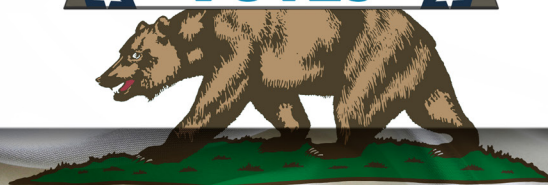


SEPTEMBER-OCTOBER 2020

PRESIDENT'S REPORT TO THE MEMBERS OF SEIU 721



WHY THE NOVEMBER CALIFORNIA BALLOT IS CRUCIAL FOR WORKERS



CALIFORNIA REPUBLIC

**A MESSAGE FROM SEIU 721
PRESIDENT BOB SCHOONOVER**

Everybody already knows this November's election is the most important in a generation. The choice is clear: If we're going to bring the pandemic to an end, get the economy moving again and start dismantling systemic racism in our society, Trump has got to go.

But it's not enough to vote for change at the top of the ticket and forget the rest. As you'll see throughout this president's report, elections matter. When we elect smart, qualified officials who listen to working people, we can work with them to pass legislation that benefits workers, instead of big corporations. When we pass good ballot measures and defeat bad ones, we can make life better for working families in tangible ways.

More so than in almost any other year, the November 2020 California statewide ballot is packed with measures backed by — or targeted directly at — working people in California.

Probably the most important to public workers is Prop 15, which would close a loophole used by big corporations for decades to avoid paying billions in state taxes. This measure will generate more than \$1.4 billion a year to save vital general fund services and the jobs of workers who provide them in LA County. It will provide hundreds of millions

more to save services in Riverside, San Bernardino, Santa Barbara, San Luis Obispo, and Ventura counties and the hundreds of cities that employ SEIU 721 members.

There are four racial justice initiatives — Props 16, 17, 18 and 25 — that target systemic racism by restoring equal opportunity programs, expanding voter participation and reforming our criminal justice system. There's also Prop 23, a worker-sponsored initiative to protect dialysis patients and clinic workers and Prop 21, which would help communities limit rent increases and stop evictions.

On the flip side, there are two measures we must defeat: Prop 20, which rolls back key criminal justice reforms; and Prop 22, the big tech companies' campaign to overturn AB5 and gut the protections for gig workers that our union fought so hard to win.

In addition to these measures, there are dozens of key federal state and local races. So remember, look for the SEIU 721 slate card and vote your ballot all the way from top to bottom.

Bob Schoonover



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Governor Newsom (top left) recently signed into law key SEIU-backed bills: (Clockwise from left) SB 803 by Jim Beall; AB 736 by Jacqui Irwin; AB 2236 by Sharon Quirk Silva; AB 1867 by Phil Ting; SB 855 by Scott Wiener; and AB 890 by Jim Wood. At press time, the Governor also signed SB 275 by Richard Pan.

SEIU 721 MEMBERS WIN BIG LEGISLATIVE VICTORIES FOR WORKERS IN 2020 SESSION

SEIU 721 members are celebrating some big legislative wins for workers in this year's legislative session.

Despite the pandemic, SEIU 721 members called, wrote and paid virtual lobbying visits to legislators via video conference on a range of bills vital to California workers. Here are some highlights:

Mental Health and Substance Abuse Treatment — SEIU California lobbied for a package of bills to improve access to quality mental health and substance disorder treatment for Californians. Signed by Governor Newsom September 25, these new laws give California cities new tools to help unprecedented numbers of long term homeless with untreated mental health and substance abuse problems:

- AB 2265 (Quirk-Silva) Permits counties to use state mental health funds to treat individuals with a co-occurring disorder, increasing access to substance use disorder treatment.
- SB 803 (Beall) — Supports statewide standards for behavioral health Peer Support Specialists and adds these services as an option in Medi-Cal.
- SB 855 (Wiener) Requires commercial health plans and insurers to provide full coverage for the treatment of all mental health conditions and substance use disorders.

Pay for Adjunct Professors — AB 736 (Irwin) Establishes a much-needed floor for compensation on a salary basis for adjunct professors at nonprofit colleges who are paid on a per-course or per-credit basis.

Workplace Protections for Front-line Workers — AB 1867 (Ting) requires food-sector companies, healthcare providers and emergency responders with more than 500 employees to provide two weeks of supplemental paid sick leave for workers who are unable to work after exposure to the coronavirus or contracting COVID-19.

Rights and Flexibility for Nurse Practitioners — AB 890 (Wood) Liberates Nurse Practitioners in California to practice to the full extent of their training, which will help address shortfalls of care in under-served communities.


Pandemic Preparation and PPE — SB 275 (Pan) First-in-the-nation bill will require hospitals and other large health care providers to maintain a 45-day supply of PPE to prevent the shortages that endangered front line health care workers in the early days of the pandemic.

A tangible result of our union's COPE programs, these legislative wins will deliver real-world benefits to nurses, educators, social workers and other front-line workers and help the communities we serve.

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SEIU CALIFORNIA VOTER GUIDE

SEIU members have the unique opportunity to vote on statewide initiatives that will greatly impact the lives of working families, including several that will help address structural racism in our state. Measures indicated by  are key racial justice initiatives. This November, stand for economic and racial justice and cast your vote!

STATEWIDE BALLOT PROPOSITIONS

YES on Prop 15

Prop 15 will reclaim billions every year for our schools and essential local services in EVERY county



YES on Prop 16

Reverse the state ban on equal opportunity programs to fight systemic racism

YES on Prop 17

Allow Californians who have completed their prison terms to fully participate in our democracy by restoring their right to vote.

YES on Prop 18

Allow Californians who would be old enough to vote by the November election to vote in March primary elections.

NO on Prop 20

Proposition 20 will roll back effective criminal justice reforms and waste tens of millions of taxpayer dollars on prisons.

YES on Prop 21

Proposition 21 allows our communities to limit rent increases and preserve affordable housing. It will provide stability for working Californians.

NO on Prop 22

Uber, Lyft, and DoorDash spent millions to buy themselves a ballot measure that creates a special exemption in state law to exploit workers.

YES on Prop 23

Protects dialysis clinics from closure and improves safety standards, reporting and worker protections.

YES on Prop 25

Ends money bail, a system that wastes \$5 million dollars every day by unfairly forcing people to wait in jail for their day in court—just because they can't afford to buy their freedom.



"This is the most important election in generations. It's vital that all of us remember to vote by mail or in person by November 3, 2020."

David Green
Treasurer, SEIU 721



"Remember to vote your whole ballot all the way from President on down. There are many important measures and races, so look for the SEIU 721 slate for your region!"

Lillian Cabral
Secretary, SEIU 721

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**"LA County
front line workers
are heroes.**

**The budget
should never be
balanced on their
backs!"**

**Linda Dent
V.P., SEIU 721**

SEIU 721 MEMBER ORGANIZING SAVES RAISES AND STOPS OFF LAYOFFS IN LA COUNTY

SEIU 721 VENTURA MEMBERS SHOW THAT SOMETIMES IT'S BEST TO WIN BATTLES QUIETLY



SEIU 721 LA County workers will receive their negotiated 2.5% salary increases on October 1, as scheduled.

County negotiators had tried to delay the raises, but our union pushed back, suggesting a range of alternatives to balancing the county budget on the backs of heroic front line workers. SEIU 721 members leveraged our organizing power, convincing state legislators and Governor Newsom to pass a state budget that mitigated the impact of COVID-19 on LA County. As a result:

The negotiated 2.5% salary increase is on track for Oct 1.

The County's matching contribution (up to 4%) to the Horizons 457 Deferred Compensation Plan will remain.

Effective January 1, 2021, an additional half step (2.75%) WILL be added to salary schedules. Employees will receive the additional 2.75% on January 1, 2021 if they have been at the current top step for at least one year. If not, they will receive the 2.75% increase once they reach top step.



Nobody ever accused SEIU of being quiet. We're the mighty, mighty union, ready to take to the streets to fight for justice and take on the boss to protect every member.

But, while sometimes loud is best, other situations call for quiet precision. SEIU 721

Ventura members know not to use a bazzooka when a jeweler's screwdriver will get the job done faster with better results for workers. Two recent member advocacy cases prove the point.

Two years ago, Ventura County fired a county employee working as a courier instead of implementing an approved Personal Improvement Plan for the employee. Their excuse: They didn't want to involve the union. Big mistake. SEIU 721 took the case to arbitration and won reinstatement with full pay and benefits and restitution of back pay.

In a similar case, an accounting assistant, who is a rising star in the union, had battled county management for years trying to remove an old Letter of Expectation from her personnel file. SEIU 721 advocates stepped in and fought until they won removal of the letter and a binding precedent for other workers in the same boat.

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Despite COVID-19, workers at the City of LA's Department of Animal Services are still working 24-7, protecting animals from abuse, taking dangerous animals of the street and partnering up pets with owners looking for companionship during the pandemic.

"There are people with a lot of time at home," said Animal Control Officer Angela Hooks. "Seniors that are homebound, people without families and families with kids who are stuck in the house unable to see friends."

Hooks says that other departments in Animal Services are just as busy.

"Our job is to protect public safety and to prevent animal cruelty — that can take many forms. A few days ago, we were sent to check on the welfare of a horse. Today, my partner and I had to capture a wounded duck and take it for medical treatment. It's wild out there."

SEIU 721 ANIMAL CONTROL OFFICERS ADOPT OUT PETS AND PROTECT ANIMALS DURING PANDEMIC

SEIU 721 LATINO CAUCUS MEMBERS CELEBRATE POWER OF THE VOTE DURING DAYS OF ACTION



This year the annual International Latino Caucus Latino Heritage Celebration will very different.

With a worldwide pandemic raging on in the middle of the biggest election season

in modern history — the number one priority has to be winning at the polls.

We simply cannot have it any other way. Latinos are dying at alarming rates from COVID-19, accounting for 60% of coronavirus infections in California, and also bearing the brunt of the economic downturn.

This is an unprecedented year. More than any election ever before, we must take action to win at the polls and defend our communities.

Join us for 3 Days of Action via Zoom to flex the power of our votes! Those who participate in all 3 events will be entered into a raffle. RSVP with Ignacio Garcia at (213) 448-6255 or ignacio.garcia@seiu721.org

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With COVID-19 still spreading and a vaccine at-best still months away, county elections official around California are working to keep voters safe while managing the most important election in generations through both mail-in and in-person voting.

SEIU 721 member Shahidah Carter explained how she is volunteering to protect the health of voters and the integrity of the voting process in an interview with KCBS investigative reporter David Goldstein.

"We'll need to ensure the integrity of voting machines — and make sure both staff and voters are safe from COVID-19 whether they choose to vote in-person or by mail," said Shahida.

"But we're proud to do it. The voice of the people must be heard and the people can count on us. It was important to share my experience, and encourage others that it's safe to get out and vote."

**SEIU 721 LA COUNTY MEMBER SHAHIDAH CARTER
IS WORKING TO SAFEGUARD YOUR VOTE**

**SEIU 721 WINS FIGHT TO PROTECT FRONT LINE
CLINIC WORKERS AT WATTS HEALTHCARE**



SEIU 721 clinics members across the LA region are on the front lines of the pandemic. But while they call us heroes in the press, management at some area clinics has been mistreating front line workers prompting our union to take action.

Watts Healthcare Corporation, one of the largest clinics in South Central LA, recently laid off 74 of 200 SEIU 721-represented clinic workers in violation of our union contract. Workers were denied proper severance and vacation and sick time payouts and seniority was ignored.

Member leaders and stewards swung into action, filing formal grievances on a range of contract violations and winning complete severance pay for all 74 workers.

SEIU 721 won reinstatement of improperly furloughed workers and even forced management to send an email to all employees retracting a sick leave policy that violated our union agreement. Clinic workers say Watts Healthcare Management's ham-fisted attempts at cost-cutting have just energized them as they go into bargaining next month.

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SEIU 721 MEMBER ILEANA MEZA IS LEADING THE FIGHT FOR NURSE PRACTITIONERS

SEIU 721 member Ileana Meza, DNP, WHNP-BC, is no stranger to taking the lead when it comes to fighting for nurses and patients. A Nurse Practitioner in the LAC+USC Medical Center Department of Obstetrics and Gynecology, Meza chaired the Registered Nurses bargaining team for 7,000 LA County members and has helped guide our union's efforts to create COVID-19 protections for nurses and patients. This week, she and other Nurse Practitioners won approval of AB 890, a new California law that will free them to practice to the full extent of their training, which will help ease the shortage of quality health care in rural and under-served areas.

"We are close to our communities and our patients. We are trained to provide top-notch primary care, and now California is freeing us to use our expertise and skill to the fullest extent. This is a real advance for our state and for under-served communities," said Meza.



RIVERSIDE SUPERIOR COURTS WORKERS WIN LIMITATIONS ON FURLOUNDS

SEIU 721 Riverside Superior Courts members have headed off efforts by management to balance the Court's budget shortfall on their backs through extensive furloughs or layoffs.

Court workers ratified by a 99 percent margin a new side-letter agreement with management limiting furloughs to no more than one day per month and a total of 9 furlough days during the agreement.

Because of COVID-19, the Riverside Superior Court has projected a Fiscal Year 2020/2021 deficit of \$12 million. In response, the Court has closed the Riverside Courthouse one to two days per month and shut down courthouses in Corona, Hemet, Moreno Valley and Temecula until further notice. SEIU 721 members have urged the court to find alternatives to furloughs, such as leaving unfilled positions vacant, as an alternative to heavy furloughs.

**RAISE UP
RIVERSIDE
COUNTY**

COMMITMENT TO COPE FUELS 2020 LEGISLATIVE VICTORIES



Each and every one of us who has worked on a COPE campaign has faced the questions.

"I hate politics, why do I have to give to COPE?" "Why should I phone bank?" "Aren't all these politicians the same." "Does my vote really even matter?"

I get it, I don't like politics either. But here's the truth: Elections matter. Politicians aren't all the same. A lot of key races are decided by handful of votes, and the outcome can have major consequences for our communities and our work. Want proof? Take a look at several bills supported by our union signed into law during this legislative session:

- September 9, Governor Newsom signed AB 736, which will create a salary floor for adjunct faculty at nonprofit universities who are paid on a per-course or per-credit basis.
- The same day, Governor Newsom signed AB 1867, which will close gaps in health care coverage for front-line workers, guaranteeing they have

access to paid sick days if they are exposed or test positive to COVID-19

- September 25, Governor Gavin Newsom signed three bills backed by SEIU 721 — AB 2265, SB 803 and SB 855 — that will change the way California counties fund and deliver mental health and substance abuse treatment so we can better help thousands of homeless people on our streets with severe untreated illnesses.
- This week, Governor Newsom signed AB 890, which would finally allow California Nurse Practitioners to practice to the full extent of their training. SEIU 721 pulled out the stops to pass this important bill.

The bottom line: Don't wait for good things to happen. Sign up for COPE and make them happen!

Gilda Valdez, Chief of Staff



Gilda Valdez

**Digital
Union
Voices**

To prevent furloughs and stop layoffs, we need a #Stimulus4Workers bill from Congress NOW!
To organize during a lockdown, we need Digital Union Voices. Text VOICES to 31996 today!