

SEPTEMBER-OCTOBER 2021

PRESIDENT'S REPORT TO THE MEMBERS OF SEIU 721



WORKERS CRUSH THE RECALL POWERGRAB



A MESSAGE FROM SEIU 721 PRESIDENT DAVID GREEN

In the end, it wasn't even close.

While some shock polls showed the effort to recall him startlingly close just weeks before the September Special Election, California Governor Gavin Newsom bolted to an easy 30-point win.

That's a big change from July, when back-to-back polls showed Governor Newsom in a fight for his life. On August 4, just hours before the first televised debate, Survey USA showed 51% of California voters wanted to fire Newsom, while just 40 percent wanted to keep him.

The shock poll jolted anti-recall forces into action and fueled a massive statewide Labor-led Get Out the Vote operation.

Governor Newsom has Labor to thank for his easy win. Best of all, he knows it.

"No one knows how to organize better than Labor," Newsom told a crowd of hundreds of union workers, speaking from the back of a flatbed truck at a September 6 Labor Day rally in sweltering 100-degree Los Angeles heat.

"It's about boots on the ground, door knocking. It's about text messaging," said Newsom. "It's really about turnout. Labor knows how to turn out."

And turn out voters, we did. SEIU California led the largest, coordinated ground campaign of labor and community allies since 2012 in order to beat back the Republican recall.

SEIU members knocked on more than 412,000 doors — 250,000 of them during the final four days of GOTV — and dialed more than 4.8 million calls. SEIU members collectively contributed more than \$6 million to the anti-recall campaign and field efforts to turn out communities of color.

The goal: boost turnout among members of our union in the special election by 3 percent.

The recall was a highstakes campaign for workers — a choice between retaining a pro-worker governor or replacing him with a candidate from a field dominated by anti-worker conservatives, many of whom oppose even basic worker protections, like the minimum wage. In the end, we fought and we won!

David Green



PRESIDENT'S REPORT SEPTEMBER-OCTOBER 2021



Hundreds of 721 Members Rally at DPSS

Antonia Jimenez, director of LA County's Department of Public Social Services (DPSS), acknowledged Wednesday that there are issues with management's proposed "task-based" work system that need to be addressed.

After hundreds of DPSS workers rallied at the agency's headquarters in the City of Industry, Jimenez also agreed to meet with SEIU 721 leaders to tackle concerns about the impact recent changes by management have had on workers and clients. And she disavowed a prior comment saying she didn't care about the contract of DPSS workers represented by the union.

Chanting slogans and carrying signs saying, "More Care, Less Stress

in DPSS" and "Don't Crush our Human Touch," DPSS workers rebuked management's so-called "task-based" workload standards at Wednesday's rally.

The new work system would turn the county's social services administration into an assembly line and eliminate the time and space frontline professionals have to build trust with their clients — disrupting connections to critical social services, such as food, emergency housing, healthcare, and counseling. The move is especially egregious as clients continue to face challenges related to the COVID-19 pandemic.

Workers also delivered a petition to Jimenez signed by thousands

DPSS DIRECTOR ACKNOWLEDGES ISSUES WITH "TASK-BASED" WORK

PRESIDENT'S REPORT SEPTEMBER-OCTOBER 2021

“I’m proud of SEIU 721 social services workers for flexing their power to do the right thing for their clients!”

David Green, President, SEIU 721



Director Acknowledges Workers' Concerns

calling on management to maintain “client-based” work standards — which ensures that DPSS employees can provide clients the personal attention they need to be connected to all services to which they are entitled in a timely, courteous, and thorough manner.

DPSS workers have been sounding the alarm for weeks at rallies across LA County, decrying management’s efforts to implement “task-based” workload standards. The unnecessary change forces clients through a rushed and increasingly impersonal process — an unacceptable outcome that goes directly against DPSS’ mission, jeopardizing the quality of care provided to clients at the very moment when they need high-quality services most.

The “task-based” system also violates the contract of DPSS workers represented by SEIU Local 721 — which states that the agency will use “client-based” workload standards.

When the DPSS workforce recently called attention to concerns about proper client service exacerbated by job condition contract violations, Director Jimenez declared, “I don’t care about your contract.”

David Green, SEIU 721 president and a veteran social worker, said at Wednesday’s demonstration: “If we’re unified, there’s nothing that can stop us! Because at the end of the day, it’s about dignity and respect for our clients, our community, and for us as public sector employees!”

SYSTEM AFTER HUNDREDS RALLY AT AGENCY HEADQUARTERS

PRESIDENT'S REPORT SEPTEMBER-OCTOBER 2021



“ Congratulations to SEIU 721 members and other union workers for crushing the recall power grab! ”

**Simboa Wright
Vice President
SEIU 721**

UNION MEMBERS DELIVER DEVASTATING BLOW TO ATTEMPTED CALIFORNIA TAKEOVER

The months-long attempt at an authoritarian power grab by right wing reactionaries and their out-of-state billionaire backers was roundly defeated in September, with more than 62% of California voters rejecting the recall of Governor Gavin Newsom.

Union members, who've been at the front-lines of COVID response for nearly two years were instrumental in defeating a recall that would have crippled our state's pandemic response, jeopardized protections for workers and renters and roll back advances for Californians trying to form their own unions.

SEIU 721 members were integral to that success, logging 3,765 volunteer hours in the critical weeks before the election. Members hit the phones, knocked on doors and ensured that the union voice was heard.

This massive victory was only possible due to the tireless work of members and the SEIU 721 staff, especially our political department staffers Kristian Huling, who was staff lead, Eddie Thomas who coordinated in the Inland Region,

Lili Oustinovskaya who coordinated in Tri-Counties and Pamm Fair, our political director.

Now, it's up to us to carry this victory forward into 2022, as the mid-terms present another opportunity to flex our union muscle on pivotal races and ballot measures. When we fight, we win.



SEIU 721 Welcomes New Workers at LAC+USC Session



SEIU 721 PRESIDENT DAVID GREEN AND SECRETARY LILLIAN CABRAL LEAD ORIENTATION FOR NEW HIRES

On Thursday, September 16th, SEIU 721 President David Green and Secretary Lillian Cabral welcomed dozens of new employees at LA County's LAC+USC Medical Center.

President Green and Secretary Cabral delivered a powerful message during the New Employee Orientation (NEO) on the importance of joining SEIU Local 721 and having a strong voice on the job and with the County. They made it very clear that the great benefits and job salaries that lured them to employment with LAC+USC are a direct result of a robust and highly engaged union membership.

Those benefits and wages are won by SEIU 721 membership, as evident in the most recent contract that delivered Heroes Pay, full options health care coverage and the addition of a new, paid Juneteenth holiday.

This was the first in-person NEO session at LAC+USC since the pandemic lockdown began in March of 2020.



NEO Sessions Build Union Strength

“New Employee Orientation sessions are key to keeping SEIU 721 Union Strong. It's how we teach newly hired public workers the value of union membership, including their workplace rights and how to get help when they encounter problems. And it's how we warn workers about 'right to work' scam artists, like the Freedom Foundation.”

**Lillian Cabral
Secretary, SEIU 721**

LA City SEIU 721 Members: Do you have an innovative idea for improving city services?

WHAT IF THE CITY COULD FUND YOUR* IDEA?

The City of Los Angeles asking frontline city workers for their innovative ideas for improving city services and has pledged \$1 million to make them happen.

The City of LA's **What IF?** Innovation Fund campaign is looking for creative ideas that are:

- Innovative and original
- Promote greater efficiency
- Make an impact on the city's quality of life
- Feasible, measurable and trackable

Winners will be screened by the City's Innovation and Performance Commission, the City Administrative Officer and

City staff and the best proposals will be recommended to the City Council for

approval and funding.

Nobody knows how to Fix LA like LA City SEIU 721 members. Your experience, connection to the community and commitment to making LA a better place to work and live are unmatched. This is the moment to share your expertise, whether you are a longtime veteran or new to the job.

Every member who works for the City of Los Angeles is encouraged to submit ideas.

Visit <https://innovate.lacity.org> for more information.



SEIU and Community Allies Beat Check Cashers to Pass California Public Banking Bill

AB 1177 WILL GIVE LOW INCOME CALIFORNIANS LESS COSTLY BANKING OPTIONS

On October 4, Governor Gavin Newsom signed into law AB 1177, the California Public Banking Option Act, a landmark bill that will expand banking options for low-income Californians.

The passage of AB 1177 is a breakthrough in the fight to end the predatory, discriminatory and costly financial services that have unfairly targeted low-income communities and communities of color.

“A significant proportion of Black, Latino, and low-income Californians — many of whom are essential workers who do difficult and dangerous work — historically have paid a disproportionate amount of their paychecks to predatory financial services companies, like Check Cashing and Pay Day Loan operators that target their communities,” said Bob Schoonover, President of SEIU California and Executive Director of SEIU 721.

The California Public Banking Option Act forms a commission comprised of the State Treasurer’s Office, the California Department of Financial Protection and Innovation and financial access experts to develop a plan for a public retail banking option.

The CalAccount program, once approved by the legislature, would establish a state-sponsored retail banking option for every Californian,

offering a zero-fee, zero-penalty debit account and debit card, direct deposit from employers and public benefits, automatic bill pay to registered payees, recurring payments and donations to account holders’ organizations or charities of choice, and an infrastructure to support account holders in building credit.



AB 1177 Creates New Low-Cost Banking Options

“A significant proportion of Black, Latino, and low-income Californians pay a disproportionate amount of their paychecks to predatory financial services companies. AB 1177 will give them access to better banking options.”

Bob Schoonover
President, SEIU California
Executive Director, SEIU 721

Cheylynda Barnard **SEIU 721** **Executive Board** **Riverside County**



“We need to keep fighting and keep speaking out for all the people who’ve been forgotten.”

Cheylynda Barnard says her experience on the job and as a candidate for office have taught her the same thing — that union members must keep advocating for the forgotten in our society.

Barnard has served in the Adult Protective Services Division of Riverside County for 6 years, where she investigates allegations of abuse and neglect against seniors.

“We work to protect the elderly in the community,” Barnard says. “Obviously, we’re on the lookout for physical abuse, but we also investigate financial abuse — like people trying to scam elders out of their savings — and other issues, like food insecurity.”

Barnard says the pandemic has raised the stakes for her work because so many seniors are homebound and forgotten.

“I had a case recently where an elderly woman had lost her caregiver because of COVID and didn’t have any food for a week, but was too embarrassed to call anybody,” Barnard said.

“After neighbors said they hadn’t seen her for days, I went to investigate,” Barnard said. “She was very proud, but I got her talking about the brands of coffee and ice cream that she likes and offered to go buy her groceries.”

Barnard says Adult Protective Services workers have found increased hunger and food insecurity among senior clients during the pandemic and often pay for groceries out of their own pockets.

“Our social workers are on the front lines in the pandemic, protecting all of these people who risk falling through the cracks,” she says.

“I feel like I’m advocating not just for the clients we serve, but also for the workers who serve them, because the County often forgets us, too!”

Barnard says that she and her coworkers made a show of making masks out of hair ties and cloth when Riverside County refused to provide masks to frontline social workers. She says these types of struggles are part of what drove her recently to run for a seat on the Moreno Valley City Council. Though she narrowly lost, she said she enjoyed the experience and learned a lot.

“I took on some entrenched interests,” Barnard said. “And I still got pretty close.”

Barnard raised just \$5,000 for her run — compared with the \$60,000 spent by her main opponent, who was heavily backed by local real estate developers — and still only lost by just 400 votes. She said the experience just made her more determined to get money out of politics and keep working on community issues.

“Everything I’ve learned on the job and in local politics has convinced me that SEIU 721 members need to keep fighting and keep speaking out for all of the people who’ve been forgotten in our society.”

PRESIDENT'S REPORT SEPTEMBER-OCTOBER 2021

Roger Nuñez **SEIU 721** **Executive Board** **Riverside County**



“Public workers are valuable – we know the community, we know the people, we know the job.”

Social Services Assistant and SEIU 721 Executive Board member Roger Nuñez is passionate about his Coachella Valley community and committed to the idea that public employees can transform people's lives.

“Local government has a big impact on people,” Nuñez says. “That’s why it’s so important to make good policy, invest in public employees and hold management accountable.”

Nuñez knows what he’s talking about. A community activist since high school, he’s a 20-year veteran of the Riverside Department of Public Social Services. He’s served as a Planning Commissioner in the City of Desert Hot Springs and was recently elected to the Desert Hot Springs City Council.

“I’ve always been an activist,” Nuñez says. “As a kid, I was in the Brown Berets and on the Human Rights Commission.”

Nuñez caught the eye of longtime Coachella Valley community leader Juan De Lara, who served four terms as Mayor of Coachella. De Lara encouraged Nuñez to pursue an appointment to the local Planning Commission.

“The Planning Commission opened my eyes,” Nuñez said. “We had these developers coming in trying to build these cheap 1,200 square foot houses, and we pushed them to build quality family housing instead. It taught me how we could change our community.”

Now, as an elected city councilman, Nuñez is using his position to educate other elected officials about the perspective of public workers.

“When I go to the League of Cities meetings, I hear other elected officials talking about how cities are squeezed financially because of pensions,” Nuñez says. “I push back. I show them how most of the pension abuses are among the highest-ranking public officials. I show them the importance of competitive pay to retaining their front-line employees.”

“In the Coachella Valley, there’s a lot of ‘train and transfer,’” Nuñez says. “We spend all this time and money on developing good workers, but it’s wasted if we don’t manage them effectively and pay them competitively.”

Nuñez is living proof of the value of community ties and deep experience.

“I’m still a Social Services Assistant but I wind up training people with masters degrees,” he says. “I feel like I have a PhD in the streets.”

Nuñez described accompanying a highly educated but very inexperienced Children’s Social Worker on a visit to Duroville, a trailer park notorious for entrenched poverty and poor living conditions.

“From the outset, it was clear she couldn’t relate to the people there,” Nuñez said. “I wound up working as a translator — not for language, but for culture. I had to show her how to work with people and prove we weren’t trying to take their kids away just because they were poor. In the end, the families we worked with wound up getting better services.”

“It’s a message I try to get across every day,” Nuñez says. “Experienced public workers are valuable — we know the community, we know the people, we know the job. We are a resource.”

PRESIDENT'S REPORT SEPTEMBER-OCTOBER 2021



Inland Empire Courts Members Win New Contracts

INLAND EMPIRE SUPERIOR COURT MEMBERS RATIFY 1-YEAR DEALS WITH ENHANCEMENTS

Superior Courts members in Riverside and San Bernardino have both voted to lock in strong short-term contracts that protect our wins and set the stage for bigger ones in the future!

Superior Court of CA, County of San Bernardino members ratified a one-year extension to their current agreement that also includes several enhancements — including recognition for our hard work during the pandemic. The deal includes a one-time bonus for all non-probationary employees, across the board salary increases, additional leave days, and increased medical subsidies.

Meanwhile, Superior Court of CA, County of Riverside members ratified a one-year deal of their own, which increases medical subsidies in advance of open enrollment. Thanks to the hard work of our bargaining team, staff and members, we were able to reach an agreement with the County and hold our ratification vote in time to ensure that our new subsidies would be locked in prior to the new enrollment period.

The Inland Empire is SEIU 721's fastest growing region and that energy is leading to big wins for members.



“Congratulations to San Bernardino and Riverside County Courts workers and the whole Inland Empire SEIU 721 team for bringing home good new deals that recognize the hard work and sacrifices court workers have made to deliver justice for all during the pandemic.”

**Adolfo Granados
Treasurer
SEIU 721**

PRESIDENT'S REPORT SEPTEMBER-OCTOBER 2021



Behavioral Health members, from left to right: Maria Ramirez, Angela Gonzalez, Shelby Hardy, Gina Wood and Martha Cervantes.

SEIU 721 VENTURA COUNTY SOCIAL WORKERS STAND UP AND SCORE WIN FOR WORKER SAFETY

When the pandemic hit the Tri-Counties region, our members sprung into action to provide support for our community. In addition to tackling already heavy caseloads, Social Workers in the County of Ventura Behavioral Health department took on a host of additional duties.

Social workers had to assemble and take down shower pods for homeless and other vulnerable individuals at satellite clinics and vaccination sites. They were regularly required to carry heavy equipment to assemble the pods and were also required to clean bodily fluids without proper training.

All of these new duties, while important to our community, put an undue burden on our members. While juggling heavy caseloads, they faced the additional stress of putting their own health at risk without necessary training and support.

SEIU 721 member leaders and staff swung into action and contacted the County to address workers' concerns.

In response to pressure from SEIU 721, on September 15th, management addressed members' concerns by contracting with a specialized vendor to assemble and take down the shower pods. In addition, County of Ventura Behavioral Health management is in the process of reviewing caseloads and are considering reducing caseload ratios for SEIU 721 members.

When we stand together, we win!

“ This grievance win shows the power of being a part of a strong union! ”

**Angela Gonzalez
Community Services Coordinator
Ventura County Health Care Agency**



SEIU 721 Stands up for Haitian Refugees

SEIU 721 partnered with United Healthcare Workers West (SEIU-UHW) to deliver desperately needed first aid, diapers, and other supplies, and provide free health screenings for refugees.

In the wake of the Haitian refugee crisis in Texas, our union and our community allies took action and demanded that the Biden administration immediately stop expelling and deporting Haitian and other Black asylum seekers.

SEIU 721 has led humanitarian efforts in Los Angeles and at the border in support of refugees fleeing natural disasters and political unrest in Haiti and Central America during the last several years.

SEIU 721 Vice-President Simboa Wright joined the Black Alliance for Just Immigration (BAJI), Black Lives Matter Los Angeles, CHIRLA, and other groups for a demonstration and rally in front of the Federal Building in Downtown Los Angeles.

“The solution to this crisis cannot be to chase around Haitian asylum seekers with whips or to tear apart Haitian families,” says Vice-President Simboa Wright.

“The time is now to create a pathway to citizenship for the 11 million undocumented immigrants, and those seeking asylum. We will continue working with our allies to make this a reality and end the inhumane treatment at the border.”



“The solution to this crisis cannot be to chase Haitian asylum-seekers around with whips or to tear apart Haitian families.”

**Simboa Wright
Vice President
SEIU 721**

PRESIDENT'S REPORT SEPTEMBER-OCTOBER 2021



L.A. County SEIU 721 Members: Annual enrollment for Options benefits programs is now open. Sign up for virtual and in-person benefits fairs to learn more.

L.A. County members: The annual enrollment period for the Options benefits program is here. Registration is open from October 1 through October 31.

To help you decide on your benefit elections, SEIU 721 will host virtual and in-person benefits fairs. Come learn about the Options plans and supplemental benefits available to you and your family as a union member!

Benefit plan representatives will be available to handle questions about your County-sponsored Options benefits program, including healthcare and dental, as well as Union-sponsored supplemental benefits, including chiropractic care, legal services, and cancer and catastrophic illness plans.

Please note: After October 31, your Options benefits are set for the year. We fought hard for these benefits as a union. Do not miss the opportunity to learn and take full advantage of what you have earned!

Registration for virtual events is open to all SEIU 721 members employed by L.A. County, LACERA, and L.A. Superior Courts.

Virtual dates are:

- Tuesday, October 5, 6-7 p.m.
- Thursday, October 7, 6-7 p.m.
- Tuesday, October 12, noon-1 p.m.
- Saturday, October 23, 10-11 a.m.
- Tuesday, October 26, 6-7 p.m.
- Thursday, October 28, 6-7 p.m.

*Visit seiu721.org to register and receive access links.

In-person dates and locations are:

- Tuesday, September 28, 10 a.m.- 2 p.m., at LAC + USC Medical Center, 2051 Marengo St., Los Angeles, CA 90033

- Thursday, September 30, 10 a.m.-2 p.m., High Desert Regional Health Center, 335 East Avenue I, Lancaster, CA 93535
- Wednesday, October 13, 10 a.m.-2 p.m., Olive View-UCLA Medical Center (hosted with the L.A. County flu shot clinic), Picken Park, 14445 Olive View Dr., Sylmar CA 91342
- Thursday, October 14, 10 a.m.-2 p.m., LA County DPSS – El Monte, 3352 Aerojet Ave., El Monte, CA 91731
- Wednesday, October 27, 10 a.m.-2 p.m., Harbor-UCLA Medical Center, 1000 W. Carson St., Torrance, CA 90502
- Saturday, October 30, 10 a.m.-2 p.m., SEIU Local 721, 1545 Wilshire Blvd., Los Angeles, CA 90017

All in-person events will follow COVID-19 health and safety protocols.

Insurance carriers scheduled to participate include:

LA County-Sponsored:

- Delta Dental
- Empower (Horizons)
- Kaiser Permanente
- LACERA
- MetLife Dental
- UnitedHealthcare

Union Benefits Trust:

- BenefitVision – Universal Life Insurance
- Dental Health Services – Supplemental Dental Plan
- Optum – Chiropractic Benefit Plan
- Reliance Standard – Disability Income
- Trustmark – Custodial Care and Cancer Catastrophic Illness
- U.S. Legal Services – Legal Services Plan
- VSP Vision Care – Optical Care/Lens and Frame
- Workers' compensation law firms
- Zenith American – SEIU Local 721 Benefits Trust Administrator



SEIU 721 Stewards are winning for workers

Quick thinking and aggressive action by stewards protects SEIU members

SEIU 721 is committed to providing regular Steward Updates in the monthly President's Report. Reporting back is as an important way to keep members informed about the progress of situations may affect them.

In this Month's Steward's Corner, we are reviewing some recent wins.

Changes to Work Schedules stopped due to quick thinking by Shop Steward.

A Shop Steward and his worksite organizer were able to successfully stop a change in work schedules for more than 30 members, including 4 different bargaining units. Management attempted to make these changes without notifying the Union, and the Shop Steward immediately responded by filing a grievance when he was made aware of the change. This quick thinking allowed the Union members to organize and fight to stop the work schedule changes for all the affected employees.

Member's concerns with workload no longer ignored once Shop Steward got involved.

A member requested the assistance of a Shop Steward to address ongoing issues at her worksite. The member's supervisor continuously assigned her work that really belonged

to the supervisor. The member attempted to speak with the supervisor about the workload (and out-of-class) assignment, including involving their manager and HR, but her concerns went unaddressed. With the assistance of her Shop Steward, the member was able to have an informal meeting to present a written proposal of solutions which were accepted by the office director.

Members facing severe discipline given non-disciplinary corrective action due to Shop Steward intervention.

Members in health services were facing serious discipline, due to allegations of using employer resources to self-test for COVID-19. The incidents occurred during the early days of the pandemic, when there were few options for regular testing and no vaccine. The Shop Steward was able to represent the members in their investigatory interviews and asked for consideration of the "Just Culture" policy due to unsafe conditions and systems problems. Her knowledge of policy and passionate advocacy was critical in protecting the rights of our health care members.

We will continue to report back on the work of our Shop Stewards and their victories. If you want help with an issue at work, talk to a Shop Steward, or call the Member Connection at 877-721-4968.

When we fight, we win!

LA LGBT Center Workers Closing in on a Deal



LA LGBT Center Bargaining Team Still Fighting to Resolve Some Pay Issues

Our LA LGBT Center Bargaining Team has been hard at work negotiating a new contract that recognizes the critical work that LA LGBT Center members do.

They've narrowed in on an agreement that tentatively resolves all but three articles of the Collective Bargaining Agreement.

So what's tentatively in the package?

Here are some highlights:

- An increase in shift differential
- An increase in bilingual pay
- Defined accrual rates for vacation
- Fair and equitable assignment of overtime by seniority
- Increased advance notice when the Center wants to alter work schedules, including assignments in the Center's residential facilities

The bargaining team reports they are still far apart from LGBT Center management on raises/step system, deferred compensation, and holidays. We know that the Center has the resources to fund a good contract that honors their employees and are pushing for a deal.



WELCOME TO THE UNION PREPARES NEW MEMBERS TO ENTER THE WORKFORCE



WELCOME TO THE UNION!

I have a friend who used this funny expression every time I would talk about a fight I wanted to take on.

“You and what army?”

When I said “I want to work on getting gig workers into a union!” He responded “you and what army? When I said “I want to lift the minimum wage to \$15 an hour,” he said it again.

The answer was obvious: “Our union.”

That’s because when workers get together, organize and flex our collective power, we can turn the impossible into reality.

But if you want a powerful, effective union, you need to prepare and train. You need a place to teach new members the basic skills they’ll need to win.

At SEIU 721, we take newly hired employees — 50 at a time — and teach them about the value of union membership and how to get the most out of it through our Welcome to the Union sessions. The two-hour virtual sessions focus on how becoming active in their union will benefit them professionally and empower them to transform their communities.

The sessions include:

Accessing the MOU — The collective bargaining agreement determines workers’ pay, benefits and rights on the job. Understanding the Memorandum of Understanding — and how to enforce it — is key to protecting union members.

Contacting Union Support — Union members can call on a range of vital tools and resources. We teach how to reach the Member Connection call center and other union resources.

Preparing for Performance Evaluations — We prepare members to ensure they are treated fairly in reviews.

Introduction to the Grievance Procedure — We explain the process for resolving disputes when workers have problems on the job and when management violates the terms of the MOU.

Introduction to the Union Steward Program — We explain the role of Stewards and what it takes to become one.

Protecting against Anti-Union Attacks — We teach new members how to recognize and fend off so-called “Right to Work” groups funded by the ultra-Right that try to trick union members into dropping their membership.

Introduction to Union Campaigns — Case studies in union empowerment, like the Fight for \$15, FixLA and the LA Children’s Social Workers’ strike.

These days, a lot of workers feel like they are under attack. Our Welcome to the Union program is there to show them they have the more than 98,000 members of SEIU 721 on their side.

Gilda Valdez
Gilda Valdez, Chief of Staff



Digital
Union
Voices

To organize during quarantine, we need Digital Union Voices. Text VOICES to 721721 today!