



# North Coast Regional Newsletter

## September 2025

### CalPERS Board Election: Vote by September 29<sup>th</sup>

If your pension is provided by CalPERS, there's an important election being held & your vote is critical. Pension Trustee elections are important because these elected officials:

- Decide how much money from your paycheck goes towards your pension (set contribution rates).
- Determine where your money is invested (asset allocations).
- Ensure the pension fund is adequately funded (provide & review actuarial valuations).

### Our Candidate Endorsements

**SEIU California endorsed 2 candidates, David Miller** (Position A) and **Troy Johnson** (Position B), who have committed to stand with SEIU members to protect our retirement and be a voice for labor on this important pension board.

### How to Vote

Election Dates: **August 29<sup>th</sup> – September 29<sup>th</sup>**

Eligible Voters: CalPERS *Active & Retired* members.

### Vote by Mail

Complete your ballot, sign your name in the designated area and return your ballot by mail.

**Ballots must be received by September 29<sup>th</sup>!**

If you damage or lose your official ballot or ballot return envelope, you may request a replacement ballot from the CalPERS Board Election Call Center at [\(877\) 610-8637](tel:877-610-8637).

### Vote Online

Go to [www.CalPERSElections.com](http://www.CalPERSElections.com) and follow the instructions on the screen.

You will need your **Personal Identification Number (PIN)**, which can be found on the ballot card mailed to you in your ballot package. If you lost your PIN, call: [\(877\) 610-8637](tel:877-610-8637).

### Vote by Phone

Call [\(833\) 442-4829](tel:833-442-4829) and follow the automated instructions.

You will need your **Personal Identification Number (PIN)**, which can be found on the ballot card mailed to you in your ballot package. If you lost your PIN, call: [\(877\) 610-8637](tel:877-610-8637).



SEIU endorsed **David Miller** (left) & **Troy Johnson** (right) in this CalPERS election.

# Contract Bargaining Updates

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

## Rohnert Park Ratified their Contract Extension

Our City of Rohnert Park chapter ratified a 1-year contract extension.

Rohnert Park members secured several wins:

- They'll receive a *lump sum payment* of **\$4,291.92**.
- *Holiday Pay* will now cover the employees' full shift: 8, 9 or 10 hours.
- Increase in the accrual of annual leave *at every level of service*.

Although our members [provided public comments explaining why they deserve better pay & benefits at the City Council meeting on July 22<sup>nd</sup>](#), the city was unwilling to dip into their available funding sources to bring our membership up from being 16% under market. This is completely unacceptable, and we'll continue to press the Rohnert Park City Council to work towards bringing their employees' benefits and salaries up to a competitive level.

Thank you to everyone who participated on the bargaining team; we appreciate your dedication and hard work on this contract.

We have a lot of work ahead of us before returning to the bargaining table in 6 months.



Our Rohnert Park members, a couple of Executive Board members, and SEIU 1021 staff attended the July 22<sup>nd</sup> Rohnert Park City Council meeting to provide public comment.

## Novato Chapter Strikes Again!

Following last month's 3-day unfair labor practice strike, our [City of Novato chapter held another 1-day unfair labor practice strike on September 2<sup>nd</sup>](#).

The turnout was incredible, and the community support was palpable:

[ABC News Coverage](#) / [KPIX News Coverage](#) / [FOX News Coverage](#)



Our picket line outside Novato City Hall.

Tiburon Mayor Holli Thier (right) spoke in support of our Novato members at the evening rally in front of City Hall.

## We're very proud of our Novato members for reclaiming their power with another successful strike!

We thank our **allies** who showed up to support our striking workers:

- **Holli Thier**, Mayor of Tiburon
- **Eli Beckman**, Councilmember for Corte Madera
- **Natalie Rogers** – Councilmember for Santa Rosa
- **Magali Limeta**, Vice President of Novato Unified School District Board of Trustees
- **Kris Organ**, North Bay Labor Council & California Alliance for Retired Americans (CARA)

We also appreciate the **SEIU 1021 Executive Board members** who joined our strike:

- **Travis Balzarini**, North Coast Regional Vice President
- **Mariette Shin**, Marin County Area Representative
- **Jennifer Esteen**, Vice President of Organizing
- **David Cameron**, Counties Industry Chair
- **Shelly Martin**, Solano County Area Representative
- **Amanda Hubbell**, Budget & Finance Committee (BFC) for the North Coast Region B
- **Andy La Torre**, Budget & Finance Committee (BFC) for the North Central Region A

Finally, *thank you* to our amazing SEIU 1021 staff for ensuring this strike ran smoothly & successfully.

## What's Next

Our bargaining team met with City Administration to continue bargaining.

Novato sent out a Press Release on September 22<sup>nd</sup> that they have reached impasse with our bargaining team, although we disagree with that assessment. Next step is to go to mediation. Stay tuned...

# August In Review

## Rally at California State Capitol for Immigrant Rights

[On August 21<sup>st</sup> hundreds of union members, staff, and allies came together at the California State Capitol to rally for immigrant justice.](#) After the rally, they went inside the capitol to urge lawmakers to pass essential immigration legislation to protect and empower California's immigrant communities:

- [SB 81](#) to add immigration status to patient privacy protections and require healthcare providers to prohibit immigration authorities from accessing a facilities' non-public area without valid paperwork.
- [SB 294](#) to require employers in the state to actively provide notice to employees about their labor and civil rights under state and federal law as it pertains to immigration enforcement.
- [SB 578](#) to adopt California Workplace Outreach Program (CWOP) in statute.
- [SB 580](#) to create model policies for state and local agencies relating to interaction with immigration authorities.
- [SB 627 "No Secret Police Act"](#) to make it a crime for a law enforcement officer to wear a facial covering in the performance of their duties.
- [SB 805](#) to ban bounty hunters from using their license to participate in federal immigration enforcement.

All bills were approved by the California Senate & Assembly; they're awaiting the governor's signature.

We appreciate our Sonoma County members who attended this event to strengthen immigrant rights.



*Sonoma County members & staff attended our Lobby Day for Immigration Rights on August 21<sup>st</sup>, from left to right: Amanda Hubbell, Budget & Finance Committee & Sonoma COPE Vice-Chair  
Travis Balzarini, North Coast Regional Vice President  
Johana Alvarez, Steward  
Sherina Flores, Steward  
Julia Rapkin, Steward & Sonoma COPE Delegate  
Kevin Arnold, Field Representative*

# Legal Observer Training

## El Pueblo Cuida al Pueblo / People Take Care of People

On August 23<sup>rd</sup> we held **Legal Observer Training** at our Santa Rosa Union Hall which was led by the [North Bay Rapid Response Network](#), a community-led effort upholding immigrant rights. Members from our Sonoma County chapter and Engineers and Scientists of California (ESC), Local 20 attended this training. In light of increased immigration enforcement, many are seeking ways to support immigrant community members, neighbors, and family. The Legal Observer training covered basic legal rights, how to identify and document Immigration and Customs Enforcement (ICE) activity, and how to connect people to resources (like legal services) through the Rapid Response Network.

“The current administration is trying to take away due process for immigrants. Being a legal observer holds ICE accountable and can make a difference if someone is detained and needs to fight to have their case heard in court.”

~ Johana Alvarez, SEIU 1021 Sonoma County Steward

We came together to build community and solidarity in the face of intensified fear in our communities. Attendees plan to stay connected and continue to build skills and share resources.

If you are interested in getting connected or attending a future training, please contact the SEIU 1021 Immigrant Rights Working Group at [1021SoCo.ImmigrantRights@gmail.com](mailto:1021SoCo.ImmigrantRights@gmail.com).

Learn more about the Rapid Response Network: <https://www.northbayop.org/nbrnn>.

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## Upcoming Events

### September 18 @ 10:00am: **Yes on Prop 50 Campaign Kick Off**

Location: [Teamsters Local 665 Union Hall, 1371 Neotomas Ave, Santa Rosa](#)

Republicans are making an unprecedented power grab to steal congressional seats and rig the 2026 election before voting even begins. Other Republican-controlled states are following suit. They want to steal enough seats to control Congress regardless of how the people vote.

If Californians don't act now, Donald Trump will seize total power for 2 more years and beyond.

U.S. Congressman Mike Thompson, CA Assemblyman Damon Connolly & CA Assemblyman Chris Rogers will be in attendance to help kick things off. [Please RSVP to attend](#).

### September 24 @ 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](#).

### September 27 @ 9:00am – 2:00pm: **Rally & Canvassing for Yes on Prop 50**

We're holding a rally in [Old Courthouse Square, Santa Rosa](#) from 9:00 – 11:00am, followed by canvassing for **Yes on Prop 50**, the **Election Rigging Response Act**, with the Sonoma Democratic Party. We need boots on the ground to distribute 12,000 pieces of literature. [Please RSVP to attend](#).

### September 27 @ 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; register by 3:00pm on September 26<sup>th</sup>.

## September 29: CalPERS Board Election – Voting Ends

[SEIU California endorsed 2 candidates, David Miller \(Position A\) and Troy Johnson \(Position B\)](#), who have committed to stand with SEIU members to protect our retirement and be a voice for labor on this important pension board.

If you're an active CalPERS member, please [vote in this CalPERS Board election by September 29<sup>th</sup>](#).

## October 1 @ 6:00 – 7:30pm: Sonoma County COPE Meeting

Join us at our monthly [COPE Meeting via Zoom](#) to discuss local elected official races & ballot measures.

## October 6 @ 5:45pm: SEIU One Voice Townhall – Senate District 2 Interviews

[California's Senate District 2 \(SD2\)](#) includes Del Norte, Trinity, Humboldt, Mendocino, Lake, and Marin counties, plus the majority of Sonoma County. Our current State Senator, Mike McGuire, has termed out. Please join SEIU members from Locals across California as we interview candidates & make an endorsement. [Please register to attend the town hall via Zoom](#).

## October 13 @ 6:00 – 7:30pm: Marin County COPE Meeting

If you *work* or *live* in **Marin County**, please join us for our *first* [Marin County COPE meeting via Zoom](#) to discuss local politics, elected official races, and ballot measures.

Each chapter located in Marin County can appoint up to 3 delegates to attend these COPE meetings as a voting member.

The COPE committee will have 4 officer positions elected by its delegates, who also represent Marin COPE at our Localwide COPE meetings:

- **Chair:** Facilitator for Marin COPE meetings.
- **Vice Chair:** Facilitator for Marin COPE meetings *when the elected Chair is absent*.
- **Secretary:** Produces Minutes for each meeting which document decisions made by the committee.
- **Alternate to Localwide COPE:** Becomes a voting member at Localwide COPE if any of the 3 elected officers are unable to attend.

## October 18: No Kings Rally

[Find & join a No Kings rally near you](#), there are hundreds of rallies being organized across the country.

## October 24 @ 9:00am – 5:00pm: Member Fightback Training

We're holding a second training in collective noncooperation to defeat authoritarianism.

As the assaults on our rights and freedoms have escalated since January, many of you have asked, "What is the union going to do?" Well, *YOU* are the union, and *YOUR* voice is needed in the conversation.

This is a next step following our May 29<sup>th</sup> "fight back" meeting in Vacaville, where we will get tools, skills, and knowledge to be able to effectively resist authoritarianism in our workplaces and communities.

Location: [Sunrise Event Center, 620 Orange Drive, Vacaville](#) in the **Sunset Grand Ballroom**.

If you're interested in attending, please contact our [Regional Vice President, Travis Balzarini](#).

# Federal Attacks & Our Response

## Tariff's Implemented: Products Will Be More Expensive

Tariffs are taxes imposed by a government on products imported from other countries, which are usually a percentage of the price of the product. The importer pays the tariff when bringing products into the country:

- When a person orders a product from another country, that person pays the tariff.
- When a company imports products, that cost is passed on to consumers in the form of higher prices.

Tariffs disproportionately impact people with less income who can't absorb the increased costs.

## President Trump's Broad Tariffs Went into Effect August 7<sup>th</sup>

President Trump has rolled out, walked back, delayed, increased, and renegotiated tariffs on products from other countries for months, causing major economic uncertainty.

On August 7<sup>th</sup> products from more than 60 countries received tariff rates of 10% or higher. Products from the European Union, Japan and South Korea will be taxed at 15%. Meanwhile, products from Taiwan, Vietnam and Bangladesh will be taxed at 20%.

Here's an [updated list of President Trump's tariffs on products from other countries](#).

## End of De Minimis Exemption on August 29<sup>th</sup>

President Trump signed the "[Suspending Duty-Free De Minimis Treatment For All Countries](#)" Executive Order which **ended the \$800 de minimis rule** on August 29<sup>th</sup>, an exemption that allowed products under \$800 from abroad to enter the country duty-free, untaxed and with minimal customs paperwork.

Without de minimis, the final price you pay for imported goods will rise because duties, taxes, and import fees will now be applied to every purchase. Here are several [examples of the impact this de minimis removal will have on common consumer goods](#).

Delivery may also take longer due to increased customs processing. When de minimis was removed on August 29<sup>th</sup>, [over 30 countries suspended or restricted shipments to the United States](#).

## What Can We Do?

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 [No Kings rally on October 18<sup>th</sup>](#).
- [Canvass for Yes on Prop 50](#), the **Election Rigging Response Act**.

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

# SEIU Member Benefits

[SEIU Member Benefits](#) is a money-saving 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 money today.

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## 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.

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## 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](http://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	<b>Travis Balzarini</b>	<a href="mailto:travis.balzarini@seiu1021.org">travis.balzarini@seiu1021.org</a>	<a href="tel:707-480-7961">707-480-7961</a>
Del Norte County Area Representative	{vacant}		
Marin County Area Representative	<b>Mariette Shin</b>	<a href="mailto:mariette.shin@seiu1021.org">mariette.shin@seiu1021.org</a>	
Mendocino County Area Representative	<b>Jeff Weston</b>	<a href="mailto:jeff.weston@seiu1021.org">jeff.weston@seiu1021.org</a>	
Sonoma County Area Representative	<b>Sandy Sigala</b>	<a href="mailto:sandy.sigala@seiu1021.org">sandy.sigala@seiu1021.org</a>	
County Industry Council Representative	<b>David Cameron</b>	<a href="mailto:david.cameron@seiu1021.org">david.cameron@seiu1021.org</a>	
Budget & Finance Committee	<b>Steven DeSalvo</b>	<a href="mailto:steven.desalvo@seiu1021.org">steven.desalvo@seiu1021.org</a>	
Budget & Finance Committee	<b>Amanda Hubbell</b>	<a href="mailto:amanda.hubbell@seiu1021.org">amanda.hubbell@seiu1021.org</a>	

### Field Staff

We have **6 Field Representatives** (union staff) assigned to our region:

Name	Primary Office	Phone	Email
<b>Aaron Burton</b>	Santa Rosa	<a href="tel:707-234-9737">707-234-9737</a>	<a href="mailto:aaron.burton@seiu1021.org">aaron.burton@seiu1021.org</a>
<b>Claudia Galliani</b>	Novato	<a href="tel:707-266-8425">707-266-8425</a>	<a href="mailto:claudia.galliani@seiu1021.org">claudia.galliani@seiu1021.org</a>
<b>Jana Blunt</b>	Novato	<a href="tel:707-478-6497">707-478-6497</a>	<a href="mailto:jana.blunt@seiu1021.org">jana.blunt@seiu1021.org</a>

<b>Joel Evans-Fudem</b>	Santa Rosa	<a href="tel:707-380-5804">707-380-5804</a>	<a href="mailto:joel.evans-fudem@seiu1021.org">joel.evans-fudem@seiu1021.org</a>
<b>Kevin Arnold</b>	Santa Rosa	<a href="tel:510-761-4126">510-761-4126</a>	<a href="mailto:kevin.arnold@seiu1021.org">kevin.arnold@seiu1021.org</a>
<b>Patrick Hickey</b>	Ukiah	<a href="tel:707-386-8457">707-386-8457</a>	<a href="mailto:patrick.hickey@seiu1021.org">patrick.hickey@seiu1021.org</a>
{vacant}			

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

If you can't reach anyone listed above, please contact our **Member Resource Center** (MRC) at [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.