision budget. [Read more below...](#)

Jeff Weston sworn in as Mendocino County Area Representative

Jeff Weston was sworn in as the **Mendocino County Area Representative** during our June 28th Executive Board meeting in Stockton!

Jeff works as an Eligibility Specialist Supervisor for Mendocino County's Family and Children's Services. He's been a Steward for several years and serves on the Mendocino County Chapter Board as the At-Large Representative. Jeff also serves as a delegate to the North Bay Labor Council.

Jeff recently participated in our SEIU 1021 Internship program, which inspired him to volunteer to serve on our Executive Board to represent all our members from Mendocino County. During his time as an intern, Jeff attended the AFL-CIO Organizing Institute Training in Chicago and traveled to Washington, DC to lobby Congress to vote *No* on the "One Big Beautiful Bill Act".

Thank you, Jeff, for stepping up to represent your fellow Mendocino County members!



President Theresa Rutherford (right) swearing in Jeff Weston (left) & Contra Costa Area Representative Kevin Tisdell (center).

Upcoming Events

July 10 @ 6:00pm: SEIU California Federal Fightback Townhall

The U.S. House of Representatives voted along party lines to pass the big, terrible bill that had already been passed by the Senate. Over the next few years, Medicaid and SNAP will face the biggest cuts in U.S. history — effectively stripping healthcare and food from those with the least to pay for tax cuts for billionaires and corporations, as well as increasing funding for ICE agents to tear apart our communities, terrorize immigrants, and incarcerate people who have not committed any crimes.

It's time to harness our rage, come together, and strategize for how we can protect our rights, our healthcare, and our communities.

Please [register to join the SEIU California Federal Fightback Townhall](#).

July 23 @ 5:00pm: North Bay Labor Council (NBLC) Meeting

The North Bay Labor Council (NBLC) is hosting our monthly meeting where delegates from unions across Marin, Sonoma, Mendocino & Lake counties meet to discuss & coordinate on local issues affecting our members. The meeting will be held in-person at the [UA Local 38 Hall: 3473 Santa Rosa Ave, Santa Rosa](#).

July 24 @ 6:00 – 7:00pm: NBLC Trump Tax Cut Educational Forum

The North Bay Labor Council (NBLC) is hosting an [Education Forum on the Trump Tax Cut](#): How will it hurt our community and what we can do about it. This event will be held in-person at the [Veterans Memorial Building: 1351 Maple Ave, Santa Rosa](#). There will be panelists from the Redwood Empire Food Bank, Sonoma County Conservation Action, VIDAS Legal, UC Berkeley Labor Center, and Petaluma Health Center. Please [RSVP to attend](#).

July 24 @ 6:00 – 7:30pm: Latino Caucus Meeting

The SEIU 1021 Latino Caucus advocates for the development and advancement of all union members. We value human dignity, equality, solidarity, and the principles of democracy. We acknowledge diversity and traditions. [Sign up to the Latino Caucus email distribution list](#) to get reminder emails with the Zoom link.

July 25 @ 10:00 – 5:00pm: SEIU 1021 Executive Board Meeting

Monthly Executive Board meeting where our elected Executive Board officers & Executive Staff meet to discuss issues affecting our members and provide direction to the staff of our Local.

Public Comment will be available at the beginning of the meeting: this is your opportunity to let our Local's Elected Officers & Executive Staff know about the issue(s) affecting you & your fellow members.

All members are welcome to attend in-person at our [Fairfield Office: 2300 Boynton Ave, Fairfield](#).

You can also [register for a Zoom link](#) to attend virtually, but you must register by 3:00pm on July 24th.

July 26 @ 10:00am – 12:00pm: SEIU Families First Protest in Arcata

From rural towns to major cities, Families First actions will bring people together to collectively demand an end to policies that harm children, seniors, and our families. We reject the Administration's actions that have gutted essential programs like Medicaid, FEMA, food stamps, school lunches, and more, all so a handful of billionaires can get tax giveaways. We're coming together in unity to say: our families come first!

Join us at the Families First peaceful protest at [Cal State Polytechnic University: 1 Harpst St, Arcata](#).

[Please RSVP to attend](#).

July 26 @ 1:00 – 3:00pm: SEIU Families First Protest in Oakland

Congress stripped healthcare from 16 million of us and slashed food aid — all to hand billions to corporations and the ultra-rich. They're trying to divide us — black from brown, native from immigrant, care worker from fast food worker — so we don't rise together. ICE is stalking our neighbors. People are being deported without warning or due process. This isn't just politics — it's an attack on our people.

Join us at the Families First peaceful protest at [Snow Park \(Harrison & 19th Street\) in Oakland](#).

[Please RSVP to attend](#).

California State Budget Adopted

California is facing a budget shortfall of approximately \$12 billion, in part due to increased prices from President Trump's tariffs & the Immigration and Customs Enforcement (ICE) immigration crackdown scaring international tourists away.

Governor Newsom's proposed budget cuts would have slashed vital public services and undermined hard-won worker protections.

California's Adopted Budget Cuts: Our Lobbying Paid Off

The legislature's adopted budget avoids most of the deep and damaging cuts proposed in Governor Newsom's May Revision budget.

Below is a breakdown of the changes since the May Revision budget.

Eliminated or Old = Red, Strikethrough text (~~example old terms~~)

Added or New = Green, Bold text (**example new terms**)

- **Medi-Cal Service Cuts *Reduced***

- Require older adults and people with disabilities to have assets below ~~\$2,000~~ **\$130,000** for an individual and ~~\$3,000~~ **\$195,000** for a couple.
- Offers Reduced Services and/or Increased Costs for Immigrants
 - Block enrollment for adults with unsatisfactory immigration status starting January 2026.
 - Increase monthly premium to ~~\$100~~ **\$30** for adults with certain immigration statuses starting ~~January 1, 2026~~ **July 1, 2027**.
 - Eliminate benefits for adults with certain immigration statuses, specifically:
 - Adult dental benefits starting ~~January 1, 2026~~ **July 1, 2027**.
 - ~~Reduce In-Home Supportive Services.~~
 - ~~Eliminate long-term care benefits.~~

- **In Home Supportive Services (IHSS) Cuts *Avoided***

IHSS allows older adults and people with disabilities to safely stay in their home.

- ~~○ Eliminates IHSS services for adults who were previously excluded from Medi-Cal due to their immigration status.~~
- ~~○ Caps IHSS provider overtime and travel hours at 50 hours per week.~~

- **\$750 million loan for Bay Area transit agencies** that haven't financially recovered from COVID-19.

- **California State University System** ~~cutting \$375 million from its budget~~ **funded levels maintained.**

- **State Employee Benefit Reductions *Eliminated***

- ~~○ Freeze the 3% raise state workers are supposed to get in July (even though it's in their contract).~~
- ~~○ All state workers will lose telework & have to return to the office full time.~~

Even though the worst cuts were avoided with this budget, our state's elected officials must go further to address our working people's needs.

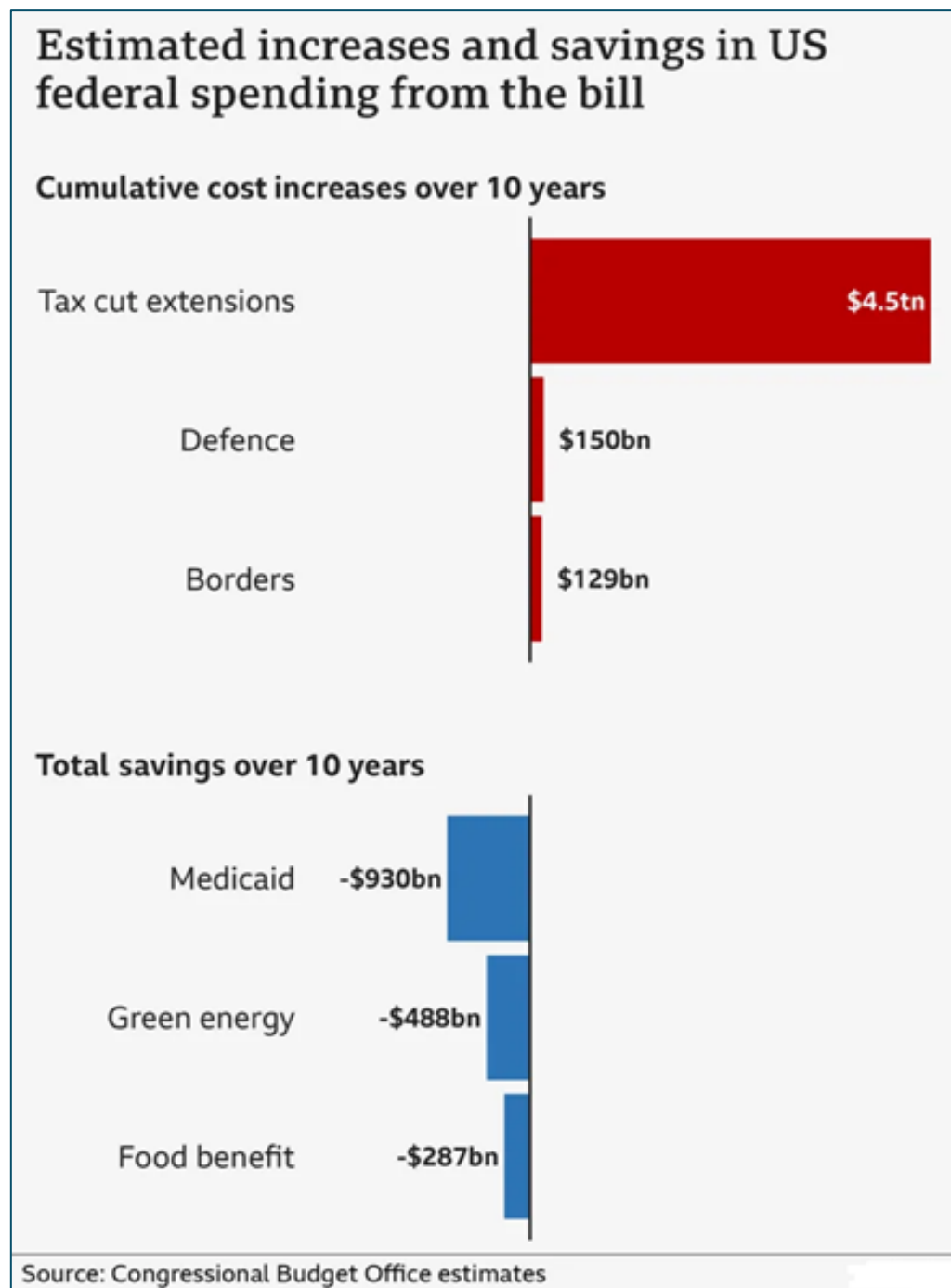
The State Legislature will likely revise the State Budget this year to address cuts from the Federal Budget...

United States (U.S.) Federal Budget Adopted

The Committee for a Responsible Federal Budget (CRFB) reviewed Republicans' "One Big Beautiful Bill Act" and concluded it'll **add \$3.4 to \$4.2 Trillion to the national debt**, while gutting healthcare (Medicaid) and Medicare, food assistance (SNAP), and other programs that benefit the poor and working class.

The debt ceiling is the limit on the amount of money the U.S. government can borrow to pay its bills.

This bill **raises the debt ceiling by \$5 Trillion** to *grant permanent tax breaks for the wealthy*, provide an additional \$30 Billion for Immigration and Customs Enforcement (ICE) operations, \$45 Billion to build ICE concentration camps, and \$46.5 Billion to complete Trump's border wall with Mexico.



Congressional Republicans delayed their worst cuts to healthcare and food assistance until after the 2026 midterm elections, knowing they wouldn't win re-election when people (voters) are suffering from their cruel & inhumane cost-cutting, while the rich enjoy massive tax cuts.

U.S. Senate Removed Several Harmful Items from the “Big Beautiful Bill”

The “Big Beautiful Bill” would have been worse if several items hadn’t been removed in the Senate’s version.

Senate Votes to Remove Artificial Intelligence (AI) Regulation Ban

The U.S. House version of the “Big Beautiful Bill” included a 10-Year moratorium on state laws regulating artificial intelligence (AI). This would allow companies to continue pursuing the use of AI to replace our jobs, in addition to using AI in political campaigns and elections to spread misinformation.

The U.S. Senate voted overwhelmingly 99 – 1 to remove the proposed AI Regulation Ban from the bill!

The Senate Parliamentarian, Our Unexpected Hero

Republicans used the reconciliation process for this bill so they could pass it with a simple majority, preventing Democrats from using a filibuster to block its passage. However, this reconciliation process is subject to the Byrd Rule, which prevents provisions that are considered “extraneous” to the federal budget.

The nonpartisan Senate Parliamentarian, Elizabeth MacDonough, struck down several provisions from the Republicans’ “Big Beautiful Bill” for violating the Senate’s Byrd Rule:

- Restrictions on the Federal Courts to issue nationwide injunctions and temporary restraining orders.
- Selling off millions of acres of Forest Service and Bureau of Land Management land in up to 11 states. The Press Democrat reported on the impact this would have in our region: [“Prized public lands on California’s North Coast at risk under Senate proposal to sell off up to 3 million public acres.”](#)
- A school voucher program intended to help subsidize private and religious schools.
- Block the use of Medicaid funds for gender-affirming care.
- Prevent authorized immigrants from receiving Medicaid or Children’s Health Insurance Program (CHIP) coverage.
- Lower the federal share of Medicaid costs from 90% to 80% for states that cover undocumented immigrants with state funds, which was meant to penalize states like California.
- Restrictions on certain immigrants receiving Affordable Care Act (ACA) subsidies.
- Prohibit implementation of a Biden Administration rule on nursing facility safe staffing levels.
- [Additional items were also rejected.](#)

Republican’s “One Big Beautiful Bill” Signed into Law on July 4th

The U.S. Senate passed their version of the “One Big Beautiful Bill” on July 1st.

The U.S. House of Representatives adopted the Senate’s version of the bill on July 3rd.

President Trump signed the bill into law on July 4th.

How will this impact us in California?

- 2.4 million Californians will lose their healthcare.
- \$3,070 average increase in health care premiums for people in [California’s 2nd Congressional District \(CA-02\)](#) covered under the Affordable Care Act.
- 28 rural hospitals across California are at risk of shutting their doors.
- Over 360,000 Californians will lose their entire or partial food assistance.
- Raises energy costs for California families by an average of \$670 annually.
- Over 620,000 students in California who depend on Pell grants for their education may lose this funding.
- Eliminates an estimated 110,000 jobs in California’s manufacturing and energy industries.

We'll highlight a different section of this bill over the next several newsletters.

This month we'll focus on the bill's tax changes, as well as incentives to placate the poor & working classes.

Tax Changes: *Windfall for the Rich, Peanuts for the Rest of Us*

Trump's Tax Cuts Extended Permanently – Starting in 2025

President Trump signed the Tax Cuts and Jobs Act during his first term, which lowered taxes for corporations and individuals across most income brackets until December 31, 2025. These tax cuts benefit the wealthy far more than the poor & middle classes.

This bill extends these tax cuts **permanently** while increasing several items:

Estate and Gift Tax Exemption Increases

The Gift and Estate Tax Exemption allows the tax-free transfer of wealth from one generation to the next.

This bill increases the amount wealthy taxpayers can transfer tax-free:

- Taxpayers filing **Single** will increase from \$13.99 Million to **\$15 Million**.
- Taxpayers filing **Married Filing Jointly** will increase from \$27.98 Million to **\$30 Million**.

These are now indexed for inflation: they will automatically increase yearly to keep up with inflation.

State & Local Tax Cap (SALT) Increases

The current \$10,000 cap on how much wealthy taxpayers can deduct from the amount they owe in Federal Taxes was set to expire this year (2025).

This bill helps the richest taxpayers by raising it from \$10,000 to \$40,000 in 2025, then increasing it by 1% per year for the next 4 years.

After 5 years, SALT returns to \$10,000 per year, **permanently**.

Standard Deduction Increases

The standard deduction is a fixed dollar amount that taxpayers can subtract from their income to reduce the amount of their income that is taxable. Around 90% of taxpayers use the standard deduction when they file taxes, rather than itemize individual deductions such as mortgage interest.

- Taxpayers filing **Single** will increase from \$15,000 to **\$15,750**.
- Taxpayers filing **Head of Household** will increase from \$22,500 to **\$23,625**.
- Taxpayers filing **Married Filing Jointly** will increase from \$30,000 to **\$31,500**.

These are now indexed for inflation, meaning they'll automatically increase yearly to keep up with inflation.

Additional Standard Deduction Increases for Senior Citizens or Blind Adults

The Internal Revenue Service (IRS) offers an Additional Standard Deduction for people who are completely blind or adults aged 65 or older.

This Additional Standard Deduction is applied *on top of* the Standard Deduction for those who qualify.

For taxpayers who are *blind or 65 or older (not both)*:

- **Single or Head of Household** increases from \$1,950 to **\$2,000**.
- **Married Filing Jointly or Separately** increases from \$1,550 to **\$1,600** for each qualifying individual.

For taxpayers who are *blind and 65 or older (both)*:

- **Single or Head of Household** increases from \$3,900 to **\$4,000**.
- **Married Filing Jointly or Separately** increases from \$3,100 to **\$3,200** for each qualifying individual.

Child Tax Credit for Dependents Increases with additional Eligibility Restrictions

The Child Tax Credit is a partially refundable tax credit available to taxpayers with children or dependents under age 17 who meet certain eligibility requirements, including having a Social Security number and living with the taxpayer for at least half of the year.

This bill increases the child tax credit from \$2,000 to **\$2,200**, an increase of \$200 per child, this tax year.

The higher refundable portion of the child tax credit will also become permanent and adjust for inflation starting in 2026. That amount, known as the Additional Child Tax Credit, is worth up to \$1,700 for 2025. However, this credit won't apply for 17 million children from low-income families who don't earn enough to claim the full credit...

This bill also requires at least 1 taxpayer claiming the credit to have a Social Security Number. *Almost 3 million children who previously qualified for the tax credit could lose access because of this requirement.*

“Senior Bonus” Tax Deduction up to \$6,000 – Starting in 2025, Ending in 2028

Senior citizens may be eligible for a *new tax deduction* up to \$6,000 per eligible taxpayer.

This is in addition to the Standard Deduction & the Additional Standard Deduction that these taxpayers already receive. Republicans are calling this their “**Senior Bonus**.”

Taxpayers aged 65 or older whose modified adjusted gross income is less than \$175,000 for Single or \$250,000 for Married Filing Jointly are eligible for this deduction.

The deduction amount they'll receive varies depending on their income:

- Up to \$75,000 for Single or \$150,000 for Married Filing Jointly will receive the full \$6,000 deduction.
- Modified adjusted gross income above those amounts will receive a proportionally reduced deduction.

“No Taxes” on Tips & Overtime – Starting in 2025, Ending in 2028

This bill contains an exemption on Tips & Overtime which only applies to the *Federal Income Tax*.

The *Federal Payroll Tax*, a flat tax split between employers & employees to fund Social Security & Medicare, will still apply to those earnings. Additionally, state & local income payroll taxes still apply.

Unlike the tax exemptions for the rich that were extended permanently, these are only available until 2028.

Major Restrictions Apply to “No Taxes” on Overtime

The U.S. Department of Labor defines overtime pay as a rate that's not less than time and one-half (½) of the employee's regular rate of pay.

This bill *exempts the “half” portion of “time and a half” from the Federal Income Tax* only, significantly limiting the tax savings.

For Example: When an employee making \$50 per hour works 1 hour of overtime, here's how it will be taxed:

Amount	Rate of Pay	Taxes Applied
\$50	Regular Rate of Pay	Federal Income Tax + <i>Federal Payroll Tax</i> + State & Local Income Payroll Taxes
+ \$25	Half (½) Regular Rate of Pay	Federal Income Tax + <i>Federal Payroll Tax</i> + State & Local Income Payroll Taxes
\$75	Total Pay for 1 Hour of Overtime	

This bill **caps the total deduction** you can claim at **\$12,500 for single** or **\$25,000 for joint tax returns**.

Additionally, the full deduction for individuals with adjusted gross incomes up to \$150,000 for single / \$300,000 for joint returns slowly reduces the allowable amount of deduction by \$100 for every \$1,000 of income over those thresholds.

Baby Bonus of \$1,000 – Starting in 2025, *Ending in 2028*

The bill creates a new savings account called a “Trump Account”.

The Federal government will open a Trump Account for each U.S. citizen born in the next 4 years and deposit \$1,000 into it.

These accounts allow taxpayer contributions up to \$5,000 a year that can grow tax-free until the beneficiary turns 18, at which point the account becomes a traditional Individual Retirement Account (IRA). Employers could also contribute up to \$2,500 to an employee’s account and it wouldn’t be counted as income to the recipient. Various other conditions apply.

Trump Accounts provide a more limited and restricted tax benefit than existing saving incentives, such as 529 accounts.

Unintended Consequences: Social Security Will Run Out of Money Sooner

Social Security’s Old-Age and Survivors Insurance (OASI) trust fund only has enough money to pay scheduled Social Security benefits *until 2033* based on the [latest projections from Social Security’s trustees](#). Starting in 2033, OASI will only have enough money to pay 77% of those Social Security benefits.

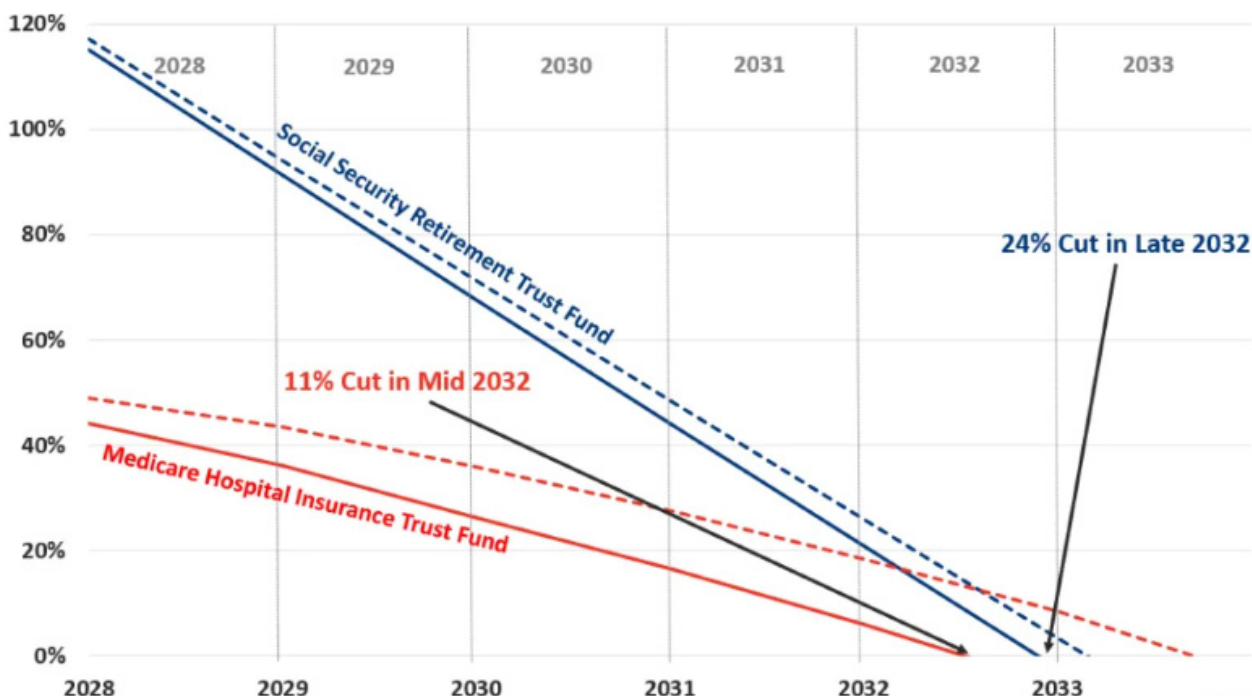
Republicans’ “Senior Bonus” & increased tax deduction amounts will reduce the OASI trust fund sooner by:

- Reducing the number of seniors who pay taxes, eliminating their Social Security tax payments.
Under this bill an estimated 88% of senior citizens receiving Social Security benefits will pay no taxes on them, according to the White House Council of Economic Advisers.
- Reducing the marginal rate that Social Security benefits are taxed for seniors who still owe taxes.

The [Committee for a Responsible Federal Budget](#) estimates “the One Big Beautiful Bill Act (OBBBA) would *accelerate Social Security and Medicare insolvency by a year, to 2032.*”

OBBBA Would Accelerate Trust Fund Insolvency

Trust Fund Reserves as a Percent of Annual Expenditures



What Can We Do Now?

Right now, our communities, our rights, and our future are under attack.

If you believe in justice, dignity, and democracy, we're asking you to take a stand with us.

Take the Pledge

[Take the SEIU California Pledge](#) which provides 3 ways that you can get involved (check all that apply):

- **I pledge to protest injustice** – To show this country does not consent to cruelty.
- **I commit to win in 2026** – To vote, volunteer, and mobilize until we take back Congress and protect California.
- **I will help build the movement** – Because our power grows when we grow our union.

Join the Fight

Grab your coworker(s), family member(s), and/or friend(s) to attend the nearest **SEIU Families First Protest** on **July 26th** in [Arcata](#) or [Oakland](#). Our goal is for 2% of our members to attend 1 of these events.

Our next goal is for 3% of our members to attend a protest we're planning for Labor Day.

Let's rise together. Because if we don't, who will?

SEIU Member Benefits

[SEIU Member Benefits](#) is a benefit program exclusively for SEIU members!

As an SEIU Member, you work hard to improve yourself, your family and the communities you serve. You deserve something special too. We're proud to bring you an assortment of great benefits, at no cost or obligation, just for being an SEIU member!

See how the buying power of millions of SEIU members helps you:

[Manage Your Finances](#): Get competitive rates on everything from credit cards to personal loans.

[Protect Your Family](#): Benefit from group rates on a growing portfolio of insurance products.

[Cut Your Cost of Living](#): Get special discounts at thousands of stores and favorite merchants.

[Travel For Less](#): Enjoy specially negotiated rates and travel programs.

[Affordable Education](#): Achieve your education goals while managing costs.

There's no cost or obligation, simply register on the website to get started saving today.

Know Your Rights

The Right to Due Process During Questioning of your Citizenship

The United States' Constitution provides many of the same rights to *all workers*, documented or not.

Everyone should know what they can and need to do if they are ever in a position where their citizenship or immigration status is questioned.

Here are just a few immigration-related rights:

- You have a right to remain silent.
- You have a right to refuse to be searched.
- You have the right to call your country's consulate.
- You have the right to demand copies of your immigration papers.
- You have the right to speak to an attorney.

[SEIU released a video explaining these rights in further detail.](#)

The Right to Representation (“Weingarten Rights”)

If you are 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:

1. You have the right to have a Union Steward and/or SEIU 1021 Field Representative (staff) present.
2. If you want a Steward / Field Representative there, ***you must ask for them.***
3. If you do not know why your manager wants to meet with you, ask them if the meeting could result in discipline.

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 / Field Representative be present at the meeting. Without representation present, I choose not to respond to any questions or statements."

4. If your manager refuses to allow you to bring a Steward / Field Representative, 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 / Field Representative immediately.
5. You have the right to speak privately with your Steward / Field Representative before and during the meeting.
6. Your Steward / Field Representative has the right to play an active role in the meeting. They are not just witness.

These 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.

Stewards' Corner

What Does a Union Steward Do?

Stewards are the face of the union at the worksite and are critical to building a strong, engaged and active membership. Stewards' roles and responsibilities include: ongoing training; welcome and orientation of new members; mobilize, educate, and inform members on union activities and other issues; resolve worksite issues; process grievances; provide timely and effective representation of the members; attend Steward Council meetings.

A steward is a trusted colleague that can answer questions and counsel fellow workers. You don't need an extensive knowledge of Union Practices or Fair Labor law. In fact, you can be the conduit to a more knowledgeable union member or Field Representative (union staff) that can help.

Having stewards in each building also keeps management more ethical. When management knows that there is fair representation in the workplace, they are less likely to take shortcuts when it comes to communication, scheduling or discipline.

"I have enjoyed being a steward and I always learn from each experience. At times it may require doing some research and that has always continued to inform me and be of better service to others."

~ Valerie Schlafke, Steward from Sonoma County's Community Development Commission

How Do I Become a Union Steward?

The process for becoming a Steward varies for each Chapter. Refer to your Chapter Bylaws for details.

However, there are 3 basic requirements to become a Union Steward:

1) Being a Union Member

You must be a dues-paying union member to become a Steward.

2) Attend Basic Steward Training

Here are the instructions to take the **Basic Steward Training** online through our SEIU 1021 Member Resource Center (MRC) website:

1. Find your **Union Member ID** by either:
 - a. Calling the Member Resource Center at [877-687-1021](tel:877-687-1021).
 - b. Contacting your [Field Representative](#).
2. Go to mrc.seiu1021.org and follow the self-registration process using your Union Member ID and the email address you have on file with the union. This will be the email address on record with Sonoma County.
3. Once logged into the portal:
 - a. In the top horizontal menu, click DIGITAL LEARNING
 - b. ONLINE LEARNING will appear in a drop-down: Click it.
4. Create an Account / Login
If you haven't created an account: Click CREATE AN ACCOUNT and follow the instructions.
If you have already created an account: Enter your login credentials.
5. This should automatically take you to the available COURSES online, which are found located under CATALOG in the vertical left-hand menu.
6. To take a course, find it and click the yellow START button at the bottom of the course panel. This will take you to the COURSE MATERIAL tab.
7. Click the title of the course and it will launch in a new window for you.

3) Submit a Union Steward Nomination Petition

Fill out the [SEIU LOCAL 1021 Union Steward Nomination Petition](#) form.

Fellow union members must sign your petition in support of you becoming their onsite Steward.

Once complete, send the form to your Chief Steward or Field Representative.

If you feel called to represent your fellow employees, complete the steps above to join our amazing Stewards!

SEIU 1021 Region B Information

If you have questions or need help, contact your Executive Board Officer or your assigned Field Representative anytime. All communication is confidential. We're here to help!

Executive Board Elected Leaders

Position	Name	Email	Phone
Vice President of Region B	Travis Balzarini	travis.balzarini@seiu1021.org	(707) 480-7961
Del Norte County Area Representative	{vacant}		

Marin County Area Representative	Mariette Shin	mariette.shin@seiu1021.org
Mendocino County Area Representative	Jeff Weston	jeff.weston@seiu1021.org
Sonoma County Area Representative	Sandy Sigala	sandy.sigala@seiu1021.org
County Industry Council Representative	David Cameron	david.cameron@seiu1021.org
Budget & Finance Committee	Steven DeSalvo	steven.desalvo@seiu1021.org
Budget & Finance Committee	{vacant}	

Field Staff

We have **5 Field Representatives** (union staff) assigned to our region:

Name	Primary Office	Phone	Email
Aaron Burton	Santa Rosa	707-234-9737	aaron.burton@seiu1021.org
Jana Blunt	Novato	707-478-6497	jana.blunt@seiu1021.org
Joel Evans-Fudem	Santa Rosa	707-380-5804	joel.evans-fudem@seiu1021.org
Patrick Hickey	Ukiah	707-386-8457	patrick.hickey@seiu1021.org
Claudia Galliani	Novato	707-266-8425	claudia.galliani@seiu1021.org
Kevin Arnold	Santa Rosa	510-761-4126	kevin.arnold@seiu1021.org
{vacant}			

The **Field Director** for our region is **Andrea Zanetti**: andrea.zanetti@seiu1021.org or [707-290-4888](tel:707-290-4888).

If you can't reach anybody listed above, please contact the **Member Resource Center** (MRC) [877-687-1021](tel:877-687-1021).

Field Offices

Novato

384 Bel Marin Keys Blvd

Suite 155

Novato, CA 94949

Available by Appointment Only

Santa Rosa

600 B St

[Santa Rosa, CA 95401](#)

Phone: [707-293-2858](tel:707-293-2858)

Ukiah

655 Kings Ct #100

[Ukiah, CA 95482](#)

Phone: [707-376-2403](tel:707-376-2403)

Bylaws

[SEIU Local 1021 Bylaws](#): This is the official document that governs how our Local union is run.

Regional Newsletter Archive

Visit our [Newsletter Archive](#) to read newsletters from previous months.