

JUNE-JULY 2022

PRESIDENT'S REPORT TO THE MEMBERS OF SEIU 721



HOW WE SECURE OUR VOICE ON THE JOB

IF WORKERS DON'T HAVE A SEAT AT THE TABLE, WE'RE PROBABLY ON THE MENU

As LA County workers vote to ratify a landmark contract with the largest raises in LA County history, new protections against the privatization of county workers' jobs and much more, our union's work is just beginning.

In the run-up to the ratification of our LA County contract, I visited with members at worksites at LA County DCFS, DPSS, Department of Mental Health and many more. Everywhere, I heard concerns about short-staffing and how our work will change as we head into the third year of the pandemic. They are concerned about the economy and what it means for government budgets. Most of all, they want our union to make sure they have a voice on the job and a say in what happens to them.

This is why SEIU 721 works overtime to build relationships of mutual respect with county department heads. We want top managers in local government to know that workers will fight when they're mistreated, but we also want to them to join with us when an alliance with our union can help secure resources to preserve vital services and the workers who provide them and deliver on the promises made in our collective bargaining agreements. This is doubly important when several of the departments employing a large proportion of the LA County workforce are welcoming

brand-new directors and general managers.

As the saying goes, "If you're not at the table, you're on the menu."

I call our strategy PACO: Policy, Advocacy, Communications and Organizing. We want a seat at the table that gives frontline workers a say in shaping department policy and how we provide vital services. We advocate for legislation and funding that will deliver the tools, resources and compensation workers need to deliver high-quality services. We use our communications muscle to deliver a powerful public message in support of our goals, and we organize to deliver results. One recent example: Our successful campaign urging California lawmakers to approve \$300 million to help close a projected budget gap faced by the LA County DCFS and ensure sufficient staffing for critical child-welfare programs.

This is the strategy we'll use as we win good new contracts in the City of LA, Ventura County and elsewhere. We'll fight for a seat at the table so workers don't find themselves on the menu.

David Green



PRESIDENT'S REPORT JUNE-JULY 2022



LA County members voting now on 3-year contract with a 12% raise and much more

Our union's LA County members are voting now to ratify a superb new contract that comes with the BIGGEST one-year raise in county history. It features:

- A 5.5% raise and a \$1,375 bonus in 2022
- A 3.25% raise in 2023
- Another 3.25% raise in 2024

That's a 12% raise over the life of the three-year contract with the LARGEST one-year salary increases since 2006. Additional contract amenities include:

- Up to \$195/month to cover projected medical premium cost increases
- \$100-\$375/month for childcare and elder care costs
- Extra dollars for life insurance, transit subsidies and more

- A commitment from the county to expand telework opportunities, with reimbursements for required expenses

We'll also get even more improvements for our specific Bargaining Units — but we have to ratify the contract first. So, if you haven't already put your paper ballot in the mail, go to <https://bit.ly/LA22Vote> to vote **YES** now.

This big contract victory is all thanks to the power of our union, SEIU 721! If you know a co-worker who wants to join our union, encourage them to call the SEIU 721 Member Connection at (877) 721-4YOU.

A representative will guide them through the membership process and direct them to LA County 2022 Contract Headquarters to vote on our great new contract!

PRESIDENT'S REPORT JUNE-JULY 2022

“This is a big win for DCFS’ workers and for families and children all over Los Angeles County.”

**David Green
President
SEIU 721**



SEIU 721 Helps Deliver Millions to Save Vital Services at LA DCFS

California lawmakers approved a budget in June that includes \$300 million to the Department of Children and Family Services (DCFS), which operates critical child-welfare programs in Los Angeles County.

The move comes after SEIU 721, SEIU California, and other labor allies called on lawmakers and Gov. Gavin Newsom to invest in DCFS’ critical services that support thousands of LA County young people in foster care and others who face abuse, neglect, or other adverse or harmful circumstances. Together, we met with countless elected officials, mobilized hundreds of union members across the state, and gathered thousands of petitions in the field. The department will receive the first \$200 million in fiscal 2022-2023 and \$100 million in 2023-2024.

The funds should help shore up DCFS’ budget and keep caseloads for social workers steady. The department projected

a \$300 million deficit in fiscal 2022-2023 for child-welfare services, largely because of a decrease in federal dollars to the agency and higher-than-expected growth in caseloads.

With proper investment, the agency has been able to make headway with the youth it serves — including boosting college enrollment for young people in extended foster care and decreasing homelessness and teen pregnancy among the population.

“This is a big win for DCFS’ workers and for families and children all over Los Angeles County,” said David Green, SEIU 721’s president and a veteran social worker at DCFS. “We need investment in the services that our County social workers provide, and we’re glad that California leaders, including Speaker Anthony Rendon and Senate President Pro Tempore Toni Atkins, have stepped up and provided funds that will help them do their jobs well.”

PRESIDENT'S REPORT JUNE-JULY 2022



“Above all else, workers deserve the tools they need to stay safe on the job. Our union will fight to ensure LAWA/LAX workers are protected.”

Simboa Wright, Vice President, SEIU 721



LAX Workers Fighting for Safety

Mechanics and Welders Demand Adequate Safety Gear

When SEIU 721 represented Los Angeles World Airports (LAWA) Fleet and Weld Shop workers at LAX were left without clean uniforms on May 20th, SEIU 721 E-Board Member and LAX Steward Joe Martinez sprang into action.

Martinez immediately sent a letter alerting LAWA Management informing them they were in violation of the MOU by failing to provide and maintain clean uniforms for Shop workers, like the Mechanics and Welders.

LAWA implemented a new uniform program, which provided airport workers brand new uniforms and a biweekly stipend to

clean and maintain them, but excluded Fleet and Weld Shop workers, due to the nature of their work. Fleet and Weld Shop workers handle hazardous materials and require fire-retardant uniforms that must be professionally laundered.

Shop workers can't wash their uniforms at home because of the risk of exposing their families to hazardous chemical residue left behind in the laundry machine.

The Mechanics and Welders are rising up to demand safe conditions and planning workplace actions to ensure their own safety. Stay tuned.

PRESIDENT'S REPORT JUNE-JULY 2022



CAL STATE UNIVERSITY PAT BROWN INSTITUTE HONORS SEIU 721 NURSE HEROES

SEIU 721 LA County Nurses were among the frontline heroes honored at this year's California State University Pat Brown Institute Annual Gala.

The 2022 Gala, which recognizes leadership in public health, awarded LA County Public Health Director Dr. Barbara Ferrer with the Pat Brown Legacy Award for her leadership guiding the region's COVID-19 response during the pandemic.



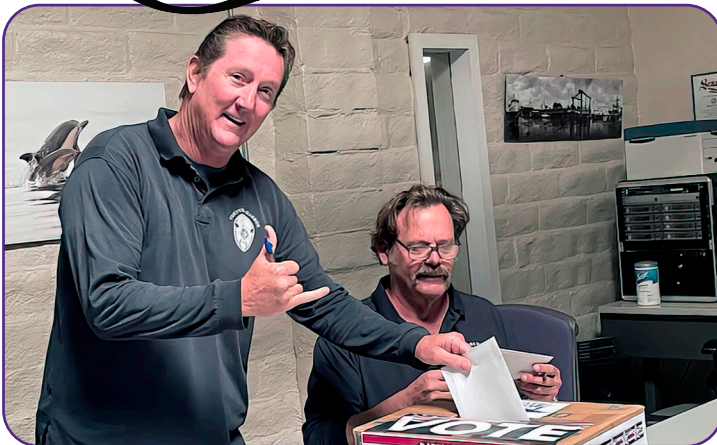
Saluting Our Public Health Heroes

“SEIU nurses and health care workers are the real heroes of public health pandemic response. I was honored to join them to celebrate.”

**David Green
President, SEIU 721**

PRESIDENT'S REPORT JUNE-JULY 2022

SEIU 721 TRI-COUNTIES MEMBERS ON A ROLL



VENTURA PORT WORKERS WIN 12% RAISE

SEIU 721 members at the Ventura Port District voted YES on a strong new tentative agreement. Members will see a 12% salary gain over the next three years, front loaded with a 5% bump. We also merged the Part-Time MOU with the Full-Time MOU, among other gains. Part-timers will also receive these salary increases.

In addition, Full-Time members will receive a one-time \$750 bonus, and Part-Time members will receive a \$500 bonus payment.

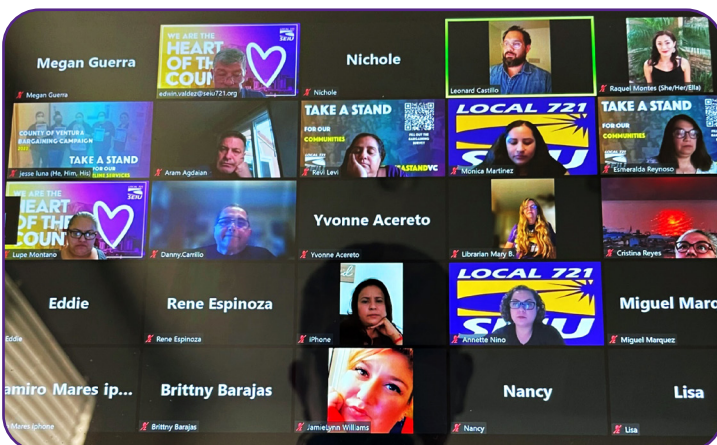


CITY OF VENTURA WORKERS WIN NEW DEAL

SEIU 721 City of Ventura members in all bargaining units — G, Q and S — voted by an overwhelming margin to approve the new one-year deal, which includes:

- 5% salary increase
- A lump sum payment equivalent to a 1.75% base salary increase within 30 days of adoption of this MOU.

Once approved by the council on July 11, this agreement immediately puts money in member's pockets.



VENTURA COUNTY WORKERS FIRED UP

Ventura County workers are fired up to bargain a great contract. Chapter leaders Cristina Reyes and Leonard Castillo recently led the third CAT meeting and reported that participation is already off the charts, with more than 1,000 bargaining surveys collected and hundreds of CAT members recruited. Up next: Developing a plan for worksite meetings.

CITY OF LA RECOGNIZES JUNETEENTH



MAYOR GARCETTI SIGNS LAW RECOGNIZING JUNE 19 AS JUNETEENTH HOLIDAY

On Monday, June 6, Los Angeles Mayor Garcetti signed a new law recognizing Juneteenth as an official city holiday. Passed unanimously by the LA City Council in August, the legislation proclaims June 19 an official annual city holiday, observed this year on Monday, June 20.

An annual commemoration of the end of slavery in the United States after the Civil War, Juneteenth has been celebrated by Black Americans since the late 1800s. But only in recent years has Juneteenth become publicly recognized as a national milestone that everyone should commemorate — the result of decades of organizing by civil rights groups, including labor unions like SEIU 721. Last year, President Biden signed an executive order guaranteeing Juneteenth as a paid holiday to federal government employees.

Mayor Garcetti's signature brings the City LA in line with both the County of Los Angeles and the federal government.



Honoring Our History

“Juneteenth represents how freedom and justice in the US has always been delayed for black people. The official recognition of the Juneteenth holiday helps all of us remember what we’ve overcome and what we still fight for.”

**Simboa Wright
Vice President
SEIU Local 721**

Avalon City Workers Join SEIU 721



SEIU 721 WELCOMES MUNICIPAL WORKERS FROM CATALINA ISLAND CITY

City of Avalon workers have voted to join SEIU 721!

Workers in Avalon's municipal unit, which includes employees in planning, finance, administration, maintenance and code enforcement, and Avalon's Harbor Patrol voted to join our union.

Avalon, the only city on Catalina Island, has just 3,700 permanent residents, but welcomes more than a million tourists a year to its resorts and hotels. The city's municipal unit said YES to SEIU 721. Avalon's Harbor Patrol officers also voted to join SEIU 721 with a resounding YES vote.

"We're thrilled to have City of Avalon workers join the SEIU 721 family," said SEIU Secretary Lillian Cabral. "Residents and visitors of Avalon will now enjoy services provided by quality union workers. That makes a difference."



**“We’re thrilled
to have City of
Avalon workers
join the SEIU 721
family!”**



**Lillian Cabral
Secretary
SEIU Local 721**

PRESIDENT'S REPORT JUNE-JULY 2022

WHEN WE FIGHT WE WIN!



CITY OF HEMET WORKERS BARGAIN STRONG 2-YEAR DEAL WITH RAISES AND BONUSES

Over the course of our new contract fight, City of Hemet SEIU 721 members refused to settle for less. Together, we secured our future.

We raised our voices and demanded a fair contract for the essential work that we do for our community. This victory belongs to every member and is a testament to our determination and participation.

CONTRACT SUMMARY

- Term: 2 years — July 1, 2022 — June 30, 2024
- Wages: In the full pay period following the dates below
- July 1, 2022 — 5% increase
- July 1, 2022 — One-time Lump Sum \$10,000 (\$5,000 if you worked less than 1000 hours during pandemic)
- July 1, 2023 — 3% increase
- Longevity — Add two additional tiers
 - \$150/mo. after 15 years of service

— Additional \$150/mo. (total of \$300/mo.) after 20 years of service

- Certification Pay — Increase to \$100/mo. (from \$50/mo.)
- Bilingual Pay — Increase to \$150/mo. (from \$100/mo.)
- Tool Reimbursement — Increase to \$400 (from \$300)
- Medical Re-opener — parties renegotiate if premiums increase more than 8%
- Union Security & Dues provisions updated to comply with the law
- Recognition of Retiree Medical contribution of \$50/mo. to 401(a) if not eligible for City paid retiree medical

The Hemet bargaining team unanimously recommends a “Yes” vote on the agreement and voting had commenced as we went to press. When we fight, we win!



RIVERSIDE PER DIEM WORKERS WIN RAISES, PREMIUM PAY INCREASES AND SIGNING BONUSES

By an overwhelming majority, County of Riverside Per Diem members ratified our new agreement, which protects our current benefits, while increasing our wages, earning incentives and more.

Congratulations for locking in these new benefits. Here's what we've won:

- Wage Increases: Catches up our wages to our SEIU Brothers and Sisters in Riverside County
- All classifications will be paid at the corresponding top step of regular, full-time positions, which includes:
 - Retroactive 2% wage increase from March 2021
 - Additional market and parity adjustments since ratification (including 5/17/22 market adjustments)
- 2% Increase: 2nd full pay period after BOS approval
- 2.5% Increase: 1st full pay period after May 1, 2023
- Increases in Premium Pay: Catches us up with our County SEIU Sisters and Brothers
- Signing Bonuses: Intended to make up for delays in wage increase
- Work Schedule Process/Pay Changes
- Shift differentials

Congratulations to all the members who made this possible! It was due to our unity and union strength that we were able to bring home this win during trying times.



IGNITE THE FIGHT FOR RACIAL JUSTICE

SEIU 721 LAUNCHES NEW RACIAL JUSTICE COMMITTEE LED BY V.P. SIMBOA WRIGHT

SEIU Local 721 has always been a leader in the fight for justice in all contexts. I'm proud to announce that Local 721 has established a Racial Justice Committee to turn our commitment into results.

Our Racial Justice Committee advises our union's executive board on how to move forward our racial justice agenda. Here are some of our recent efforts:

- **Asian Pacific Islander Heritage Month** — SEIU International produced webinars in May highlighting SEIU API workers from different industries. To uplift our API members, we're planning a range of API Civic involvement strategies, such as Stop Asian Hate workshops, and reinvigoration of our API Caucus.
- **Black Trade Unionism** — We're stepping up efforts to empower Black Union leaders across the country. I joined a delegation of 721 members to attend the Coalition of Black Trade Unionists 51st International Convention, where we sponsored a Southern California reception, honoring SEIU Secretary Treasurer Gerry Hudson and our late President Linda Dent.
- **People's Summit for Democracy** — SEIU 721 joined this gathering of trade unionists and grassroots organizations and activists from Latin America to showcase our organizing efforts in support of Latino, immigrant and refugee communities.

- **The Poor People's Campaign** — Local 721 participated in the Moral March on Washington on June 18 to demand change for 140 million poor and low-income Americans and fight interlocking injustices caused by systemic racism, poverty, ecological devastation, militarism and religious nationalism.
- **Juneteenth and the Linda Dent Day of Service** — SEIU 721 lobbied for and attended the signing of a new law proclaiming Juneteenth as an official annual holiday in the City of Los Angeles. We honored the memory of former SEIU 721 President and racial justice pioneer Linda Dent with the naming of an amphitheater and tree planting at Compton Creek Natural Park at a Juneteenth Day of Service on June 18.
- **Racial Justice in the Workplace** — Our local is working to integrate racial justice programs in our workplaces through efforts like LA City's Targeted Local Hire Program. We're also exposing how the privatization and contracting out of public sector jobs threatens to roll back gains made by workers of color, women and immigrants through our recent white paper and advocacy efforts.

I am proud to lead this work and welcome ideas from all corners of our union about how we can live up to our principles as racial justice organization.

PRESIDENT'S REPORT JUNE-JULY 2022



PRIDE AT WORK: LGBTQ SEIU 721 MEMBERS TALK ABOUT THE POWER OF THE UNION

Katie Templeton, 36, is a medical biller for the Los Angeles LGBT Center, which provides social and health services to those in the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) community.

Templeton often needs to push back against insurance companies that don't want to cover patients' visits or procedures at the center, which operates a health clinic that provides various medical services.

"Right from the get-go, insurance companies just don't want to pay," Templeton says. "It's my job, and my department's job, to make sure that they do."

Templeton, an SEIU 721 steward, says the labor movement needs to stand up for the LGBTQ community and fight against discriminatory laws and workplaces.

"I've been fired from jobs simply for being trans," Templeton says. "We can't have that. That's a worker's crisis. That's someone's livelihood and well-being."

She adds: "Those in the LGBTQ community are the union. Many are members and many could be members. They need to know that unions have their backs."

Raymond Jimenez says he can relate to the people he works with who seek services at the Los Angeles LGBT Center. After all, he was one of them.

For about two decades, Jimenez, now 52, had struggled with addiction to crystal meth fueled by a life of hard partying — often in East Los Angeles and Hollywood at LGBTQ-friendly spots, where Jimenez, who is gay, felt accepted.

In 2000, Jimenez turned his life around with help from the Center, which offers an array of social and health programs to members of the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) community.

Today, Jimenez works for Center's Housing Opportunities for Persons With AIDS (HOPWA) program, which he helped establish a few years ago. As a housing navigator specialist, he assists HIV-positive clients who are homeless or unstably housed find housing.

Jimenez, who is training to be an SEIU 721 steward at the center, says the labor movement must accept members of the LGBTQ community for who they are and honor their contributions.

Jimenez says: "Everybody deserves the same respect everybody else gets."

PRESIDENT'S REPORT JUNE-JULY 2022



Congratulations to Our New SEIU 721 Shop Stewards!

Here are Our Newly Certified SEIU Local 721 Shop Stewards!

In this Month's Steward's Corner, we are acknowledging all our new Shop Stewards that committed to their education and development by undergoing the rigorous Steward Certification Training program. Congratulations to our newly certified Shop Stewards from January 2022 to June 2022!

Byron Criddle, Animal Control Officer	Tikoa Carter, Animal Control Tech
Michael Johnson, Administrative Assistant	Mary Garcia, Branch Assistant
Maritza Armstrong, Court Services Assistant III	Lisa Anderson, Court Services Assistant III
Evangelina Hamilton, Intermediate Clerk	Christopher Villalobos, Substance Abuse Counselor
Michele Whyte, Certified Medical Assistant	Ruby Gordillo, Certified Medical Assistant
Raymond Jimenez, Housing Navigation Specialist	Veronica Rosales, SUD Counselor III
Maria Garcia, Eligibility Worker II	Charles Prudholme, Eligibility Supervisor
Paul Kim, Eligibility Worker II	Lisa Gist, Eligibility Worker II
Shawnte Beacham Houston, CSW III	Mikel Caldwell, Elec/Instrumentation Tech II
Kimberly Goodman, Court Judicial Assistant II	Gene Burse, Senior Planner
Stacey Watson, Court Services Assistant III	Helen Thomas, Care Coordinator II
Selene Lariba, Social Services Supervisor II	Brandy Rickman, Special Program Assistant II

If you are a newly recruited Steward, or if you are Veteran Steward that wants to nurture and grow new Stewards, there is no better time to do trainings than now! To register for Steward Trainings, visit www.seiu721.org and click on the Calendar to find a class and RSVP.

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

Clinics Workers' Lobbying Scores Big Win



SEIU CLINICS WORKERS PACK CAPITOL HALLWAYS IN SACRAMENTO TO PASS KEY FUNDING BILL FOR CLINICS

We've scored another victory and are another step closer to securing substantial ongoing funding for community clinics! A delegation of union and not-yet-union staffers from Community Clinic Workers United went to Sacramento to speak with legislators in support of SB 1014. This bill will help address the shortage of community clinic healthcare workers and ensure that clinics have the necessary resources to provide the care that patients need and deserve. Our message got through, and SB 1014 was passed by the Assembly Health Committee after testimony from Normand Aguilar, a Health Educator and bargaining team member at Northeast Valley Healthcare Corp., and Jim Mangia, President & CEO at St. John's Community Health. During the lobby day, the delegation marched through the halls of the Capitol to raise awareness among other legislators before the full California Assembly votes on the bill.



Clinics Workers Rising!

“Congratulations to Clinics Workers on their successful lobbying effort in Sacramento. Let's keep the momentum going and deliver the vital healthcare funding our communities need!”

**Adolfo Granados
Treasurer
SEIU Local 721**

PRESIDENT'S REPORT JUNE-JULY 2022



SEIU 721 REMEMBERS PRESIDENT LINDA DENT WITH SECOND ANNUAL DAY OF SERVICE

Our beloved President Linda Dent has been honored with the naming of an amphitheater and tree planted in her memory at the Compton Creek Natural Park. Those and other tributes were bestowed during the **2nd Annual President Linda Dent Memorial Juneteenth Day of Service and Community Resource Fair** on June 18.

President David Green spoke at the event, which was hosted by the SEIU 721 African-American Caucus, Anthem Blue Cross, the Los Angeles Conservation Corps and Compton City Mayor Emma Sharif.

"Linda is always with us," he said. "She talked a lot about how SEIU 721 is a social justice organization and that was always her vision for our local. For her it was lifting foster children up, it was working with people who have been wronged by our justice system and a lot of it was about creating opportunities for youth and that's what today is all about so she's here in spirit and she's here in legacy."



Unions are in fashion again. Here's what we can do to build on the momentum.



The Labor Movement is resurgent with support from public sector unions, like SEIU 721

It's official: Unions are back in fashion. Recent victories at Amazon, Starbucks, and Apple and dozens of private universities led by a fierce new generation of organizers are capturing headlines and reinvigorating the Labor Movement. As a result, petitions by workers seeking to form unions are up by 57% in the first six months of the fiscal year, according to the National Labor Relations Board. This is great news, but we public sector union members need to recognize our role in protecting this movement.

As of January 2022, only about 11 percent of American workers belonged to unions, compared with a high of 35% in 1954. But the unionization rate — what organizers call “density” — is much higher in the public sector, where more than 37% percent of government workers belong to unions, compared with just 7% in the private sector. As a result, public sector workers — particularly workers of color, women and immigrants — enjoy better pay, benefits, job security and working conditions than their private sector counterparts doing similar jobs.

The progress made by unionized public sector workers is a great advertisement for unionization in the private sector. This is not lost on big corporations and anti-union conservatives, who want a cheap workforce without benefits that can fire at will, and it's why

they spend so much money trying to wipe us out.

It's why they finance the Freedom Foundation, which regularly encourages SEIU 721 members to drop their union membership. It's why they contribute millions to lobbying efforts aimed blocking workers' ability to unionize and sponsor studies to convince state and local governments to turn public services over to non-union contractors.

But SEIU 721 has their number and we're fighting back. Our landmark contract with LA County not only secured the biggest raises in county history, it also contains new anti-privatization provisions to protect members' jobs from being contracted out to private firms. We trained NEO teams to reach out to new hires across our territory to educate them about the benefits of union membership and sign them up on the spot. We're pushing legislation at the state and federal level to make it easier for all workers to join unions and we're supporting new organizing drives for gig workers, clinic workers, university adjuncts and lecturers and others.

Unions are in fashion again and SEIU 721 is ready because we were union before union was cool.

Gilda Valdez, Chief of Staff



Gilda Valdez



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