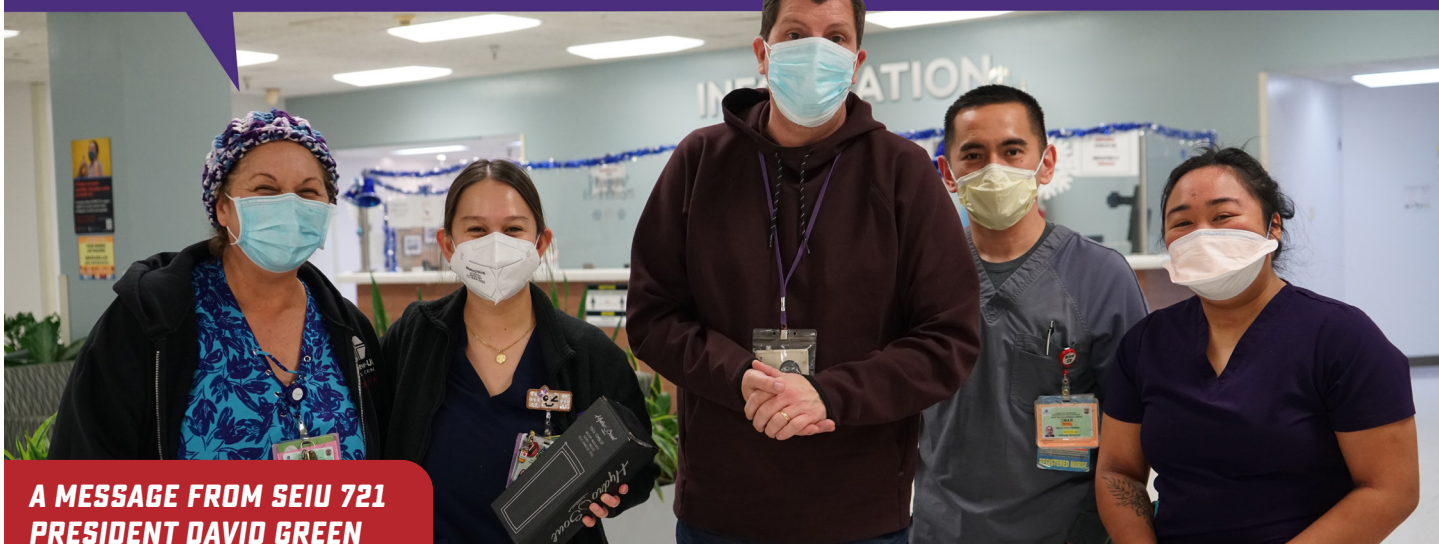


DECEMBER 2021-JANUARY 2022

PRESIDENT'S REPORT TO THE MEMBERS OF SEIU 721



LISTEN TO THE FRONTLINES



**A MESSAGE FROM SEIU 721
PRESIDENT DAVID GREEN**

With the unprecedented COVID-19 surge in Southern California, essential workers in Los Angeles and other cities and counties around the region are once again on the frontlines. We need to listen to them to protect public health and keep vital services rolling.

That's why, with county workers back at the bargaining table — I went out into the field to talk directly with frontline workers at worksites across LA County and other regions to hear firsthand what they're facing.

I met with DPSS workers at Aerojet/El Monte, Children's Social Workers at Metro North, and nurses and healthcare workers at MLK, Harbor-UCLA, LAC-USC and Olive View. Soon, I'll visit Ventura County Medical Center, Riverside University Health System, DCFS Glendora and many more.

Our union represents more than 90,000 public workers across a half-dozen counties at thousands of worksites, but many share common concerns. Here are some that I heard:

Inflation is hammering essential workers — Worker wages rose during the pandemic as many employers paid out raises or bonuses to retain employees, but inflation — which has risen 8 percent since the beginning of the pandemic — is eating up these gains. Workers want

relief in their paychecks.

Affordable healthcare is a big worry in the pandemic — The pandemic has brought health concerns into sharp focus and workers want employers to cover the cost of inflation-fueled cost increases.

Frontline workers need to care for and protect their own families — Keeping essential services flowing in the face of quarantines, lockdowns and closures means workers need help making sure children and elders are cared for so they can staff the frontlines.

Short-staffing and privatization are stressing out the frontlines — Kristal Cimene, a Registered Nurse I spoke with on the Olive View night shift said it best, "We've been on the frontlines for 20 months and we need help. It feels good to know we're part of a union that has our back." She said key positions are vacant and, instead of filling them, the county is contracting out with temps. She's right. Instead, we need to attract, train and retain qualified workers.

I learned a lot listening to the frontlines. It's time for county and city leaders to listen, too.

David Green



PRESIDENT'S REPORT DECEMBER 2021-JANUARY 2022

LA County: Naughty or Nice?



SEIU 721 and Santa Visit LA County Supervisors

Santa Claus — along with scores of SEIU 721 members — paid an early morning visit to the LA County Board of Supervisors on December 21, to demand care, dignity and respect for frontline workers.

“When the pandemic first hit LA County, members of our union stood strong despite unprecedented professional challenges,” said SEIU 721 President David Green. “But too often, we were taken for granted. Our holiday wish is for the Board of Supervisors to supply essential workers with the tools we need to succeed so we can deliver the vital services Angelenos need and deserve.”

Santa’s sleigh brought five Christmas trees — one for each of the five members of the Board of Supervisors. The trees were decorated with

ornaments containing written messages from SEIU 721 members describing how they hope the Supervisors will approach the ongoing COVID pandemic with a stronger sense of urgency and compassion.

“This pandemic is not over with, and LA County’s healthcare workers are preparing for a winter COVID surge,” said Ileana Meza, a Registered Nurse Practitioner at the LAC+USC Medical Center and Chair of the SEIU 721 Bargaining Policy Committee. “Everyone from nurses to receptionists to custodians are already reporting big workload increases as demand for our services grows. The Supervisors need to know. We must keep essential frontline workers from burning out so we can keep protecting public health.”

SEIU 721 LA COUNTY WORKERS FIGHT FOR THE TOOLS THEY NEED TO PROTECT PUBLIC HEALTH

PRESIDENT'S REPORT DECEMBER 2021-JANUARY 2022



“We let Director Jimenez know we’re ready to bring our issues to the bargaining table.”

**Adolfo Granados
Treasurer, SEIU 721**

LA County Eligibility Workers Meet with DPSS Director

In the wake of SEIU 721 DPSS members’ massive September street action, DPSS Director Antonia Jimenez honored her commitment and sat down with leaders our union to discuss promised workload and management reforms.

On December 8, the chairs and vice-chairs of SEIU Local 721’s Eligibility Workers and Eligibility Supervisors bargaining units — Adolfo Granados, Yolanda Floyd, Ruby Dye and Melinda Harrison — met with Director Jimenez to follow up on the issues raised by members, including reducing micro-management, establishing workload protections for staff and respecting and adhering to our contract.

“SEIU 721 members demanded ‘More Care, Less Stress in DPSS,’

and Director Antonia Jimenez heard us loud and clear,” said Eligibility Supervisor Bargaining Chair Ruby Dye.

“The examples of micro-management we shared opened her eyes,” Dye said.

“We let Director Jimenez know that we won’t stand for unreasonable workloads,” said SEIU Treasurer Adolfo Granados. “It was a productive meeting, and it won’t be the last. We let her know we’re ready to bring our issues to the bargaining table.”

If you missed the DPSS action, you can catch the replay video on the SEIU 721 YouTube Channel.

LA COUNTY DPSS WORKERS SAY ‘MORE CARE, LESS STRESS IN DPSS’

PRESIDENT'S REPORT DECEMBER 2021-JANUARY 2022



“LAHSA workers are on the frontlines of LA’s homelessness crisis saving lives. It’s time for LAHSA to value their work.”

**Simboa Wright
Vice President
SEIU 721**

WORKERS AT LOS ANGELES HOMELESS SERVICES AUTHORITY DEMAND THE AGENCY VALUE THEIR WORK

On December 21, nearly 100 SEIU 721 LAHSA workers staged simultaneous virtual and live actions over Zoom and at LAHSA’s Downtown Los Angeles headquarters.

SEIU 721 LAHSA members on Zoom loaded purple backgrounds with messages demanding respect for their work, while dozens of their colleagues rallied outside LAHSA headquarters before marching into the building to demand a fair and just contract.

Chanting “union power” and “we know our worth, LAHSA value our work,” LAHSA workers sent shock waves through the building. The surprise march caught building security off guard and left them scrambling to figure out how to contain the peaceful but boisterous demonstration. Panicked security tried to block the delegation from accessing the elevator to the management floor, so workers continued their raucous march in the building lobby. A representative from LAHSA Human Resources, tried to pacify the noisy marchers no avail.

Lisa Pacheco, SEIU 721 Bargaining Team Member and Steward, delivered a passionate message on behalf of SEIU 721 members.

“By no means are we expendable — respect our work and our experience. Do the right thing, and agree to a contract that honors

and values our work. We need guaranteed fair wage increases and bonuses,” Pacheco said.

“Don’t nickel-and-dime us with the contingencies you are proposing — we know our worth — value our work.”

For months, SEIU 721-represented workers have negotiated in good faith, despite foot-dragging and weak promises of modest increases by LAHSA management.

Time and time again, LAHSA SEIU 721 members have bailed out the agency when its funding was threatened. When LA City leaders last tried to cut LAHSA’s budget, SEIU 721 members successfully lobbied LA City Council to extend funding through 2022.

LAHSA’s frontline Homeless Engagement Team (HET), has remained at work on LA streets amid the onset of new, highly contagious COVID variants. Despite COVID fears and management threats of layoffs, they’ve continued their lifesaving work out of genuine care for their clients.

SEIU 721 LAHSA members are saying enough is enough. They’re on the frontline of the unhoused crisis, and they’re part of the solution and need a fair contract now.

PRESIDENT'S REPORT DECEMBER 2021-JANUARY 2022

"BEATEN, STABBED, SILENCED:

VIOLENCE IN CALIFORNIA'S FAST-FOOD INDUSTRY AND WORKERS' FIGHT FOR A VOICE"



AB 257 / FAST RECOVERY ACT WOULD ADDRESS VIOLENCE CRISIS IN CALIFORNIA FAST-FOOD RESTAURANTS

Fast-food companies promote their restaurants as family-friendly places to eat and work, but fast-food workers tell a grimmer story of restaurants that become havens for violent activity, in which these mostly Black and brown workers are regularly assaulted, robbed, spat on, yelled at, sworn at and told to go back to "their country."

Violent activity at fast-food restaurants across California generates tens of thousands of 911 calls a year, to the detriment of workers, the surrounding community and local public safety budgets, while fast-food corporations refuse to take common-sense steps to address the problem.

"Beaten, Stabbed, Silenced: Violence in California's Fast-Food Industry and Workers' Fight for a Voice" reveals an ongoing "crisis of violence" plaguing California's fast-food industry, exposing how fast-food corporations like McDonald's and Burger King have failed to protect their workers from assault, sexual assault, robberies, weapons, threats and more.

AB 257, the FAST Recovery Act, would give workers a seat at the table to increase corporate accountability across the fast-food industry. AB 257 allows fast-food workers, and employers to set binding standards to address the crisis of violence and enables franchisees to push corporate franchisors to provide the resources needed to prevent violence and operate safe restaurants.



New 911 Data Reveals Violence in Fast-Food

“New 911 data compiled by Fight for \$15 has revealed a crisis of violence in California’s fast-food industry. The California Legislature must pass AB 257 – The Fast Recovery Act – to force big fast-food companies and restaurant managers to pay attention to workers’ safety concerns.”

**Lillian Cabral
Secretary
SEIU 721**

SEIU 721 remembers our union family lost in San Bernardino



It has been six years since the tragic shooting at the Inland Regional Center, which claimed 14 lives and left another 22 injured. As we celebrate the holiday season, please take time to remember our union siblings and their families whose lives were forever changed that day. And let us never forget the 14 SEIU members who lost their lives:

Robert Adams	Shannon Johnson
Isaac Amanios	Larry Daniel Kaufman
Bennetta Betbadal	Damian Meins
Hal Bowman	Tin Nguyen
Sierra Clayborn	Nicholas Thalasinios
Juan Espinoza	Yvette Velasco
Aurora Godoy	Michael Raymond Wetzel

While this senseless act of violence could have torn apart our community, the workers of San Bernardino stood together with love and solidarity and continued to serve the people of San Bernardino County. Our unity is our strength, both in times of tragedy and triumph. May we continue to honor the memory of those we lost.

Pride at Work



LOS ANGELES LGBT CENTER WORKERS WIN STRONG NEW AGREEMENT

Last Summer, SEIU 721 members at the Los Angeles LGBT Center elected a new bargaining team focused on securing a strong new contract. They finished out 2021 with a big win. The new agreement includes:

- increased shift differential pay
- increased bilingual pay
- defined accrual rates for vacation
- fair and equitable assignment of overtime by seniority
- increased advance notice of altered work schedules

Congratulations to LA LGBT Center workers on a hard-fought victory!

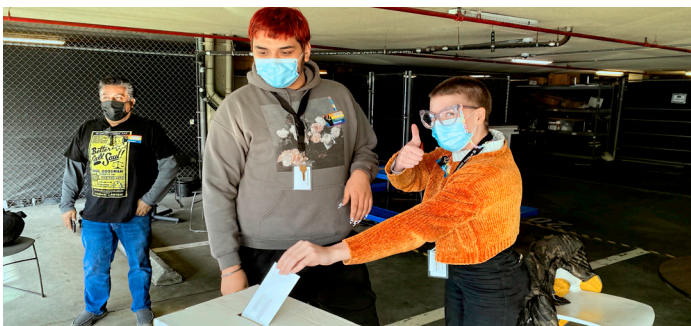


LA LGBT Center Workers Win Strong New Contract

“Congratulations to SEIU 721 members at the LA LGBT Center on their new contract.”

Workers at the LA LGBT Center provide vital public health services to the community, and your new contract values the work you do.”

Simboa Wright
Vice President
SEIU 721



Protecting Vital County Services from Corporate Job Killers



Good

● Corporate to taxpayer



As private actors, these



Deloitte has been them, when a Unified Health horrible service place, Rhode

● Privatization harms our



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There's no guarantee Angeles County notorious for protections,

“LA County’s move to outsource good union jobs and quality public services to the lowest bidder is unconscionable.”

Gilda Valdez
Chief of Staff, SEIU 721

SEIU 721 members and representatives of social service providers rallied outside the December 7th LA County Board of Supervisors meeting and spoke out against plans to shift 2-1-1 hotline services from 211 LA, a trusted local nonprofit, to a giant for-profit corporation.

At the action and press conference, 211 LA workers held signs that said, “Don’t Kill Our Good Local Jobs,” and “Don’t Dilute Our Public Services” — and spoke about the importance of 211 LA’s work.

For 40 years, 211 LA has operated a 24-hour 2-1-1 helpline that connects individuals and families in LA County with essential services and resources — such as housing assistance, food benefits, emergency disaster response, and safety information, including guidance about the COVID-19 pandemic.

Yet county leaders have moved to end 211 LA’s longtime contract. In October, 211 LA was notified that it is the runner-up in the county’s latest request for proposals for an organization

to run the 2-1-1 service, meaning that the nonprofit may cease operation as soon as March 2022.

“This move by LA County — to outsource good union jobs and quality public services to the lowest bidder — is unconscionable, and sets a dangerous precedent that threatens to gut critical safety net services for the most vulnerable in our communities,” said Gilda Valdez, chief of staff of SEIU 721.

Valdez added: “We’re here today to call on the County CEO and the Board of Supervisors to immediately stop the for-profit privatization of 2-1-1 and retain 211 LA as the sole source provider.”

The trained support providers of 211 LA are highly skilled and have deep institutional knowledge of L.A. County’s available services. The majority of the nonprofit’s workers, who now face the prospect of layoffs in the coming months, are women and people of color — many of whom have previously relied on the services 211 LA connects people with.

Violence Against Gig Workers Prompts MWA to Host Self-Defense Course



“Ridesharing drivers face increasing violence on the job, but Uber and Lyft are doing nothing to protect them.”

Bob Schoonover
Executive Director
SEIU 721

In response to rising violent crime against ridesharing drivers and other gig workers — and the failure of the app-based tech companies to protect them — LA-area drivers with Mobile Workers Alliance hosted a mutual-aid RV and self-defense training outside Uber's Greenlight Hub in Historic Filipinotown.

During the training, drivers learned tactics to protect themselves and connected via Zoom with fellow gig workers in Argentina, Mexico, and other countries who hosted similar self-defense courses and mutual-aid hubs in their cities.

Data suggests that gig workers face increasing violence on the job. And because they are misclassified by gig companies as “independent contractors,” gig workers don't receive health benefits or other basic worker protections and are unable to access workers' comp if they are injured on the job. Drivers say gig companies like Uber and Lyft frequently fail to report violent incidents against drivers and rarely pay compensation or provide support to drivers who encounter violence.

In 2020, gig companies spent more than \$220 million pushing

Proposition 22, a California voter initiative that aimed to permanently categorize the state's gig workers as independent contractors and not employees entitled to basic rights and protections — such as health benefits, workers' compensation, paid sick days, and a minimum wage. Prop 22 was recently ruled unconstitutional by a California court, though little has changed for the state's gig workers as companies appeal the decision.

LA-area drivers outside Uber's Greenlight Hub shared their experiences facing abuse on the job and explained how gig companies fail to keep them safe.

The self-defense event kicked off a two-day LA-area support tour in which drivers traveled by RV to LAX and other locations to host hubs for fellow gig workers.

At the hubs, workers offered fellow drivers food, water, coffee, a restroom, a rest area, and other resources — amenities that gig workers don't often receive from their employers or the localities where they work.

SEIU 721 Santa Barbara County Welcomes New Chapter Board

New Leaders Engage County Membership in Successful Bargaining Campaign

SEIU 721 member leaders in Santa Barbara County this month announced the election of a new Chapter Board.

After three years of dormancy, new SEIU 721 Santa Barbara Chapter leaders stepped up and engaged members as part of a successful bargaining campaign.

The reinvigorated Chapter has been busy at work, meeting and conferring with County management on a host of critical issues that affect our workplace and developing a new COPE endorsement process.

The role of the new Chapter Board is to represent Santa Barbara members, help build their union power, and to train and activate them to lead the charge for strong contracts and a more supportive workplace.

Congratulations to our new Chapter Board members and all who participated in the process.

GET THE LATEST UNION NEWS ON YOUR PHONE

Have you signed up for our SEIU 721 text message list? Get the latest news on bargaining, events and more!

SIGN UP BY TEXTING
"SEIU" TO "721721"



2022-2024

MEET OUR NEW CHAPTER BOARD!

SEIU LOCAL 721 COUNTY OF SANTA BARBARA

CO-CHAIR
YURI GOMEZ

Social Services Practitioner,
Santa Maria, Betteravia



CO-CHAIR
SELENE LARIBA

Social Services Supervisor II,
Santa Maria, Betteravia



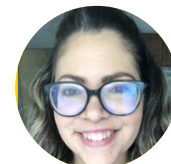
TREASURER
MIRLEIN TOVAR ALCARAZ

Eligibility Worker II, Santa Maria, BSC



SECRETARY
MEGAN REIN

Social Services Practitioner,
Lompoc



AT-LARGE
ARI ROBLEDO

Eligibility Worker III,
Santa Maria, Carmen Lane



AT-LARGE
BEN BEACH

Social Services Worker Sr PS/L,
Santa Maria, PD Carmen Lane



PRESIDENT'S REPORT DECEMBER 2021-JANUARY 2022



Cabazon Water District Members Secure TA



NEW 3-YEAR CABAZON WATER DISTRICT CONTRACT INCLUDES WAGE AND COLA INCREASES

SEIU 721 members in the Cabazon Water District have secured a new three-year tentative agreement that boosts wages and ensures that members will continue to see their salaries increase during each year of the deal. The new TA includes a 10% increase for members in the first year, standardizes step differences at 5%, and includes yearly COLA adjustments that are pegged to the local CPI.

The new deal also includes increases in standby compensation and improved language for scheduling and discipline. Cabazon Water District Members have ratified the TA and it goes to the board for approval on January 18.



“Congratulations to Cabazon Water District members on securing a great new contract with wage increases and COLA adjustments.

Your hard work in bargaining has really paid off! ”

**Adolfo Granados
Treasurer
SEIU 721**

FRONTLINE HEROES ARE FACING THE THIRD WAVE OF COVID. IT'S TIME FOR LA COUNTY TO DO THE RIGHT THING.

Essential workers slammed again as Omicron spreads

Rafaela Ramirez, RN, in the respiratory tent outside the emergency department at Martin Luther King Jr. Community Hospital in the Willowbrook neighborhood of Los Angeles in December. (Photo: Francine Orr, Los Angeles Times)

The U.S. is facing a tidal wave of new COVID infections fueled by travel, large gatherings and the highly contagious Omicron variant. Los Angeles County recorded more than 40,000 new cases over the New Year's holiday weekend — topping even the 16,000 average daily cases tallied in last winter's holiday surge.

To paraphrase coach Yogi Berra, for frontline workers, "it's like déjà vu all over again."

One thing that's not worth repeating in this new COVID wave is the mistakes LA County and other local governments made during previous ones: When they devalued frontline workers in ways that disrupted essential services.

Here's how LA County and others can do right by essential workers fighting the latest surge:

Watch our backs, don't stab us there — Frontline workers appreciate public recognition for their service and sacrifice. Just don't head from the "thank you, heroes" press conference to the budget hearing and propose pay freezes, layoffs, furloughs and contracting out. In short, watch our backs, don't stab us there.

Don't just thank us in ads, thank us in our paychecks — Weeks from now, the airwaves again will be full of ads from corporations and governments thanking frontline heroes. Why not take some of that ad money and help the nurses sleeping in tents in their backyards, the social services workers covering for colleagues down with COVID and all the public works crews keeping cities and counties running.

Deal with staffing issues — The current surge is exposing all of the cracks in understaffed departments. Frontline workers report that short-staffed government functions are at risk of implosion if Omicron infections keep doubling every several days. It's time to recruit, train and retain the workforce we need.

Protect public services with public servants, not corporate contractors — It's outrageous that, in the midst of a public health crisis, LA County is flirting with transferring critical public health and social services functions from trusted nonprofits and public workers to profit-making corporations. It's time to focus on frontline workers, not backroom deals.

Gilda Valdez

Gilda Valdez, Chief of Staff



Digital
Union
Voices

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