

FAQ AND NEXT STEPS



1. WHAT IS A UNION AND HOW DOES IT BENEFIT WORKERS?

A union is you and your coworkers coming together to make changes at work. Becoming a member of your union at the Santa Rosa Jr. College enables you and your coworkers to collectively bargain a contract to ensure fair wages, job security, a progressive disciplinary process, and grievance procedure. Members are part of the decision-making process and can work with management to solve issues collaboratively, ensuring fairness, open communication, and transparency.

2. HOW DO UNIONS BENEFIT OUR COMMUNITIES?

As a member-led organization, SEIU 1021 does much more than safeguard job security and fair working conditions. SEIU 1021 stands for social, racial, economic, and environmental justice and seeks to raise the standard for ALL working-class people. From fighting to raise the federal minimum wage, advocating for rent control across the state union members play an important role in strengthening and protecting our communities.

3. HOW MUCH ARE DUES WHEN DO I START PAYING THEM?

Dues are 1.4% of your gross income. You will not pay a cent in dues until you and your coworkers negotiate your first contract and approved by a majority vote.

4. WHAT DOES THE CONTRACT BARGAINING TEAM DO?

The SEIU Bargaining Team is a group of elected workers from departments, and job classifications to ensure diverse representation at the bargaining table. With support from their coworkers and SEIU, the bargaining team develops contract proposals to improve working conditions (i.e. workload/staffing, wages, benefits) and negotiates with management to reach a compromised, legally binding union contract.

5. WHAT IS A CAT (CONTRACT ACTION TEAM)?

The CAT is made up of members who help to support the contract bargaining team in many ways, such as providing contract negotiations updates and leading solidarity activities at the worksite to build unity. CAT members are responsible for keeping everyone informed and encouraging their coworkers to become active members of their union.

6. WHAT IS A SHOP STEWARD?

A steward is a union member who acts as a site leader to support their coworkers in understanding their rights at work and ensures that management is held accountable to the policies and procedures outlined in the contract. A steward's role varies from representing their coworkers in disciplinary meetings to answering questions about the contract and filing grievances when necessary. SEIU 1021 provides an ongoing series of steward trainings to support members in developing their skills and knowledge.

