

2022

PRESIDENT'S ROAD AHEAD REPORT TO THE MEMBERS OF SEIU 721



SEIU 721: it's time for Action

A MESSAGE FROM SEIU 721 PRESIDENT DAVID GREEN

Almost two years into the COVID-19 pandemic, it's clear that SEIU 721 members — like other workers across America — are done with business as usual.

In our country alone, the pandemic has cost nearly a million lives, hammered our economy and stressed our health system and public institutions to the breaking point. The financial costs are staggering — \$16 trillion by federal estimates — but the human toll is incalculable. As a Children's Social Worker, it's hard to comprehend that 58 million American schoolchildren have missed an average of more than 41 weeks of in-person learning.

During the Omicron surge, I visited SEIU 721 members at job sites across Southern California to hear their concerns. Nurses and healthcare workers are frustrated with state public health leaders who issued guidance allowing counties to force them to treat patients while testing positive for COVID. Social workers and eligibility workers are fed up with shortstaffing. Public works and maintenance workers are outraged by attempts to privatize services and replace union workers with temps. All struggle with spiraling inflation, the cost of healthcare and caring for their families.

Workers are tired of government leaders calling them heroes and treating them like they're disposable. They're saying it's time to act — and they're ready to hit the streets.

Lockdowns, quarantines and social-distancing have robbed us of our most powerful

tool — the power of our collective voice in action. But with Omicron fading, vaccinations rising and new guidance from public health experts about how to gather safely, SEIU 721 is ready to take it to the streets again.

- It's time to win strong contracts — In the City of LA, and Ventura, Riverside and LA counties and across Southern California, we're going to fight to win workers the relief and support they deserve.
- It's time to stop the privatization of good jobs — We're going to expose the truth about how shortstaffing is robbing our communities of the public services they paid for and deserve. And we're going to expose the efforts by local governments and for-profit corporations to cut corners by trying to cover up shortstaffing by replacing unfilled union positions with cut-rate temps.
- It's time to push a pro-worker agenda — At the ballot box and in the legislature, we're going to use our grassroots muscle to win full funding for quality public services and the workers who provide them. We're going to fight for workplace safety and racial and economic justice.
- It's time for unions for all — We're going to use all the tools at our disposal to crush union-busting and help all workers organize.

It's time for action.

David Green



PRESIDENT'S ROAD AHEAD REPORT 2022



SEIU 721 MEMBERS ARE READY TO FIGHT TO PROTECT JOBS

**SEIU 721
THE ROAD AHEAD**



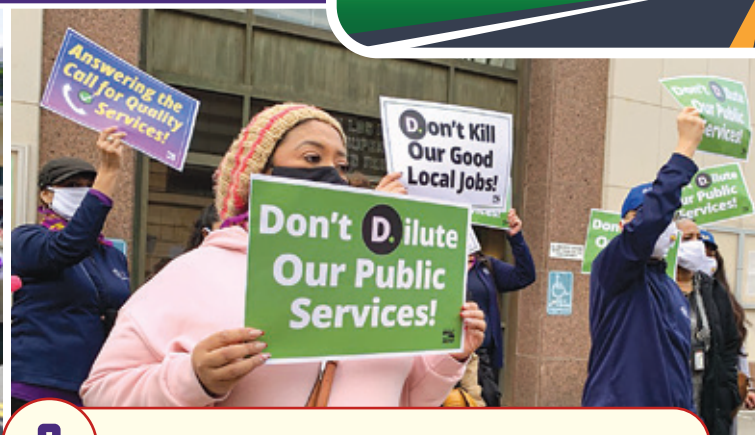
1

BARGAIN STRONG CONTRACTS

Our union's first priority is bargaining strong contracts for members that put more in their paychecks and ease strain caused by the pandemic.

Workers are being asked to do more and more with less. Meanwhile, our paychecks are squeezed by spiraling inflation while we try to care for and protect our families. In LA County, the City of Los Angeles, Ventura County and all of our other open contracts, we'll be prioritizing:

- Relief from Inflation — Real COLA increases in paychecks.
- Affordable employer-paid healthcare — Covering the cost of inflation-related increases.
- Support for protecting and caring for families — Improved dependent care benefits so families can care for children and elders.
- Fighting shortstaffing and privatization — Pushing employers to fill vacancies, instead of turning to for-profit corporations to fill gaps.



2

STOP THE PRIVATIZATION OF OUR JOBS

The pandemic has exposed a crisis in local government: All across Southern California, counties and cities are leaving positions vacant and expecting nurses, eligibility workers, children's social workers, sanitation workers and public works employees to pick up the slack.

And even worse, when things really get bad, city and county managers think the solution to this shortstaffing gap is hiring private, for-profit corporations to replace union workers.

Frontline jobs are being threatened with privatization and the contracting out of quality, good-paying union positions. Governments are increasingly contracting out custodial, grounds maintenance, security and GAIN case management, to name a few — often with disastrous results, as you'll read elsewhere in this report.

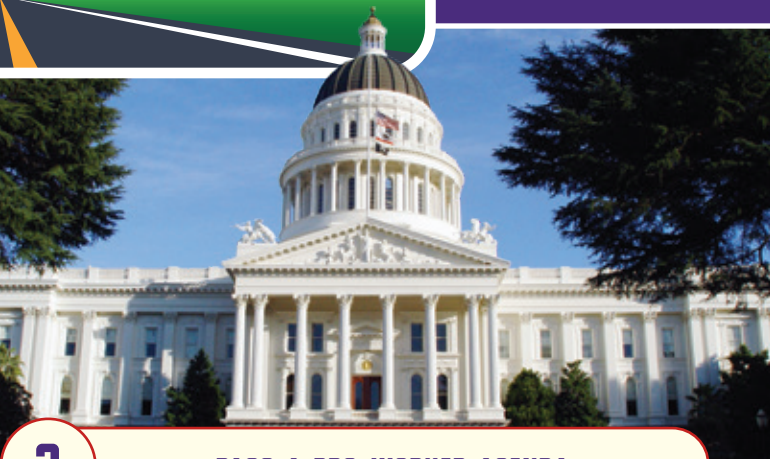
Not on our watch. We're going to expose the scam and save good jobs.

PRESIDENT'S ROAD AHEAD REPORT 2022



IN 2022
ROAD AHEAD

AND WIN ECONOMIC AND RACIAL JUSTICE FOR ALL



3

PASS A PRO-WORKER AGENDA

As public workers, our fortunes are tied directly to the decisions — good and bad — made by elected officials and the top managers that set policy. That's why our Committee on Political Education (COPE) is key.

By electing pro-worker candidates and driving legislation and ballot measures that affect wages, hours, workplace safety and union rights, we drive real world change.

This year is vital. On deck are big budget fights to protect funding for clinics and child welfare services across California, locking down extended paid sick leave for COVID-related illnesses, funding to end short-staffing in behavioral health and big lobbying efforts to pass bills that will help fast food, clinic and gig workers form unions.

Winning these fights also means backing the candidates up and down the ballot that will lead on these issues in Congress, the legislature and local governments across the state.



4

HELP WORKERS WIN UNIONS

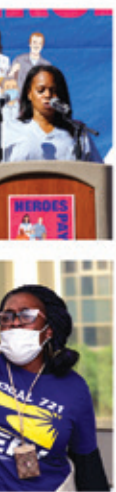
Unions are hot right now — ask the pollsters. The heroism of frontline workers, corporate greed and profiteering, and labor shortages during the pandemic all have driven public support for unions to the highest level since the late 60s, according to the national Gallup poll.

But ridesharing drivers, clinic workers, fast food workers, Amazon Flex employees and millions of other workers eager to form unions are running headlong into anti-union legislation passed over decades and sophisticated union-busting campaigns backed by an endless river of corporate cash.

We're going to use every tool at our disposal to level the playing field, from supporting candidates that pledge to repeal union-busting laws and backing the FAST Recovery Act to help fast food workers organize to filing lawsuits against ballot measures, like our successful challenge to Uber's Prop 22.

Persistence, focus and organized action will get results. After years of struggle, Starbucks workers in Buffalo, New York won a union, with dozens of union election petitions filed at other Starbucks locations since the election.





PRESIDENT'S ROAD AHEAD REPORT 2022



“LA City workers bailed out the City with our hard work and our sacrifices. Now it’s time for the City to deliver for City workers.”

**Simboa Wright
Vice President
SEIU 721**

LA CITY WORKERS BAILED OUT THE CITY. NOW IT'S TIME FOR THE CITY TO DELIVER FOR LA CITY WORKERS.

LA City workers are getting fired up to go back to the bargaining table for an economic reopener — and they’re ready to remind the Mayor and LA City negotiators that when the City was in dire financial straits, they stepped up. Now, it’s time for the City to have our backs.

A year ago, LA City workers negotiated and ratified a contract that eliminated furloughs and layoffs for the 2020-2021 Fiscal Year.

Despite an unprecedented \$674 million budget deficit, SEIU 721 members emerged relatively unscathed with no furloughs and no layoffs, and with additional protections against future furloughs because we acted as a strong union.

In the midst of the worst economic crisis since the Great Depression, we ratified the 2020-2022 City of Los Angeles Contract Amendment with a resounding YES vote, securing a strong future for LA City workers.

We voted overwhelmingly to extend our MOU until Dec 31, 2022, but that approval came with the expectation that workers would share in the gains when the economy turned around, through a contract economic reopener that kicks-off this month.

The MOU extension victory gave us the opportunity to come back to the table at a more strategic time. Now that the economy is firing on all cylinders — America is experiencing the strongest GDP growth since the early 80s — it’s time for the City to make good on promises to LA City workers.

There’s no doubt that our sacrifices over the last year, and the much-needed American Rescue Plan funds that SEIU locals across the country fought tirelessly for and won, strengthened the City’s financial health.

Make no mistake, we bailed out the City and we will remind them at every turn. We’ve kept the city afloat, with our hard work and with our monetary sacrifices, now it’s time for the City to deliver for us.

That’s why it’s important for every member to gear up to fight back and win at the bargaining table during this economic reopener.

Stay tuned for more Contract Action Team (CAT) updates on seiu721.org.



Training Strong Stewards in 2022

SEIU 721 IS OFFERING NEW TRAINING COURSES TO HELP STEWARDS TACKLE THE BIGGEST CHALLENGES

There's an old saying in Organizing — "If you're not getting better, you're getting worse."

That saying applies to all aspects of a Steward's life, whether it's representing a new member, learning about new labor laws or remembering Union Contract language that was never a problem before and is now.

Thankfully, SEIU 721 recognizes the need to start 2022 on a strong footing and has programmed a whole new training course. Here are examples of some of the new trainings offered in the next two months.

- **Labor Management/Meet and Confer — February 14**
Provides Stewards with best practices on managing Labor-Management meetings, including how to evaluate problems to determine which are appropriate for Labor-Management resolution.
- **Member Organizing — February 16**
Participants will be trained on the steps required and skills necessary to reach out to union members, to activate co-workers and to organize a workplace.
- **Advanced Grievance Handling — February 26**
Provides Stewards with a better understanding in representing in an investigatory interview. Learn basic

tactics in handling common grievances and discipline. Participants must have taken Workshop II prior to attending this training.

- **Worker's Compensation — March 15**

This workshop is provided by expert attorneys outside of the Local. It is meant to help workers with job injuries understand their basic legal rights, the steps to take to request workers' compensation benefits, and where to seek further information and help if necessary.

- **Conflict Resolution — March 16**

This workshop focuses on building relationships in the workplace and dealing with difficult people. The session is designed to develop the skills of stewards who are emerging activist leaders in our union.

Remember, the official SEIU 721 Policy for Stewards states that to maintain your Steward status as a Certified Shop Steward, you must invest in your development by attending at least one (1) training per Calendar year.

So, visit the SEIU 721 website at seiu721.org and join us for one of the new trainings we are offering this year, or re-take a training as a refresher.

PRESIDENT'S ROAD AHEAD REPORT 2022

Driving a pro-worker agenda



The California State Assembly floor.



“SEIU 721’s grassroots, member-driven advocacy efforts are key to protecting vital public services and the workers who deliver them.”

Adolfo Granados
Treasurer
SEIU 721

SEIU 721 ADVOCACY FOCUSED ON FUNDING VITAL SERVICES AND SAFEGUARDING WORKERS' RIGHTS

There's an old saying that legislation is like sausage, you really don't want to see how either is made. No argument there: the \$300 million California special interests spent lobbying California state government — a huge chunk of it by huge corporations — is stomach-turning.

But California's public employees can't afford to surrender Sacramento to the corporate lobbyists.

If California was a country, its \$3.35 trillion economy would rank 5th in the world. Our \$214 billion state budget is the largest of any state and nearly twice the budget of second-place Texas. Nearly a quarter of the state budget is allocated for health and human services — a huge proportion of which is delivered by SEIU members. More than 4,800 bills are introduced in a two-year legislative session, many affecting wages, benefits, workplace safety and union rights.

All of which suggests another quote about food: “If you're not at the table, you're probably on the menu.” Membership in a strong union, like SEIU 721, guarantees workers a seat at the table to shape important legislation.

Our union's priorities for the upcoming session include:

Unions for All — Supporting laws that make it easier for workers to exercise their right to form and join unions and fighting attempts to block that right.

Progressive State Fiscal Policy — Ensuring that big corporations and the rich pay their fair share and that the state budget is spent lifting up all communities.

Quality Public Sector Services — Ensuring that California protects, expands and revitalizes public services for all.

Universal Access to Quality Health Care — Fighting to ensure that all Californians have access to quality care, regardless of their ability to pay.

Universal Early Care and a World-Class Education System — Backing budget priorities and legislation that guarantee equal opportunity for all California children.

Equal Justice — Supporting criminal justice reforms that guarantee all Californians are treated fairly and equally under the law.

Stay tuned to the monthly president's report and visit our website seiu721.org to track key bills that affect your job, your family and your community.

PRESIDENT'S ROAD AHEAD REPORT 2022

I'M UNION PROUD AND I VOTE!



“When it comes to protecting jobs, winning good contracts and organizing workers, elections matter. That’s why we need COPE.”

**Lillian Cabral
Secretary
SEIU 721**

SEIU 721 COPE READY TO TAKE ON CORPORATE DARK MONEY AND TO FIGHT FOR WORKERS AT THE BALLOT

Turned off by politics? If you’re tired of the negativity and the polarization taking over the American political system and want to check out, it’s no accident — that’s exactly what the political operatives for the big corporate PACs and anti-union dark money groups want in the upcoming election cycle.

They’re afraid of facing us head-on in a fair fight at the ballot box, so they turn on the slime machine to keep us on the sidelines. But if we’re going to win good contracts, stop the privatization of our jobs, and help more workers organize unions, we need to get over it and get active because the stakes couldn’t be higher.

During the same year the majority of SEIU 721 members are at the bargaining table, voters in the City of LA will choose a new mayor, city attorney, controller and 8 city council members, and voters in LA, Riverside and Ventura counties will elect supervisors. Mid-term races in California could determine control of Congress.

It’s no secret that money plays a big part in our political process. There’s intense competition for the attention of the politicians who divvy up and decide how our tax dollars will be spent. While corporations can afford to fund Political Action Committees (PACs) to get friendly politicians elected, working people can’t compete.

That’s where COPE (Committee on Political Education) comes in. COPE helps level the playing field by pooling the resources of thousands of union-strong members to elect candidates who stand with workers and our families. And make no mistake — elections matter and COPE makes a difference. Here are just two examples:

- SEIU 721 and other SEIU locals around the country pulled out all the stops to elect Joe Biden president. Love him or hate him, it’s hard to argue with the impact he’s having for Labor, from the \$1.9 trillion American Rescue Plan that averted massive local government layoffs to the transformation of the National Labor Relations Board, which is cracking down on union-busting by the biggest corporations.
- Last year, SEIU 721 and other California unions beat back an effort by out-of-state billionaires to recall Governor Gavin Newsom. So far this year, Governor Newsom has announced plans to add \$200 million to fund local public health services delivered largely by SEIU members and agreed to SEIU’s call to extend paid sick leave for California workers.

To learn more about COPE and start contributing, call Member Connection at (877) 721-4YOU.

PRESIDENT'S ROAD AHEAD REPORT 2022

The Southern Christian Leadership Conference of Southern California awarded SEIU 721 President David Green the Reverend Dr. Martin Luther King, Jr. Social Justice Award at their annual benefit gala on January 16.

Host Niele Anderson called Green "one of Los Angeles' most passionate, committed and effective Labor leaders" during the event, which was streamed online in response to the Omicron surge.

Also honored at the event were: Pastor Stephen "Cue" Jn-Marie of The Row LA Church; LA Fire Department Battalion Chief Kristine Larson; KBLA talk show host Dominique DiPrima; LA Assemblyman Isaac Bryan; and LA State Senator Steven Bradford.



“SEIU 721 President David Green has been one of Los Angeles' most passionate, committed and effective Labor leaders throughout his more than 20-year career at DCFS.”

**Southern Christian Leadership
Conference of Southern California**

SEIU 721 PRESIDENT DAVID GREEN RECEIVES MLK SOCIAL JUSTICE AWARD FROM SCLC-SC

LACERA WORKERS TO VOTE ON TA WITH 10% RAISE AND COVID-19 BONUS

Members of the SEIU 721 bargaining team of the Los Angeles County Employee Retirement Association are recommending a YES vote on a strong new Tentative agreement.

If approved by LACERA employees, the 3-year deal will include a 10% raise over the term of the contract — with across-the-board increases of 4% retroactive to Jan. 1, 2022; 3% effective Jan. 1, 2023; and 3% effective Jan. 1, 2024.

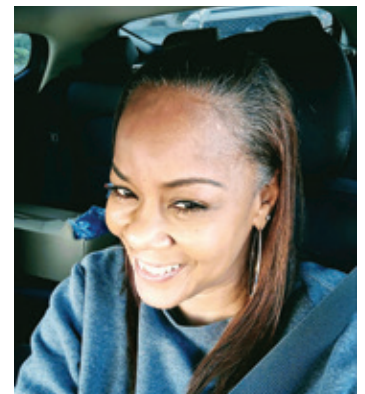
Only SEIU 721 members are eligible to vote. You can sign up for membership and vote online or vote in-person by contacting:

- Tom Cohen at TCohen@lacera.com
- La Tonya Robinson at lrobinson@lacera.com
- Lindsay Knight at lknight@lacera.com
- Roxanne Martin at rmartin@lacera.com

The last day to vote is Fri., Feb. 11. Votes must be received by 5 p.m.



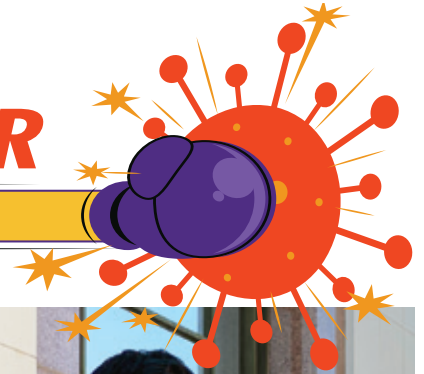
Tom Cohen



La Tonya Robinson

PRESIDENT'S ROAD AHEAD REPORT 2022

SEIU LOCAL 721 COVID FIGHTERS CORNER



SEIU 721 BLASTS STATE PLAN TO FORCE HEALTHCARE WORKERS WITH COVID TO TREAT PATIENTS

Nurses with SEIU 721 on January 11 urged LA County officials to protect healthcare workers and patients following the recent release of a dangerous state guidance permitting health facilities to force COVID-positive staff back to work without quarantine or testing.

In a morning news conference at the Kenneth Hahn Hall of Administration that drew dozens of reporters, the nurses demanded County leaders ensure testing and isolation for infected and exposed healthcare workers and other common-sense measures to keep staff and patients safe.

SEIU 721 PRESIDENT DAVID GREEN CALLS ON GOVERNOR NEWSOM TO WITHDRAW CDPH GUIDANCE

In a letter to Gov. Gavin Newsom sent January 13, SEIU Local 721 President David Green sounded the alarm about dangerous new California Dept. of Public Health guidelines allowing hospitals and other healthcare facilities to force COVID-positive staff who are asymptomatic back to work without isolation periods or testing.

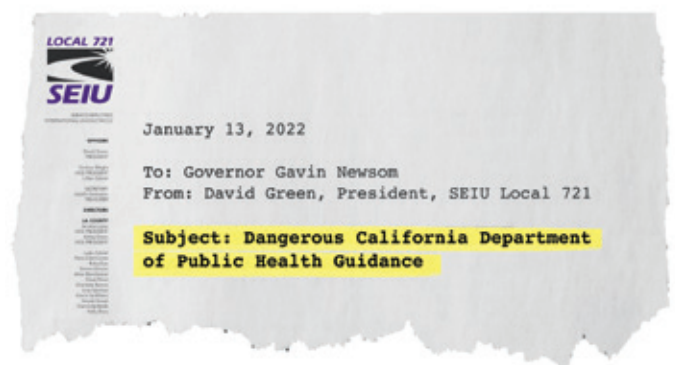
"This guidance endangers healthcare workers across the state, including the thousands of SEIU 721 nurses, clinic workers, and other frontline healthcare professionals," wrote Green.

COVID-19 SICK PAY WOULD RETURN UNDER AGREEMENT WITH GOVERNOR

In response to pressure from SEIU 721 and other unions, Gov. Gavin Newsom and state lawmakers reached an agreement on Jan. 25 to again require employers to provide workers with up to two weeks of supplemental paid sick leave to recover from COVID-19 or care for a family member with the virus. A similar law from 2021 that provided 80 hours of supplemental paid sick leave expired Sept. 30. The new law is expected to gain final approval in weeks.



Ileana Meza, a registered nurse practitioner at LAC + USC Medical Center, and SEIU 721 President David Green, speak to reporters.



SEIU 721 President David Green asked Gov. Newsom to withdraw state guidance that allows hospitals to force COVID-19 positive healthcare workers to treat patients.



A new agreement would again require employers to provide workers with up to two weeks of supplemental paid sick leave to recover from COVID-19.



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SEIU 721



IN 2022

PRESIDENT'S ROAD AHEAD REPORT TO THE MEMBERS OF SEIU 721



There's a privatization horror story brewing in LA County. The privatization firms — global consulting giants like KPMG, Deloitte and others — are telling LA County and other local governments that they can save taxpayers money by taking over functions usually provided by unionized public employees.

Just like Jason in the Friday the 13th slasher movies, privatization is a bad idea that just won't die. These consultants promise savings by slashing good union jobs and replacing them with non-union temps, and out-sourced, off-shore call centers. The result: millions in fees to consultants; big cost overruns; service meltdowns and contracting scandals.

The only way to fight it is to remind our elected officials, the media and the taxpayers that the privatization movie always ends badly. Here are some examples:

- A recent civil grand jury investigation concluded Riverside County got little of value for the \$35 million it spent with Dutch multi-

national consulting giant KPMG — money that could have been used to deliver vital services.

- British consulting giant Deloitte is under fire for Florida's disastrous online unemployment benefits system that collapsed, denying access to benefits to millions of unemployed Floridians. Called the worst of its kind in United States, the system triggered investigations by the Governor's office and state auditors.
- Deloitte developed an unusable national vaccine coordination system for CDC that the *New York Times* called "an object of scorn, spurned by most states."
- In 2020, California call centers run by Deloitte answered just 1 percent of calls they received, denying benefits to millions of Californians.

Let's get the truth out there and put an end to the privatizers' job-slashing plans.

Gilda Valdez, Chief of Staff



Gilda Valdez



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