



WAITING ON THE COUNTY

What's going on at the Table

If you attended our big membership meeting at the Vets' Hall or showed up at any of Tuesday's Unity Breaks, you already know that we're orbiting closely to one of two outcomes.

Right now it's in the County's hands. We've spent the last several sessions painfully pushing and pulling over the COLA and the pension takeaways. What happens with these two things will direct us either to a deal or to taking to the streets.

You have a role and responsibility in this! Recruit a non-member by asking them to register as a member alongside the rest of us at www.join1021.org. And don't forget to email our Board of Supes. Even if you've done so before, it'll serve our cause if you toss another message their way.

It's extremely easy to do at www.staffupsonoma.org/. Use the form toward the bottom of the page.

IN THE MEANTIME, your dedicated Bargaining Team will keep hustling to squeeze out the best possible contract for all of us. We'll keep you posted. **Thanks for your support. Keep showing up!**

If you tuned in, you already know

Our members shut down Tuesday's Board of Supes' meeting with over two hours of public comment admonishing them for not coming to the table with what we need and deserve.

The recording is public and [available for all](#) who would like to listen (it begins at 7:42:55).

"It's a slap in the face when you work your behind off for the County while having to decide between feeding your kids or keeping a roof over their heads."
- **Adilene Gonzalez, DAO**

"As a supervisor, it's getting harder every day to cheer my staff on."
- **Allison Emery, PRB**

"While employees were suffering with a 2% COLA, the BOS awarded themselves a 20% raise."
- **Amanda Hubbell, DHS BH**

"The pension takeaway is fraudulent and a dishonor. In 2015 you pulled the same thing. We went on strike, and we are ready to do so today. The CAO has no idea how much resolve our union members have."
- **Betsy Penn, CRA**

"Social Security's COLA was 8.7% this year while we got 2%. We're overworked, overtired, and underpaid."
- **Deb Turner, PRMD**

"Little by little, the promises the County makes are being broken."
- **Janie Camacho, ACTC**

"There's a revolving door in all County departments, with many different accounts from employees with second or third jobs who have to work over 100 hours every pay period to make ends meet. Is it any wonder why services have been deteriorating in quality?"
- **Allison Walters, DAO**

"Minimal pay with high stress positions makes employees walk out."
- **Dara Duran, HSD EA**

"My rent went up this year and your COLA doesn't cover it."
- **Trina Martin, DAO**

"You're more interested in proving the union wrong than hearing what we have to say. If the County's position is to continually take back benefits, then we're not going to be able to survive. Who will be left to take care of our County?"
- **Theresa Hinrichs, CRA**

MORE MIC DROPS FROM YOUR FELLOW MEMBERS

"At least 9 of our employees are homeless."
- **Debbie Steen, HSD EA**

"My same position at East Bay Reg. Parks pays \$35,000 more per year more than my own job—at entry level."
- **Ellie Muelrath, PRK**

"As a single mother with a young child, I feel like I'm drowning. I have to take additional employment and am stressed out to the max."
- **Leia Landis, CRA**

"We shouldn't have to pay for gas and groceries on credit cards"
- **Diana Lopez, HSD EA**

"I shouldn't have to juggle my food and gas budget."
- **Annaliese Parnell, DHS PH**

"The fight this time is just as important as when we had to strike in 2015."
- **Jann Samuels, PRMD**

"It costs \$460 more per month today to purchase the same basic household items than we bought one year ago."
- **Ozan Lish, CRA**

"Supervisor Rabbit states there's 15% on table, but the Equity Adjustment only affects 60% of our members, many at just 1-2% or less."
- **Julia Rapkin, ISD**

"It's unacceptable that employees have to use food banks and public services."
- **Melanie Arellano, HSD EA**

"I can't qualify for a regular apartment because don't earn enough."
- **Rosa Solorio, HSD EA**

"You should honor the quality of our Legacy members, who are our subject matter experts, know our programs, and inform our communities."
- **Araceli Zepeda, HSD EA**

"Our wages are comparable to Lake & Mendo while housing is comparable to Marin & Napa."
- **Marina Herrera, PRMD**

"Children are staying in foster care for 6-12 months more than they should because of untenable workloads."
- **Ellie Campbell-Brown, HSD FYC**

"If your focus were truly recruitment & retention, you wouldn't be demanding more for pensions."
- **Katherine Pitts, HSD FYC**

"We can't keep employees; we lose them to private entities. Take care of your workers because we take care of the County."
- **David Cameron, SPI(TPW)**

"The County used to provide stability and could recruit a high-performing workforce. Today it's faltering, and our community bears the brunt of our poor recruitment and retention."
- **Nick Mallonee, HSD ET**

"Imagine if the bank came to you in the last year of your Pension Obligation Bond payments and asked you to continue paying them indefinitely. Would that seem fair to you? Because that's what you're asking your employees to do."
- **Travis Balzarini, ISD**

"Everything you've proposed has come with an unnecessary takeaway. Fiscal responsibility also means valuing employees. Our turnover is appalling. I know of a team of 7 people where 21 employees cycled through within 4 years."
- **Sonja Moug, DEM**

"I already pay \$1300/month into my pension; that's a big bite out of my check. If I have to pay hundreds more, that will remove the remaining breathing room I have."
- **Eric Rittenhouse, HSD ET**

"Your employees look to you to make the decisions their families will benefit from. The COLA must be sufficient for the 40% of us who won't receive an equity adjustment."
- **Jana Blunt, CRA**

"I had to take out a long-term loan just to cover a rent increase."
- **Manny Perez, HSD EA**

"Turnover is so high that our staff spends more time training others than helping customers."
- **Tom Hartman, PRMD**

"We're not a competitive employer. This low COLA and pension takeaways have me considering leaving the County for the private sector for the first time in 15 years."
- **Tracy Allen, HSD EA**

"Have some compassion and empathy for the hard work we do. My rent is increasing, I don't know if I will be able to afford it. I might need to share a room with my two teenage sons."
- **Eliza Rosas, HSD EA**

"The County's mission statement is to 'Enrich the quality of life of the county through superior public services'. We perform those services. Without our work, what would you do?"
- **Jessica Branson, HSD EA**

"We are grossly understaffed and unappreciated. The Board lacks empathy and I do not feel heard."
- **Karen Guenther, HSD EA**

"Our staff are on phones for 8 hours a day and our client wait times are over 3 hours. We don't have enough employees to care for our community."
- **Xinci Tan, SPI(TPW)**

"We're all mandated disaster workers which means we need to be able to respond. If all employees need to move away to afford to work here? That's unsustainable."
- **Kris Loomis, SCWA**

"You're squeezing both ends: demanding more from Legacy, and proposing insufficient COLAs for our newbies. I may be new, but I'm dedicated to my union and to striking if necessary to get what we deserve."
- **Kristen Sales, SPI(TPW)**

"I've come to work without proper food or rest. My single-income household makes me severely rent-burdened, and I often cannot afford groceries. I have experienced homelessness. The vulnerable in our community include us."
- **Jennifer O'Dell, HSD EA**

"Our staff are on phones for 8 hours a day and our client wait times are over 3 hours. We don't have enough employees to care for our community."
- **Jori Sanchez, HSD EA**