

# SEIU 721 PRESIDENT'S REPORT

JUNE 2016



## San Bernardino Pros Win!



### THE 'POWER OF PURPLE' HELPS WIN GREAT DEAL FOR S.B. PROFESSIONALS

**A**fter a year-long battle with dug-in county management, San Bernardino County professionals last month won a great new three-year deal with raises, restorations and other key improvements that will begin the process of restoring vital county services hobbled by attrition and short-staffing.

Here's how the S.B. Professionals' year-long struggle paid off:

- 7% salary increases for all bargaining unit members on the following schedule:

Pay Increase	Increase Date
2%	July 9, 2016
2%	July 22, 2017
3%	July 22, 2018

- 7% retirement pickup, effective July 9, 2016
- 2% longevity pay for members with 15 years of service, effective December 2016
- Shift differential increases:
  - Evening: \$1 increased to \$1.20
  - Nighttime: \$1.30 increased to \$1.70
- Increases in medical subsidies

- Vacation cash out of 60 hours if any employee uses 80 in previous year
- \$1,000 retention bonus in 2019 for SSPs, Psychiatrists and other high-attrition classes
- \$1,000 professional allowance in year 2 for all members in the unit
- Stronger grievance procedures

But even more important to the S.B. Professionals are the painstakingly negotiated, class-specific equity adjustments and reclassifications in the 153-page agreement that will provide additional pay increases for hundreds of workers, from physicians and therapists, to laboratory technicians and social services practitioners.

The S.B. Professionals' victory is a textbook example of how member leadership can use the "Power of Purple" — our union's deep resources; our experienced negotiators; our skilled team of attorneys, researchers, and communications experts; and our relationships with community, clergy, and political leaders — to win game-changing wins at the bargaining table.

Read the whole agreement at:

[www.seiu721.org/SBProfessional](http://www.seiu721.org/SBProfessional)

*Bob Schoonover*  
Bob Schoonover, President



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# ROADMAP TO CHILD SAFETY

## L.A. County Social Workers Huddle to Plan Fight for Child Safety



SEIU 721 leaders, staff and L.A. County children's social workers huddled in June to fight recent efforts to scapegoat CSWs for the child safety crisis at the L.A. County Department of Children and Family Services and create a Roadmap to Child Safety.

In the wake of the sensational publicity surrounding the tragic death of Gabriel Fernandez, an 8-year-old in the DCFS caseload allegedly tortured and murdered by his mother and her boyfriend, L.A. County D.A. Jackie Lacey charged two CSWs and their supervisors with felonies in connection with the incident.

"The Gabriel Fernandez case is an unspeakable tragedy – one that has shaken thousands of committed children's social workers to the core," said David Green, a Children's Social Worker who serves as Treasurer of SEIU Local 721.

"While the case has attracted enormous media attention, it's doing little to improve child safety in Los Angeles County," Green said. "That's because the child safety problem in L.A. County isn't about bad children's social workers who don't do their jobs, it's about good CSWs who can't do their jobs because of a bad, broken system."

Leaders discussed advocating to reduce caseloads to the optimal 15 to 1 ratio identified in state law, reducing high attrition rates, improving training and mentoring, improving coordination between DCFS and other agencies to help CSWs better identify threats to children in the home, and other reforms. The same team also convened dozens of L.A. County CSWs for a workshop on how members can better protect children while preserving their own workplace rights.

## FRONTLINE DPSS WORKERS WIN ACTION ON GRIEVANCES



More than a year after filing a group grievance and an unrelenting push to see it addressed, DPSS workers are finally making headway with DPSS management! DPSS frontline workers and top management are rolling up their sleeves to find real fixes for high caseloads, inequitable caseload distribution, glitches in the LRS computer system and underfunding of bilingual staff allocations.

## LAPD Crime Lab Technicians Win Schedule Change After 14-Year Fight



After a 14 year battle, the commanding officer of the LAPD's Forensic Science Division has agreed to long-sought work schedule changes for forensics workers. Congratulations to SEIU Local 721 Stewards Patricia Huck, Criminalist II and MOU 17 Bargaining Team Member; Lisa Schliebe, Criminalist II, Serology DNA; and Buffy Miller, Criminalist, Narcotics Division for leading the charge to build union power and a better workplace.



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## COURT WORKERS CALL FOR EQUAL ACCESS TO JUSTICE Organize Sacramento Lobbying and Solidarity Day, Push AB 2629



On May 18, SEIU 721 court reporters, supervisors and members of the legal processing unit — most lobbying for their first time — visited the offices of Governor Brown and more than 30 legislators and delivered postcards with the message: Equal Access to Justice, Invest in Local Court Services.

On May 25, SEIU 721 members in courtrooms, legal offices, and file rooms across Southern California participated in a statewide Court Worker Solidarity day to promote our union's efforts to increase funding for trial courts.

Court workers' efforts paid off when the Senate Judiciary Committee passed AB 2629, our bill to increase transcript fees for court reporters by 33 percent over a five year period. The bill moves to Appropriations in August. If approved by the full Senate, AB 2629 will grant court reporters their first increase since 1990.

## Tri-Counties Workers Win Resources through Political Action



In May, Tri-Counties Regional Center employees won an across-the-board 10.5% wage increase as a result of a new state bill that increases funding for services for individuals and families with developmental disabilities.

ABX2-1, written by Assemblyman Tony Thurmond and adopted in March, provides more than \$9 million to fund increased rates and wages for regional developmental service providers. Some Tri-Counties professionals will receive raises worth as much as 22.5 percent.

Thurmond was re-elected with strong SEIU support, in part because of his commitment to funding services for Californians with disabilities. This victory is a textbook case of how full dues-paying membership and COPE contributions come back to benefit members directly.

## Representational Victory of the Month: Jean Bassette, Van Nuys General Services Dept.



SEIU 721 successfully blocked multiple attempts by bosses at the Van Nuys General Services Department to transfer Custodial Service Attendant Jean Bassette away from his longtime worksite. After 119 employees from different divisions and departments in Bassette's building signed an SEIU 721 petition asking that he be retained at the jobsite, management backed down and withdrew the transfer.

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# Hillary Clinton Meets with SEIU 721 Victims of San Bernardino Attack



Hillary Clinton visited the Inland Area for a rally at Cal State University San Bernardino on June 3rd. Speaking to nearly 1,000 people, Secretary Clinton pledged to spearhead gun safety measures in the wake of the San Bernardino attack, one of the deadliest mass shootings in U.S. history. Secretary Clinton took time to meet with three of the survivors of the attack, who spoke about difficulties and delays in obtaining workers' compensation treatment. Secretary Clinton promised to follow up and work with labor to cut through the red tape these workers are facing.

## INVOLVING LADOT WORKERS IN PLANNING CREATES HAPPIER 4<sup>TH</sup> OF JULY FOR FAMILIES

At the urging of SEIU 721, LADOT management broke with tradition and invited frontline workers to help plan traffic management deployment for 300 officers for 17 holiday community events across Los Angeles, including a Dodgers game. Traffic officers helped develop an ingenious staffing plan that allowed officers to serve close to their own neighborhoods, minimizing call outs and helping L.A. families enjoy their holiday— earning them a special message of thanks from the LADOT chief.





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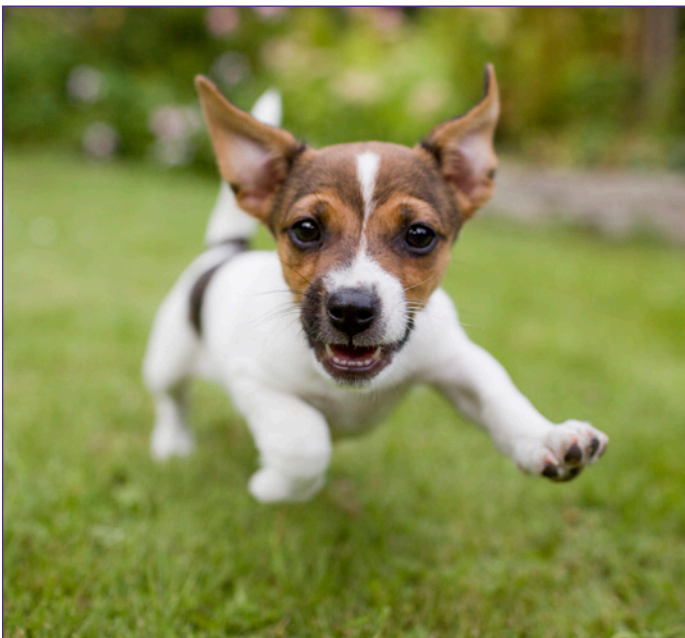
# SEIU 721 CELEBRATES JUNETEENTH



**"Juneteenth is a time to reflect on how far we've come, to celebrate our families and the beauty of our community. It's also a time to recommit to ending structural racism in America."**

**Linda Dent, Vice President, SEIU 721**

### **SEIU 721 Helps Win New Animal Control Hires in City of L.A.**



SEIU 721 recently convinced the L.A. City Department of Animal Services to promote several Animal Care Technicians to Animal Control Officer positions and create 20 new animal control officer positions. This will go a long way to help Los Angeles deal with its rampant stray animal problem.

### **SEIU 721 Delivers Promotion for Santa Ana Planner Unfairly Passed Over**

J.D.,

Thank you so much for everything you did for me! I would never have been successful without your help + encouragement. You stayed so strong through it all, + made me feel stronger because of it. I truly appreciate your skills, patience + expertise! What you did for me is amazing! Thank you from the bottom of my heart!

Your friend,  
Hally

SEIU 721 helped win a deserved promotion for Santa Ana planner Hally Soboleske, who was passed over repeatedly in a blatant case of favoritism. After a three-stage grievance process uncovered that superiors had unfairly assisted the successful candidate, SEIU fought to win a promotion for the most qualified choice, ensuring quality services for Santa Ana.

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# FIGHTING PARTNERING TO WIN

## How Real Labor-Management Partnership is Transforming L.A. Healthcare



**I** know what you are thinking: What have they done with the real Gilda and who is this suggesting our union's partnership with hospital management is key to moving forward?

After all, we're the union that knows how to "shut it down!" to protect the working class. We rally. We deliver petitions. We march on the boss, we fill the streets. We make noise.

But in the last couple of years we have been nurturing and rolling out a quieter and just as powerful approach to getting it done.

For the first time in L.A. County history, SEIU 721 members, members of other unions and doctors are at the same table with management mapping out how to integrate the ideas of frontline workers to transform the county healthcare delivery system and improve patient care.

I have to be honest — I was very skeptical. But public sector healthcare workers now face challenges that call for a fresh approach:

- The Affordable Care Act now allows millions of newly insured Californians to choose private hospitals over public ones — we need to compete for their business.
- The overhaul of the entire L.A. County healthcare system and the merger of three public health systems provided an opening for SEIU 721 and frontline healthcare workers to advocate for long-desired changes in how care is delivered.
- Our partnership is already yielding results we can be proud of. One example: Last year, after more than a decade and millions of dollars spent trying to create a set of uniform hospital emergency codes — the "code blue" or "code pink" you hear on the intercom on hospital

television shows — frontline workers were finally invited into the reform process. Now all L.A. County hospitals finally have uniform codes. This may seem simple, but it will save lives and improve working conditions for our members. This is our union difference!

- Another great example is our success combating bullying in the workplace. Our union exposed rampant bullying problems in DHS, but it was our partnership with management and physicians that helped bring a quick response and real solutions. A dozen bullying elements in the department already have been removed and new procedures and training to discourage bullying are being implemented.

The process of involving workers in healthcare transformation is complex and time-consuming. Union communicators developed a clever presentation modeled after the classic "Operation" game to explain our partnership at worksite meetings. This last month dozens of management staff and frontline workers across L.A. County facilities played the "Operation" game as part of a series of training aimed at strengthening our growing partnership. The goal is simple: learn to work together in ways we have never before so that our shared goals of providing whole person care and becoming the provider of choice can be a reality.

Our union is proud to lead in this partnership.

*Gilda Valdez*

**Gilda Valdez, Chief of Staff**

