



STRONGER TOGETHER

Your help over the past several weeks has made such a positive impact at the table. Keep showing up. We're almost there.

IT'S EASY THIS WEEK: JUST DO TWO THINGS

Contact the Board of Supes

★ Email them:

We've made this **EXTREMELY** easy!

Go to www.staffupsonoma.org/take-action.

Our bargaining team is getting close to a contract, but the County still wants to institute two pension takeaways from our Legacy/Plan A employees--increasing our regular contributions by 1/3 and continuing to pay an additional 3.03%. This, in addition to not agreeing to a reasonable COLA.

If you have just a minute, please edit the scripted message to state the currently-offered COLA won't cut it (12.5%) and the pension takeaway for 1/3 of our members is unfair and unnecessary.

★ Join us at Tuesday's Public Comment:

This is also easy and quick! It's scheduled for 2:30. A large group of us will be there in person, but you can also do this via Zoom using the instructions & talking points on the next page.

It's an opportunity to tell your story and make an impact by reminding them their decisions affect real working families.

Attend Your Unity Break

10:21 AM Tuesdays unless otherwise specified.

Find the Unity Break near you below!

AREA	ADDRESS	HOST
Brickway (HSD EA)	3843 Brickway	TBD
CDC/WIC	1440 Guerneville Rd	Valerie
DHS downtown	625 5th Street	TBD
Fiscal/Central Campus	585 Fiscal Dr	Jana/Miriam
La Plaza	2300 County Center	Ken/David
Apollo (Lakes)	1202 Apollo Way	Rachel
Capricorn/Challenger	2227 Capricorn	Nick/Kaela
Paulin (HSD EA)	2550 Paulin Dr	Debbie
Sheriff Admin	2796 Ventura Ave	Terri/Travis
Zephyr/Westwind	3725 Westwind	Matt/Sherry

BOS PUBLIC COMMENT ZOOM INSTRUCTIONS

Providing Public Comment via Zoom at the BOS meetings is convenient and quick. They're scheduled to start no earlier than 2:30pm, but it's always possible they'll start late. What most of us do (if we're at work) is open the Zoom a few minutes early and continue working until it's time for people to click "Raise Hand" for Public Comment. They will take the in-person comments first, then Zoom comments in the order the virtual hands are raised. So click early if you can, then you can exit sooner.

Here's the Zoom link to Tuesday's BOS meeting: <https://bit.ly/3kXSxVU>

- ★ After you click the Zoom link, you will usually see a box asking for your name and email address. Enter that info and get in.
- ★ Once you're in the meeting, click on "Raise Hand" if it's already nearing time for Public Comment. It's OK to be early.
- ★ You will not be on video. You cannot unmute until it is your turn.
- ★ Speakers are called in the order they've raised their hands in the Zoom application.
- ★ When it is your turn, a dialogue box will appear on your screen, asking you to unmute. You have to click "Unmute". Then begin speaking. Again, this is audio only.
- ★ A timer will appear on the screen so you know how long you will have.
- ★ We will have as little as 60 seconds or as much as 2 minutes. The average is 90 seconds. We'll know when they begin public comment as to how long they'll be giving us.
- ★ State your name, that you are an employee and SEIU 1021 member, then your comments.
- ★ If you finish before your time's up, you can say "Thank you" or "I yield my time", and they'll put you back on mute. And that's it! Log off and continue your afternoon.

Talking Points: In addition to what you wish to say, here is some help.

Please be sure to include one or all of the following points:

- ★ Board must provide their bargaining team w/authority to increase what's offered
- ★ The COLA on the table needs to be increased
- ★ No pension takeaways: we should not have to continue to pay the County's bill

Other points you can make:

- ★ **Our high Rent burden**
 - You cannot recruit / retain due to high housing costs coupled w/low wages
 - Dual Incomes frequently required to reside within our County
 - Our wages cannot sustain the market increases for our area.
- ★ **Staff Up**
 - Your constituents are struggling and most departments cannot retain workers to assist our clients adequately.
 - Limited staffing = Limited services
 - Importance of experience/knowledge within our departments that is lost due to high turnover (revolving door).
- ★ **Inflation**
 - People struggling to pay basic bills (rent vs food)
 - County employees having to go to food banks just to feed their families
 - A growing number of County employees are homeless



BARGAINING TEAM MEMBER SPOTLIGHT:

TRAVIS BALZARINI

Travis is a talented Senior Programmer Analyst at the County's Information Systems Department and has worked at ISD for nearly 15 years. He holds a dizzying array of important roles, seats, and responsibilities at several levels of our union.

At the chapter level, Travis is our elected Vice President and COPE (Committee on Political Education) Chair. He is one of three elected current/former County employees on SCERA (our pension system)'s trustee board and has been integral in our voracious fight for current and future retiree pension COLAs. At the Local-wide 1021 level (covering much of northern CA), Travis is on the Executive Board and Budget & Finance Committee. Much of his personal time is dedicated to serving in these roles. He's a prime example that each of us have the capacity to dedicate some amount of ourselves to what matters most to us.

Travis' biggest priority on our Bargaining Team is to represent his fellow union members' interests and his analytical thinking skills greatly serve our efforts.

A cerebrally-balanced individual, Travis earned his BS in Computer Science with a Minor in Math, but he's also a Reiki master. So much for that "left/right brain" nonsense! He is a musical fiend and among his favorite artists/bands are Mike Patton and Mr. Bungle. His favorite albums include Early Winters' Vanishing Act and the Soulsavers' Broken. His favorite films tend to be on the darker or more comedic side, including Scary Movie, Nightmare on Elm Street, In the Mouth of Madness, Donnie Darko, and Semi Pro.

Anyone who knows Travis knows he has precious little time for hobbies or pastimes because he's very busy with Dad duties. But when he's not busy raising his kids, he usually gravitates to attending concerts.

As a kid, Travis wanted to be a pro baseball player when he grew up. In addition to his intense and varied leadership roles at our union, Travis' utmost accomplishment is definitely marrying the person whom he also considers his hero, Brianne.