

APRIL-MAY 2022

PRESIDENT'S REPORT TO THE MEMBERS OF SEIU 721



"WE DON'T WANT TO STRIKE - BUT WE WILL"



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

LA County workers kept the largest county in America functioning through the worst crisis of modern times — often putting our own health and our families at risk. In the face of PPE shortages, confused and contradictory safety policies and a lack of support from the top, we stood strong and got the job done. Now we face the worst inflation in generations, eating away at our paychecks and threatening our ability to make ends meet.

The county's latest proposals are an insult on top of injury to the 55,000 LA County members who have put our lives on the line to keep LA County running through the pandemic, and we are fed up. On March 31st, more than 2,500 SEIU 721 members hit the streets in one of the largest LA Labor actions in decades — shutting down the Downtown corridor and garnering an unprecedented wave of positive press in local and national media.

The county's response: Rampant bad-faith bargaining and a series of other federal labor law violations that demonstrate their complete unwillingness to reach an agreement. For many, this is the last straw.

As I told SEIU 721 marchers at our March 31 Fight for the Frontline rally, "we don't want to strike, but we will." On Wednesday, April 20, we kicked off voting to authorize escalation to an Unfair Labor Practice strike, which was endorsed unanimously by our union's elected LA County Bargaining Policy Committee. As we went to press, ballots for the strike vote were still being tabulated, but if the online balloting at our recent Telephone Town Hall meeting is any indication, there is nearly universal support for escalation.

The message to LA County's leaders is clear: Respect Us, Protect Us and Pay Us. That begins with demonstrating enough respect for LA County workers and the collective bargaining process to show you are serious about reaching a fair contract.

David Green



PRESIDENT'S REPORT APRIL-MAY 2022

SEIU 721 LA COUNTY READY TO STRIKE!



SEIU 721 Launches ULP Strike Vote Throughout LA County



To learn more, visit: www.seiu721.org

PRESIDENT'S REPORT APRIL-MAY 2022



YOUR BARGAINING TEAM URGES YOU TO VOTE YES TO AUTHORIZE A ULP STRIKE!

Results will be available at: www.seiu721.org

Voting automatically enters you to win a \$100 gas card!
One winner will be selected from each Bargaining Unit after voting closes.

Our union brought out the ballot boxes and fanned out at worksites across LA County for our ULP strike authorization vote launch.

We're fed up with LA County's bad faith bargaining and unfair labor practices — which is why our Bargaining Policy Committee recommends we vote YES.

During this pandemic, many of us had no choice but to come to work in-person every single day. Some of us got COVID, sometimes more than once, and we still persevered.

For those of us in SEIU 721 who worked remotely, it was

our unseen labor that kept LA County's network of vital public services connected and functional. No matter what, we did the work.

Unfair labor practices are no way to thank us! We won't let LA County management continue to take our labor for granted.

That's the message we've been sending to the media — and now we're sending it to the Board of Supervisors. Stay tuned, and visit www.seiu721.org for results.

To learn more, visit: www.seiu721.org

PRESIDENT'S REPORT APRIL-MAY 2022

LA City Members: We did it! Our 4.77% in Cash Payments are Locked In!



SALARY REOPENER TENTATIVE AGREEMENT INCLUDES CASH PAYMENTS EQUAL TO 4.77% OF ANNUAL SALARY

The Salary Reopener TA recovers cash that LA City members gave up when we agreed to delay our 2% raises from 2021 to 2022. Members will receive cash payments equivalent to the money they lost by delaying 2021 raises, which amounts to 4.77% of annual salary.

In addition to the cash payout, LA City members are already scheduled to receive two 2% raises for a total of 4.04% (with compounding) both starting in the pay period beginning June 19, 2022. We continue to get our new 40 hours of Personal Leave each year, both as a result on the MOU Amendment No. 1 that we ratified in January of 2021.

The cash payouts will be calculated based on your hourly rate during the pay period ending April 23, 2022 annualized. It will be divided in two and then paid out in two equal amounts on your pay check on May 4, 2022 and November 16, 2022.



Congratulations SEIU 721 LA City Members

“This is the union difference. When we come together and fight, we ensure the City honors and respects our work.”

Simboa Wright
Vice President
SEIU 721

MOU	CLASS	STEP 12	CASH AMOUNT	AMOUNT PAID ON MAY 4TH & NOV 16TH
4	RCTO-II	\$81,912	\$3,907	\$1,953
8	CE Assoc.-III	\$127,472	\$6,080	\$3,040
14	Sr. HD Equip. Mech.	\$98,470	\$4,697	\$2,348
15	Custodian	\$48,817	\$2,328	\$1,164
17	Civil Engineer	\$138,580	\$6,610	\$3,305
18	Security Officer	\$63,892	\$3,047	\$1,523

MOU	CLASS	STEP 12	CASH AMOUNT	AMOUNT PAID ON MAY 4TH & NOV 16TH
36	Pr. Rec. Supr.-II	\$130,082	\$6,204	\$3,102
63	Personnel Dir.-I	\$174,306	\$8,314	\$4,157
64	Sr. Personnel Anal.-I	\$133,423	\$6,364	\$3,182

PRESIDENT'S REPORT APRIL-MAY 2022

CONGRATULATIONS TO THE NEW SEIU 721 EXECUTIVE BOARD



PRESIDENT
David Green



VICE PRESIDENT
Simboa Wright



TREASURER
Adolfo Granados



SECRETARY
Lillian Cabral

LA COUNTY REGION EXECUTIVE BOARD MEMBERS

Lydia Cabral
Jerry Clyde Jr.
Patrick Del Conte
Kelley E Dixon
Ruby Dye
Steven Hova Gimian
Dr. Ileana Meza, WHCNP-BC
Omar Perez
Charlotte Ramos
Lawrence Reyes
Jose Sanchez
Grace Santillano
Theresa Velasco
Sharonda Wade
Dr. Kelly Zhou

LA AND OC CITIES REGION EXECUTIVE BOARD MEMBERS

Sylvia Alvarado
Dion Cornelious
Saundra Dixon
Jose (Joe) Martinez
Guillermo Martinez Jr.
Al Reed
Theodore Sanchez
Victor Vasquez
Salvador S. Zambrano

TRI COUNTIES REGION EXECUTIVE BOARD MEMBERS

Mary Birch
Roberto Camacho
Jesse Gomez
Yuri Gomez
Eric Lozano
Liza Rocha
Grace Sepulveda
Erika Villa

INLAND REGION EXECUTIVE BOARD MEMBERS

Cheylynda Barnard
Bruce Campbell
Oracio Diaz
Barbara Hunter
Christopher Jones
Roger Nunez
Staci Richards
Maria Sneed
Tara Stoddart

The newly elected executive board of SEIU Local 721 is responsible for representing the interests of its members, and manages the Local's affairs, including running dynamic, worker-led campaigns that have secured historic gains for our members and working people across Southern California. Congratulations to all returning and new E-Board members.

PRESIDENT'S REPORT APRIL-MAY 2022



EL RESCATE WORKERS CELEBRATE WINNING A UNION WITH SEIU 721

On April 6, 2022, the workers of El Rescate unanimously won their NLRB election and joined the SEIU 721 family. The small but dedicated staff of El Rescate faced low compensation, understaffing, and poor management and began organizing with SEIU 721 to fight for a voice at work.

El Rescate has served as a vital resource for Central American immigrants in Los Angeles for more than 40 years. The first of its kind in the United States, El Rescate serves the Los Angeles-based Salvadoran community, providing homeless shelters and the Clínica Monseñor Oscar Romero.



CITY OF RIVERSIDE MEMBERS DELIVER HUNDREDS OF SIGNATURES TO THE BOSS



SEIU 721 members in the City of Riverside are in the thick of bargaining. While city revenues soar, management is refusing to come to the table with a fair offer.

To show our union strength, more than 300 Riverside members signed a petition to demand that the City come to the table in good faith. On April 5, more than 50 members attended the city council meeting to deliver our petitions and make public comments about what we've been experiencing.

This fight is far from over, but the City is on notice that SEIU 721 members are fired up and not backing down.

PRESIDENT'S REPORT APRIL-MAY 2022



Los Angeles
Department of
Water & Power

**OPEN ENROLLMENT OPTIONS SHOW SEIU 721 FIGHT
TO PROTECT LA DWP BENEFITS HAS PAID OFF**

**SAN BERNARDINO COUNTY MEMBERS WIN
PANDEMIC AGREEMENT**



Thanks to the power of our union, our benefits plans at the LA DWP are stronger than ever.

Open enrollment is underway at the Los Angeles Department of Water and Power. If we want to make any changes to our healthcare benefits plans, now is the time.

- We implemented a long-term strategy to reduce members' out-of-pocket costs for healthcare premiums.
- We protected your plan design, maintaining low co-pays and substantial covered benefits.

"We made protecting members from inflation a priority," said SEIU 721 Vice President Simboa Wright.



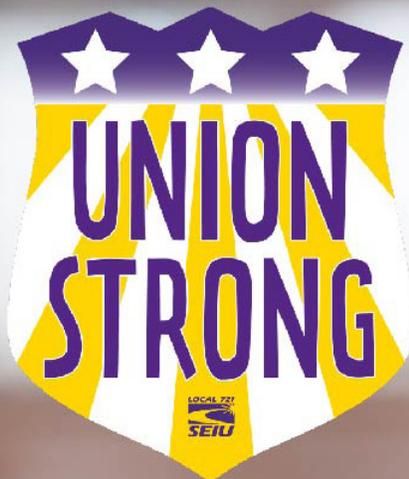
After serving the people of the County of San Bernardino faithfully throughout the pandemic, SEIU 721 members in San Bernardino have reached an agreement with the County that rewards our hard work and sacrifice. Members will receive an additional across-the-board pay raise in July, bonuses based on reporting requirements, a new Juneteenth holiday and more!

This is in addition to the annual pay raise members negotiated during contract bargaining and that went into effect in April. Worker power is building in San Bernardino, and we're going to continue fighting for what we deserve!

PRESIDENT'S REPORT APRIL-MAY 2022

SEIU 721 LA Superior Court Workers Win TA

NEW TWO-YEAR DEAL INCLUDES A 6% RAISE AND A \$1,500 COVID-19 APPRECIATION BONUS



SEIU 721 LA Superior Court bargaining team members have secured a Tentative Agreement with big wins, including a 6% raise, a \$1,500 COVID-19 Appreciation Bonus and more.

If ratified, the deal will include:

- A 6% raise over the two-year contract: An across the board increase of 4%, effective upon ratification by the members and a 2% increase, effective January 1, 2023. The first year 4% raise will be retroactive to the pay period that includes January 16, 2022.
- A one time \$1,500 COVID-19 Appreciation Bonus
- Stipends to address difficulties facing Court workers in the Civic Center Area: one payment of \$1,200 for eligible full-time, permanent unit members working in the downtown Civic Center Area as of June 30, 2022; and a second \$1,200 payment for eligible unit members working in Civic Center as of June 30, 2023.

(The Civic Center Area is defined as the following locations: Clara Shortridge Foltz Criminal Justice Center, Stanley Mosk Courthouse, Hall of Records, County Archives (County Mall Phase 2), Spring Street Federal Courthouse)

- Article 11: Supervisors will meet with new employees twice during their initial probationary period.
- Article 12: - REASSIGNMENTS AND TRANSFERS – If an employee is interested in being reassigned to a different litigation area within their current work location, the employee may submit a notification regarding that interest on the transfer application.
- Article 14: - VACATION – Vacation requests return to being submitted once a year, on November 1.
- Article 15: TRAINING AND CAREER DEVELOPMENT – Reimbursement for training and career development will be increased from \$250 to \$350 per class.

For Supervisors (BU 867)

The Court has agreed to language regarding a study of the span of control for Supervisors to better evaluate their workload issues.



SEIU 721 Endorses

Mullissa Willett

for CalPERS



“Mullissa Willett is the pro-worker candidate for CalPERS that will protect our retirement security and ensure we receive the pension and health benefits we earned.”

Bob Schoonover
Executive Director, SEIU 721

Make sure to cast your vote for our SEIU endorsed candidate for the CalPERS Board, **Mullissa Willett** — a pro-worker candidate who will fight to protect our secure retirement!

1. **VOTE ONLINE:** <https://www.mullissaforcalpers.com/vote.html>
2. **VOTE BY MAIL:** Ballot must be received by May 16
3. **VOTE BY PHONE** Call (833) 442-4829

A ballot package in a bright blue envelope containing voting instructions, your ballot, a prepaid return envelope, and the Candidate Statement Voter Pamphlet will be mailed to the address CalPERS has on file for you on April 15, 2022.

Voting is open from April 15 until May 16. Your vote must be received by mail, telephone, or online by 11:59 p.m. PT on May 16, 2022, to be counted. You will need the PIN provided in your election packet to vote. Can't find it? Call this number to retrieve it - (877) 610-8637.

Scan here to vote online:



PRESIDENT'S REPORT APRIL-MAY 2022



SEIU 721 Welcomes New City of Oxnard Chapter Board



PRESIDENT
SANDRA DIAZ



1ST VICE CHAIR
ALEX ANAND



2ND VICE CHAIR
EVA MAGAÑA



TREASURER
SANDRA BORJAS



SECRETARY
ALBERTO ALVARENGA

Congratulations to our new City of Oxnard Chapter Board members, which was recently sworn in by SEIU 721 President David Green.

The Chapter Board's role is to help represent

you, help build our union power and to activate members to not only participate but to help lead the charge. We're ready to uplift our workplaces and the lives of the clients we serve!

PRESIDENT'S REPORT APRIL-MAY 2022



LA-AREA GIG WORKERS SPEAK OUT AGAINST FAILURE OF TECH GIANTS TO PROTECT RIDESHARE DRIVERS

LA-area drivers with Mobile Workers Alliance rallied outside Uber's Greenlight Hub in Historic Filipinotown on April 6 and called on the tech giant and other gig companies to offer more support to workers who are attacked, threatened, or injured on the job.

The drivers denounced Uber, Lyft and other gig apps for offering little or no compensation to families after workers are killed while driving for the tech giants.

The LA rally was one of several to be held across the nation; similar actions were held in Boston, Chicago, San Diego and San Francisco.

Recent data suggests that gig workers have faced increasing incidents of violence. Because drivers are misclassified by gig companies as "independent contractors," gig workers are unable to access workers' comp if they are injured in an attack and don't receive health benefits or other basic worker protections. Drivers say gig companies like Uber and Lyft also have poor practices for incident reporting and often do not offer any compensation or other support to drivers who encounter violence.



Tech Giants Must Do More to Protect Drivers From Violence

“Uber, Lyft and other tech companies must come clean about how many drivers face violent incidents at work and fairly compensate families of gig workers who have died on the job.”

**Lillian Cabral
Secretary
SEIU 721**

LA County's Privatization Tidal Wave Threatens to Drown Black, Brown and Immigrant Workers



LA County's privatization tidal wave is headed straight for safety net services — and it threatens to drown the public workers who provide them.

LA County government is sprinting to turn over public services — everything from janitorial, food service and maintenance work to the administration of entire divisions, like telephone helplines and complex mental health and social welfare programs — to private, for-profit companies and nonprofits with little oversight and democratic control. From 2012 to 2021, Los Angeles County doubled spending on outside contractors from \$2.9 billion to \$5.9 billion, according to a new research report that our union will release later in May. During the same time, LA County increased full-time county positions by just 9%. While SEIU 721 members in Public Health, Mental Health, Social Services, Child Welfare and many functions are ringing the alarm about rampant short-staffing, the county's response is to turn basic safety net functions over to big corporations and hope for the best.

Why is the county doing this? Because big privatization firms, like Deloitte and Maximus, are promising LA County big cost savings and greater efficiency. What neither the county nor the privatizers are telling the public is that they plan to achieve these savings by eliminating good, unionized public jobs and evading safety standards, staffing mandates and work rules put in place to protect county workers and the public they serve.

The first victims of LA County's privatization tsunami are women and Black, Brown and immigrant workers. Here's why:

- Government jobs traditionally are the fastest path to the middle class for women, people of color and immigrants.

- More than 40% of LA County workers are Hispanic/Latino and nearly 20% are Black. Women comprise nearly 60% of the LA County workforce.
- LA County's Hispanic/Latino workers make 51.6% percent more than the average Hispanic/Latino worker in LA County's private sector. Black LA public sector workers in LA County make 23.3% more than Black workers in the private sector.
- Immigrant workers are the hardest hit. Workers born outside the U.S. working for government in LA County make on average 63% more than foreign-born workers in LA's private sector.

When local government privatizes public services and turns them over to private contractors, women, people of color and immigrants are the first to lose. That's what happened when big California companies started turning over their janitorial services to private contractors in the 1980s. Today, nearly 40 percent of private sector janitors in California work for contractors. They earn on average 20% less and are 45% less likely to have health insurance than their directly employed counterparts, according to UC Berkeley's Labor Center. Most contract janitors are people of color and nearly 70 percent were born outside the U.S.

It's time to remind the LA County Board of Supervisors that good public sector jobs are the key to quality services and strong communities and a pathway to the middle class, while privatization is a one-way down escalator to poverty.

Gilda Valdez, Chief of Staff

Gilda Valdez



We need Digital Union Voices. Text VOICES to 721721 today!