

MAY-JUNE 2022

PRESIDENT'S REPORT TO THE MEMBERS OF SEIU 721



LANDMARK VICTORY IN LA COUNTY

MEMBER UNITY DELIVERS THE BIGGEST ONE-YEAR SALARY INCREASE IN LA COUNTY HISTORY

Like the song says, "it's been a long road, but it's worth it." After a marathon 16 hours at the bargaining table, we reached an agreement with LA County on a new tentative agreement with 7,000 SEIU 721 nurses — the last of 27 agreements covering more than 55,000 LA County workers — narrowly averting a ULP strike.

The result is the biggest one-year salary increase in LA County history and a three-year contract that hits all the major objectives laid out by our LA County Bargaining Policy Committee: Salary increases that help members deal with inflation; preservation of employer-paid healthcare in the face of spiraling costs; increased dependent care benefits; and protection from the growing privatization of public sector work in LA County.

Last August, SEIU 721 members ratified by 98% an historic 6-month contract with Heroes Pay bonuses from \$1,500 to \$2,150. We agreed to a short contract to better position us to bargain for more. That strategy paid off — but not without a herculean effort by SEIU 721 members.

Instead of waiting for a good contract to come to us, we took the fight to LA County. We launched hundreds of worksite actions around the county, we produced an investigative report detailing how LA County's privatization of public

sector jobs threatens to rob women, Black, Brown and immigrant workers of fair wages, and we filled the streets of Downtown LA with one of largest marches in recent memory.

The result: a 12% General Salary Increase, with 5.5% in first year, plus a \$1,375 bonus, additional salary adjustments for many classifications, annual county contribution increases for the Options flexible benefit program, significant improvements in family benefits, and stronger protections against contracting out county jobs.

This didn't happen by accident. It happened because of the solidarity, creativity, tenacity and strength of SEIU 721 members acting with a unified voice.

We're going to press on the one-year anniversary of the death of my predecessor, friend and mentor, SEIU 721 President Linda Dent. She told me once, "David, put your trust in the members of the union, never take your eye off the boss and take it to those *&^*#\$sers."

I'm proud to say that we took Linda's advice.

David Green, President

David Green



VICTORY IN LOS ANGELES



LA County Members Win Landmark 3-year Agreement with Biggest 1-year General Salary Increase in County History

Thanks to Unity Actions at worksites across LA County, our “Fight for the Frontline” march and rally through downtown LA - the biggest in our union’s history - and our critical ULP Strike Authorization Vote, we showed LA County we’ll fight hard for what we deserve.

LARGEST SALARY INCREASE IN LA COUNTY HISTORY

We’re getting a 12% raise over 3 years!

- 2022: 5.5% increase, plus a \$1,375 bonus for most Bargaining Units
- 2023: 3.25% increase
- 2024: 3.25% increase

Many LA County members will get additional salary increases, bonuses and pay differentials depending on negotiations by their respective Bargaining Units.

LARGEST RAISES EVER



More than 55,000 LA County workers to receive 12% pay increase over life of contract, full healthcare coverage and more

Healthcare, Dependent Care, Privatization Protections, and More

- **Additional Options dollars - up to \$195/month - to offset future medical premium increases.**
- **\$100-\$375/month to help us with childcare and elder care expenses.**
- **Additional dollars for life insurance, public transit subsidies and other benefits.**
- **Stronger protections against contracting out and a 3-year plan to contract in hundreds of good union jobs.**
- **Commitment to expand telework opportunities in all departments with reimbursements to employees for required expenses incurred.**



Landmark WIN for LA County

“ SEIU 721 LA County members refused to back down and brought home a strong new contract that values frontline workers. ”

**Adolfo Granados
Treasurer
SEIU Local 721**

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LA COUNTY NURSES REACH DEAL

AGREEMENT IN 11TH HOUR AVERTS ULP STRIKE BY 7,000 HEALTHCARE WORKERS

Shortly before 7:00 a.m. on May 26 — and just days before the launch of a previously noticed 3-day Unfair Labor Practice strike — more than 7,000 LA County nurses represented by SEIU 721 reached a landmark tentative agreement with LA County, averting a strike.

The new tentative agreement includes stronger job protections for nurses in County hospitals and healthcare facilities, and locks in competitive compensation to retain the County's Nurses. The 11th-hour deal comes in the wake of a strike notice filed by SEIU 721 announcing LA County nurses' intention to launch a 3-day Unfair Labor Practice (ULP) strike on June 1st. The strike was set to impact Department of Health Services (DHS), the Department of Public Health (DPH) and the Department of Mental Health (DMH) in facilities throughout the County.

LA County Nurses will join other LA County workers in a vote to ratify the Tentative Agreement, with a pending start date in early June.

“By standing strong, marching by the thousands in the streets of LA and voting by 98% to escalate to strike, LA County nurses and other county workers achieved a landmark agreement.”



Lillian Cabral
Secretary
SEIU 721



SEIU 721 RIVERSIDE COUNTY MEMBERS WIN RE-OPENER ENHANCEMENTS SEIU 721 CITY OF RIVERSIDE MEMBERS TAKE THEIR FIGHT TO THE CITY COUNCIL

RIVERSIDE COUNTY MEMBERS WIN EQUITY ADJUSTMENTS

SEIU 721 members in Riverside County reached a side letter agreement with the County that secures long overdue equity adjustments for several classifications that have been at the frontlines of COVID response.

Members have been sounding the alarm for years about recruitment and retention issues in County facilities. The new side letter will have a big impact with raises as high as 59% for some classifications. This investment in the County's frontline workforce will combat turnover and staffing challenges, which have been made worse by the COVID-19 pandemic.

SEIU 721 will continue to meet with the County to discuss additional classifications that are in need of market adjustments or facing retention issues.

CITY OF RIVERSIDE MEMBERS FILL CITY COUNCIL CHAMBERS TO DEMAND FAIR CONTRACT

On May 17th, hundreds of City of Riverside members filled the Riverside City Council chambers with purple. The rally comes on the heels of recent petition delivery demanding a fair contract for essential frontline workers.

Riverside is seeing ballooning revenues, but so far has yet to recognize the very workers responsible for the influx of funds. As summer kicks into gear, members are turning up the heat on city bosses! Unless the City gets serious at the table, more action is in store for the Inland Empire.

Visit seiu721.org for regular updates.

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SAN BERNARDINO COURT WORKERS REOPENER ACCELERATES RAISES AND BONUS

Thanks to the hard work of San Bernardino Courts members and our work advocating for frontline workers in the state legislature, San Bernardino Courts enjoyed a substantial revenue increase — and those gains are coming to workers!

In recognition of members' dutiful service during the pandemic, SEIU 721 and the Superior Court of CA, County of San Bernardino reached a side letter with two major wins. First, our scheduled salary increase for July of this year has been moved up two pay periods, with members seeing raises at the end of May! Additionally, all non-probationary SEIU 721 members will receive a \$1,000 payment on their last May paycheck.

These are the wins that are possible when members stand united! San Bernardino Courts will have the opportunity for even bigger wins as they head back to the table this year and bargain a new contract.



SB Court Workers WIN!

“Congratulations to San Bernardino Courts Members. Your hard work has paid off in a re-opener that accelerates raises and adds a new \$1,000 bonus.”

Adolfo Granados
Treasurer
SEIU Local 721

City of Ventura Workers Demand Respect



TIRED OF DISRESPECT AT THE BARGAINING TABLE, CITY OF VENTURA MEMBERS TESTIFY AT CITY COUNCIL

City of Ventura workers are feeling disrespected at the bargaining table and let the Ventura City Council know it.

City of Ventura workers have been to the bargaining table 3 times now. The second session was disheartening. Management tried to shut us down by rejecting 16 of our 19 proposals with nothing but a "Reject."

Our bargaining team didn't take that sitting down, and we showed up at the May 9th City Council meeting to let them know that our team felt disrespected.

Bargaining team members Jennie Buckingham and Ivijan Day spoke, along with SEIU 721 Tri-Counties Regional Director Danny Carrillo.

Our strength comes from our collective voice and we're speaking up!

City of Ventura Workers Speak Out at Council

Use your Smartphone camera to scan the code and watch the testimony:



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SEIU 721 ROUNDUP



GATEWAYS CLINICS WORKERS WIN RAISES

Gateways members ratified their wage re-opener Tentative Agreement with a 98% YES vote! The agreement includes a 3.3% across-the-board increase for all employees, equity increases for several staff and a rate increase for Class B license holders. The overwhelming YES vote demonstrates Gateways workers want immediate financial relief. We're taking this momentum into full contract bargaining later this year.



RED CROSS WORKERS ARE FED UP

American Red Cross workers have had enough. Workers in Pomona held a solidarity action along with other Red Cross employees across the country, who are calling on ARC management to bargain in good faith and reach an agreement that values their work. It's time for the Red Cross to fix staffing and retention issues that are putting our nation's blood supply at risk. Stay tuned as we turn up the heat and flex our worker power.



LINDA DENT JUNETEENTH DAY OF SERVICE

The SEIU 721 African American Caucus is proud to honor President Linda Dent with the 2nd Annual Juneteenth Day of Service. The AAC is partnering with the Los Angeles Conservation Corps, Anthem Blue Cross, and Compton City Mayor Emma Sharif to host the day of service and community resource fair. Volunteers are needed so mark your calendar for **Saturday, June 18th** at the **Compton Creek Natural Park; 941 W Cressey St., Compton, CA 90222, 10:00 a.m-2:00 p.m.**

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RIDESHARE AND AMAZON FLEX DRIVERS RALLY AT AMAZON WAREHOUSE TO DEMAND RELIEF FROM FUEL COSTS

At a May 25 press conference and rally outside an Amazon Warehouse and Uber Greenlight Hub in Redondo Beach, Southern California rideshare drivers and Amazon Flex delivery workers released a new survey showing that many drivers are struggling to pay for basic expenses like rent, utilities, and food because of high gas prices.

Surging fuel costs have cut deeply into the already low earnings of rideshare and Amazon Flex drivers in Southern California. At many stations across the LA area, gas prices are above \$6 per gallon. Because gig drivers are misclassified as “independent contractors” by the companies they work for, these workers largely cover the cost of fuel on their own with little or no support from Silicon Valley tech giants.

At the rally — held on the same day as Amazon’s annual shareholder meeting — drivers spoke out about how high

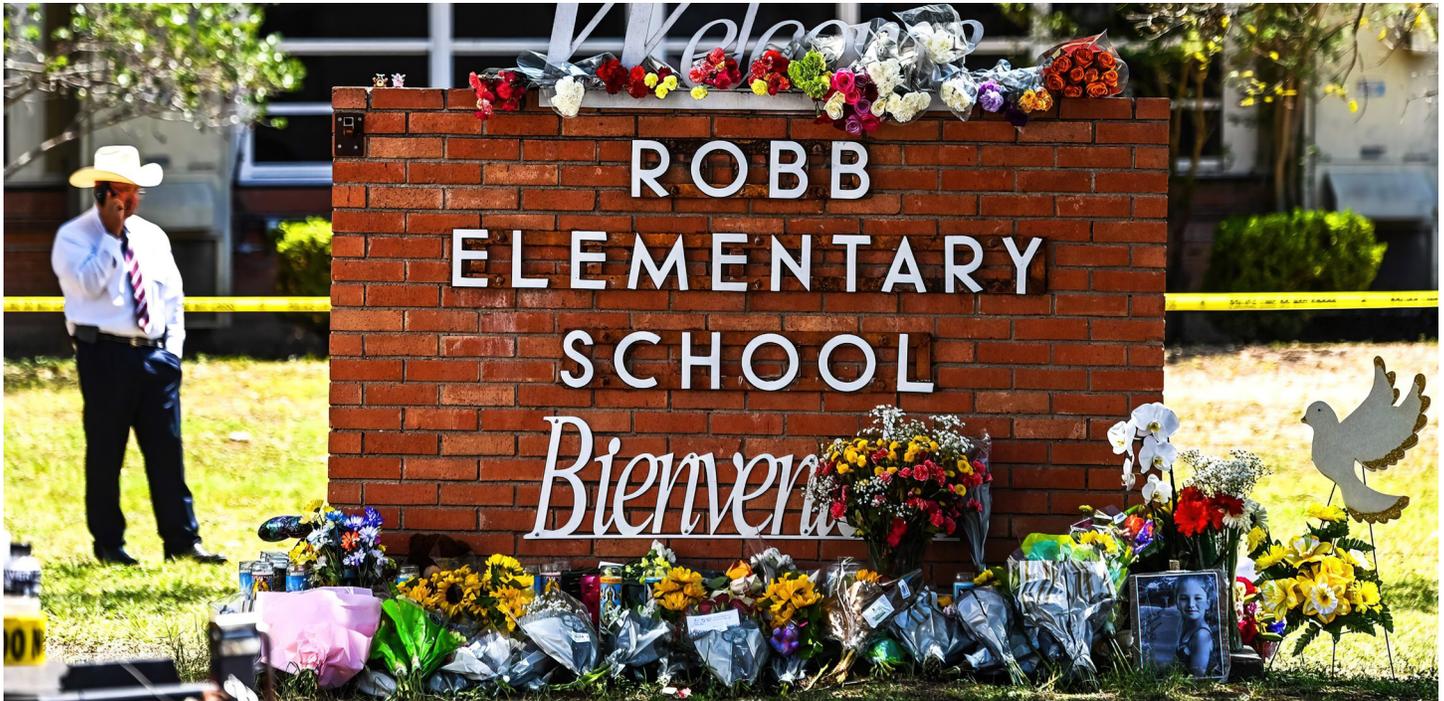
gas prices are hurting them financially. They demanded higher pay from Amazon and gig companies, which are raking in billions each year during an unprecedented fuel-cost surge.

“While tech giants rake in billions, rideshare and delivery drivers are getting hammered by sky-high gas prices. They need to do the right thing.”



Simboa Wright
Vice President
SEIU Local 721

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IT'S TIME FOR ACTION ON GUN VIOLENCE

Our hearts are breaking after the senseless violence in the South Texas Plains town of Uvalde.

Words cannot express the sadness SEIU 721 members feel in the wake of another mass shooting in America — one that claimed the lives of at least 19 elementary school children.

We are wracked with grief for their families of these children, shocked by the week-in-week-out regularity of mass shootings and appalled and angry at the leaders in the highest levels of our government, who seem either unable or unwilling to end the tidal wave of gun violence in America.

The tragedy in Uvalde now ranks as the deadliest mass shooting so far in a year that already counts 212. Uvalde is the 27th school shooting of 2022 — and the second-deadliest after the 2012 shooting in Sandy Hook. It comes just days after the horrific racially motivated shooting in Buffalo, New York that killed 10, including an 86-year-old grandmother.

As the union that represents 911 dispatchers, first responders,

emergency health care workers, social workers and mental health professionals, we know all too well the horrors of gun violence. We are outraged at the indifference, the apathy and the excuses. We want stronger laws designed to keep guns out of the hands of people suffering from mental illness.

We're tired of "thoughts and prayers" — we want action and immediate change.

“We're tired of 'thoughts and prayers'. We want action and immediate change.”



David Green
President
SEIU Local 721



Stewards: Enforce the Contract!

We Fight Hard for Good Wages and Safe Working Conditions. Let's Enforce Them!

SEIU 721 members in every City, County and non-profit have negotiated Union Contracts with improvements to wages, hours and working conditions. Once a new contract or memorandum of understanding is ratified, the most important thing to do is enforce it! We fight too hard for improved wages and working conditions to allow new rights and benefits to be ignored. How do we enforce the Union Contract?

Contract Enforcement

Enforcement starts with us! As members, we need to read and understand our MOUs to identify when Management is not following the contract. And we are not alone, because an important role of Shop Stewards and Worksite Organizers is to educate the members about their rights, especially new language that is added to the MOU.

Contract Disputes

All of our MOUs have the means for holding management accountable if they are not following the contract. These accountability tools are a necessary part of contract enforcement and a way to settle contract disputes. They include:

- Grievance Procedures
- Arbitration

- Joint Labor-Management Committees
- Policy Committees
- Health and Safety Committees
- Worksite Committees

Calling all Stewards

A strong and effective Union is possible because of the Shop Stewards that educate the members and enforce the MOU at the worksite. If you want to become a Shop Steward, talk to your Worksite Organizer or contact Ignacio Garcia at ignacio.garcia@seiu721.org.

SEIU 721 offers a class to prospective stewards that are undecided about making the commitment to become stewards – we call that class “Know Your Rights.” The next “Know Your Rights” class is on June 7 in the evening. To register for the “Know Your Rights” Training, or if you are already a Steward and need to attend training, visit www.seiu721.org and click on the Calendar to find a class and RSVP. All classes are held virtually over Zoom.

We will continue to report back on the work of our Shop Stewards and our victories. **If you want help with representing a member call the Member Connection at 877-721-4968.**

“A HERO IS ANY PERSON REALLY INTENT ON MAKING THIS A BETTER PLACE FOR ALL PEOPLE.” – MAYA ANGELOU



A New Generation of Member-Leaders is Helping Win Our Biggest Fights

In the biggest fights across our union, there are hundreds of unsung heroes — a new generation of member leaders, swept up in the energy of major contract campaigns in LA County, the City of Riverside, the City of Ventura and community clinics around Southern California, and in Re-opener fights in Riverside County and the San Bernardino Courts.

Sometimes they are stewards, bargaining team members or contract action team members, but in most cases, they are everyday members who saw what was at stake and wanted to help.

In the run up to a narrowly averted nurses strike in LA County, I saw SEIU 721 DPSS and DCFS members walking the floors at LA County health facilities going worker by worker, convincing them to come to the strike authorization vote.

I saw City of Riverside members take to the streets and storm a

Riverside City Council meeting to call out council members for refusing to bargain in good faith after taking millions in federal funding meant to support frontline workers.

Maya Angelou said a “hero is any person really intent on making this a better place for all people.” These SEIU 721 members are heroes — hundreds of rank-and-file members, too numerous to name, who went the extra mile to get a good deal and a better life for their brothers and sisters at work.

Our union is about celebrating these new leaders, lifting them up and providing them with the tools and training to become even more effective as we move towards ratifying recent contract wins and work to bring home more.

Gilda Valdez, Chief of Staff



Gilda Valdez



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