

AUGUST-SEPTEMBER 2022

PRESIDENT'S REPORT TO THE MEMBERS OF SEIU 721



CELEBRATE LABOR!



A MESSAGE FROM SEIU 721 PRESIDENT DAVID GREEN

This Labor Day means so much to me. As you may know, I just passed my one-year anniversary as your SEIU Local 721 President.

In my 20 years with SEIU — as a shop steward, bargaining team member, treasurer, and now president — I've grown to love my union work more and more. I've stood with some of the most passionate, dedicated, and hardworking people in California, and I am reminded each day by our members just how far we have come and the importance of our path ahead.

My wife reminded me that my son was only four days old when he attended his first union meeting. Today, he's 17. He, my daughter, and wife have grown up in the labor movement — and it's no surprise that our favorite color is purple.

I've spoken at new employee orientations for more than 15 years, and I'm always surprised when new employees say they have never heard of the great work SEIU does. When I meet these workers, I explain that unions are about giving workers a voice to secure basic things like healthcare, a pension, higher wages, safer workplaces, and protections against discrimination and harassment.

Labor Day is meant to celebrate how unions have transformed the way we live and work in this country — the eight-hour day, the weekend, time and a half for overtime, safety standards, sick days, and much more.

I recently visited the LA County Department of Public Social Services office in Chatsworth to meet with members, and I was heartened and energized by a conference room filled with workers that want to be more involved in their union. There is a whole new generation of young labor leaders in our union, with Starbucks, Amazon, and Lyft and Uber workers fighting for fair wages and union rights. Unions have their highest approval ratings in 40 years, and I am reminded every day that there has never been a better time to be a part of the labor movement.

The future is bright for SEIU 721 and the folks we serve, and I am honored to be on this journey with you all.

I wish you all a happy and safe Labor Day.



David Green

WE CRUSHED PRIVATIZATION 211LA TO REMAIN UNION

SEIU 721 Lobbying Effort Helps Defeat Deloitte Contracting Plan



In a remarkable demonstration of union power, an SEIU 721-led coalition blocked LA County's attempt to outsource 211LA's critical call center services to multinational consulting giant Deloitte.

The LA County Board of Supervisors resoundingly rejected the proposed \$67.2M contract to Deloitte, which would have replaced our 211LA members with an automated service.

After the proposal surfaced in the Spring 2021, 211LA union members spoke out in media, launched an email campaign

and built an unprecedented coalition of community leaders and organizations, like AARP California, to make a direct plea to the the LA County Board of Supervisors on the eve of the vote.

"Our entire union came together for our 211LA members and fought this union-busting proposal every step of the way," said SEIU Local 721 President David Green.

"Today's Board vote against privatization sends a very powerful signal that LA County is a union town through and through."

To learn more, visit: www.seiu721.org

PRESIDENT'S REPORT AUGUST-SEPTEMBER 2022



SEIU 721 JOINS STRIKING FAST FOOD WORKERS LA CARL'S JR. EMPLOYEES CONDEMN LGBTQ+ DISCRIMINATION

SEIU 721 President David Green and members of our union joined striking fast food workers at a South Gate, California Carl's Jr., where a restaurant manager was accused of anti-LGBTQ+ harassment.

Workers at the Carl's Jr. at 5760 Imperial Highway went on strike after a manager allegedly harassed and physically assaulted Sandro, an LGBTQ+ restaurant employee, and threatened his co-workers with termination when they stood up for him.

Members of Fight For \$15 LA caravaned through area Carl's Jr. drive through lanes in support of the strike and passage of AB257, a bill in the State Legislature that would expand workplace protections for California fast food workers.



“Workers are on strike because a manager harassed and assaulted an LGBTQ+ worker and retaliated against his co-workers when they stood up for him. Our union stands for the fundamental rights and dignity of all workers – and standing up to bully bosses.”

David Green
President
SEIU 721

To learn more, visit: www.seiu721.org

FORTUNE

COMMENTARY • August 17, 2022

“I’ve been a full-time Lyft driver since 2017. Here’s how ‘flexibility’ and ‘choice’ just don’t apply to underpaid ‘gig work’ that requires 50 hours a week”



Congress recently introduced the Worker Flexibility and Choice Act (WFCA), which would do quite the opposite of what its name suggests: It would make it so gig workers like me are not protected by federal minimum wage laws and other worker protections—and it would block states from introducing their own regulations.

As a full-time Lyft driver working in southern California since 2017, I know the importance of flexibility at work. That’s why I decided to start driving in the first place—the ability to work when and for how long I wanted.

However, the reality of gig work is not so rosy. App-based companies such as Uber, Lyft, and DoorDash spend millions to convince lawmakers and the public that they should be exempt from worker protection laws that apply to all other employers. Working through lobbying groups such as Flex and the Coalition for Workforce Innovation (CWI), they pitch policymakers the false premise that drivers like me can’t have employee rights and benefits. They say that I am an independent contractor, even as key aspects of my job—like who I pick up, where I take them, and how much money I make—are set by Lyft.

“Flexibility” and “independence” sound nice, but here’s the truth: When you have to work over 50 hours a week to make ends meet, when you have to weigh every hour that you don’t work against the lost income, when you are one accident or illness away from financial ruin, flexibility and independence mean nothing.

Although I made a decent living as a driver initially, my pay per hour dropped by about 25% a year after I started. Lyft had unilaterally cut drivers’ rates, forcing me to work longer hours to earn the same amount of money. My pay

continues to be unpredictable, especially because I incur expenses—like rising gas prices—that I cannot pass on to Lyft or my passengers.

Unlike employees, I’m paid only for some of my working time. One study found that the minimum hourly pay for app-based drivers is really \$5.64 per hour, after accounting for all working time and all expenses.

Further, although we face health and safety risks like carjackings at alarming rates, app-based drivers don’t have paid sick leave, workers’ compensation, or employer-provided medical insurance. Drivers end up relying on GoFundMe campaigns to pay for hospital bills and car repairs.

So why, according to the gig companies, aren’t they responsible as employers? Because their drivers get to choose when they work. There must be a trade off, the gig companies argue, between flexibility on the one hand and employment-based rights and protections on the other. But this trade off is a lie.

Lawmakers shouldn’t roll back workers’ rights in the name of “flexibility.” Instead, they should ensure basic workplace rights and standards apply equally to workers across the board. Many gig workers work full time for the apps and rely on these jobs as their primary source of income. We should be entitled to livable and predictable wages. We also should have benefits such as health and accident insurance, workers’ compensation, and unemployment insurance to help get us through hard times. And we deserve the right to collectively bargain with the gig companies about the terms and conditions of our work.

Mike Robinson is a California-based ride share driver and member of the Mobile Workers Alliance.

PRESIDENT'S REPORT AUGUST-SEPTEMBER 2022

MOU 4, 8, 14, 15, 17, and 18

LA CITY BARGAINING TEAMS READY TO GO

Your newly elected Bargaining Team members want to hear your ideas and concerns before sitting down to bargain with the City of LA. If you have a proposal you want considered, please email your respective MOU bargaining chair (e-mails listed below).

You also may email proposals to Soroosch Aidun, SEIU 721 Coordinator at soroosch.aidun@seiu721.org. Please provide your MOU number. We win strong contracts when all members get informed and engaged from the get-go. With the compressed bargaining timeline, your early involvement is key!

MOU 4	MOU 15
Simboa Wright, Wastewater Collections – CHAIR simboa.wright@seiu721.org Randolph Nevels, Maint. Labor Alfred Reed, RCTO Emilio Banuelos, RCTO Trevor Smalley, Wastewater Collections Kenneth White, Bus Operator Emiliano Banales, Heavy Duty Truck Operator	Mirna Garcia, LAWA Custodian – CHAIR mirnagarcia232@yahoo.com Saundra Dixon, LAWA Custodian Jonathan Garcia, LAWA Custodian Chris Collier, Window Cleaner Patrick Lucas, Sr. Window Cleaner Shawn Lollis, Sr. Custodian Sylvia Alvarado, Harbor Custodian
MOU 8	MOU 17
John Hawkins, Programmer Analyst – CHAIR jwhawkinsjr@gmail.com Buffy Miller, LAPD Criminalist Isaac Almaraz, BOE Engineering Assoc. Kesavan S. Korand, Civil Engineering Assoc. Monica Hwang, Criminalist	Christina Jones, PW Environmental Engineer – CHAIR becerrajones@gmail.com Angela Ragusa, Harbor Civil Engineering Assoc. Carlos Baldenegro, Civil Engineering Assoc. Charles Lee, Control System Engineer
MOU 14	MOU 18
Joe Martinez Construction Equipment Service Worker – CHAIR jmartinez626@msn.com Jose Rodriguez, Equipment Mechanics Arnie R. Hernandez, Equipment Mechanics Eric Sotelo, LAFD Garage Attendant Marco Rojas, Senior Equipment Mechanic Mark Moreno, Helicopter Mechanic Octavio Loya, Heavy Duty Equipment Mechanic	Pedro Conde, LAWA Security – CHAIR pconde@ymail.com Angela Llerenas, Animal Services Ricardo Garcia, Property Officer Eric Ramirez, Detention Officer Valerie Campos, Pool Manager Victor Vasquez, Traffic Officer

PRESIDENT'S REPORT AUGUST-SEPTEMBER 2022

LA COUNTY MEMBERS: LEARN ABOUT YOUR BENEFITS OPTIONS

SEIU 721 is gearing up to launch our Fall 2022 Union Benefits Fair series on Monday, September 19 and hold fairs every week on Tuesdays, Wednesdays and Thursdays through October 27 at worksites across LA County.

Our Union Benefits Fairs provide members an opportunity to ask questions directly of the carriers as part of the annual enrollment process. We plan to have LA County-sponsored health, dental and retirement providers in attendance as well as Union Benefits Trust carriers, which provide supplemental voluntary benefits.

SEIU 721 also will host a benefits fair as part of the Family Fun Day and Assembly on October 29.



“SEIU 721 Benefits Fairs are a great opportunity for members to interact directly with providers to learn about health, dental and retirement plan options.”

**Lillian Cabral, Secretary
SEIU 721**

SEIU 721 Benefits Fairs Kick Off on September 19



PRESIDENT'S REPORT AUGUST-SEPTEMBER 2022

SEIU 721 Santa Barbara County Members Celebrate New Office in Santa Maria



SEIU 721 members gathered on Wednesday, August 17th to launch our new Santa Maria office. SEIU 721 President David Green joined the fun and pledged continued strong support from all of SEIU, as County of Santa Barbara, Tri-Counties Regional Center and Ventura County members and families enjoyed food, music and good company. Members dressed as superheroes for the night to celebrate overcoming pandemic-related challenges through union strength.

VENTURA COUNTY MEMBERS READY TO BARGAIN



SEIU 721 County of Ventura members are gearing up to bargain a strong new contract and the the County of Ventura Bargaining Team is ready to go to the table. We've collected more than 1,200 bargaining survey submissions, recruited more than 300 active Contract Action Team (CAT) members and we've held worksite meetings and events across the county — from Ventura's Government Center to the Camarillo Airport area to Simi Valley's Human Services Agency — to share our bargaining priorities. The team will meet with management for the first time on August 30. If you're a Ventura County member, make sure to Purple Up at work!

SEIU 721 Family Fun Day & Assembly



**Saturday, October 29, 2022
11AM – 3PM**

Whittier Narrows Park

751 S. Santa Anita Ave , South El Monte
Parking \$7

RSVP by 10/8 at 5PM:



No Dogs

No Alcoholic Beverages



***Bring Your Own
Chair/Blanket***

Member Event

After a two-year hiatus, our Family Fun Day & SEIU 721 Assembly is back! RSVP for Saturday, October 29, 2022 by scanning the QR code above or visit: bit.ly/FamilyFunDay2022RSVP.

We're looking forward to all SEIU 721 members coming together again — see you there!

PRESIDENT'S REPORT AUGUST-SEPTEMBER 2022



SEIU 721 CLINICS WORKERS RALLY TO SAVE CARE

SENATOR BOB HERTZBERG AND ASSEMBLYWOMAN WENDY CARRILLO PLEDGE SUPPORT

On August 12, Los Angeles legislators State Senator Bob Hertzberg and Assemblywoman Wendy Carrillo joined LA health care workers and community clinic leaders in support of our union's effort to save community clinics across California from the brink of collapse.

Workers, elected officials, patients, family members, and clinic managers rallied at Clínica Romero in LA and called on the Newsom Administration and the California legislature to add \$75 million for retention payments to an upcoming budget bill, SB1014.

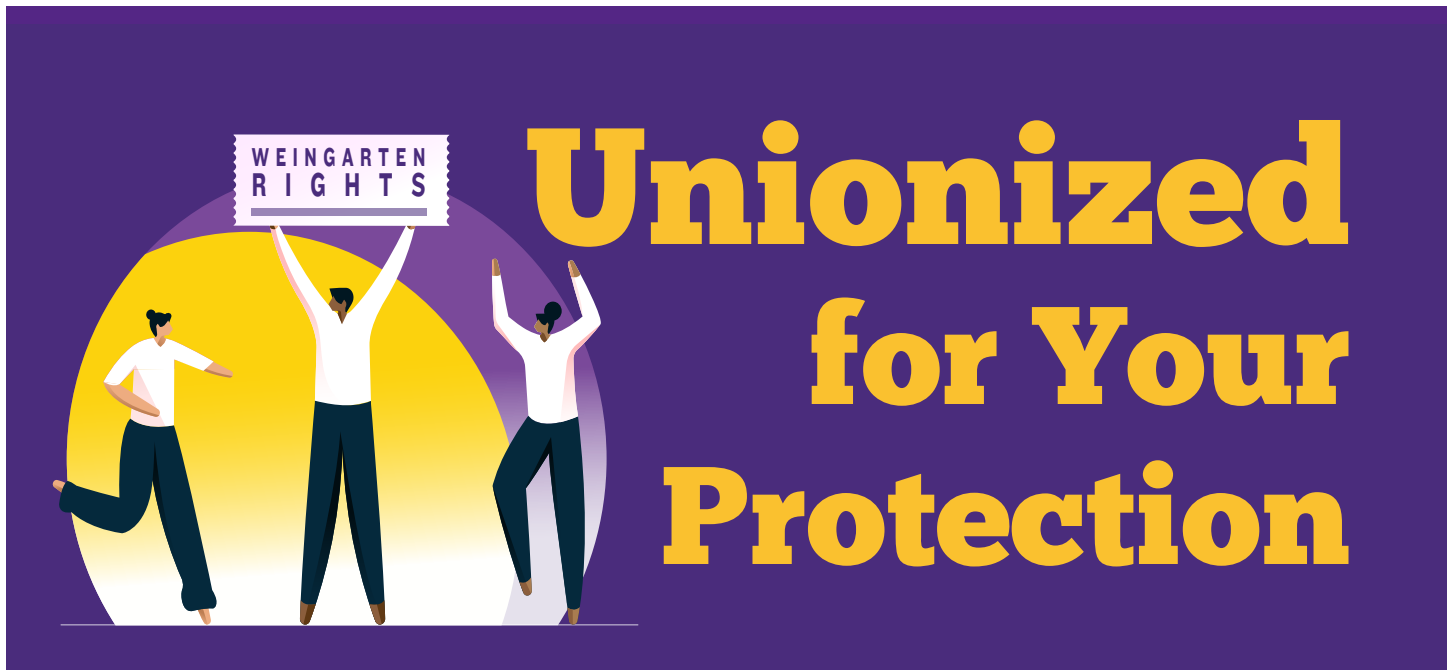
Clinic budget shortfalls, short-staffing and turnover — made worse by the pandemic — have led to longer wait times and diminished care for patients. SB1014 would allocate \$75 million for community health centers and provide \$1,000 payments to help retain 70,000 health care workers across the state.



Leading the Fight to Save Community Clinics

“SEIU 721 applauds Senator Bob Hertzberg and Assemblywoman Wendy Carrillo for pledging their support for our effort to rescue community clinics.”

Adolfo Grandos
Treasurer
SEIU 721



Labor Day is a Good Time to Review Workplace Rights Won By Our Union

This Labor Day, it's worth reviewing some of the important improvements delivered by the Labor Movement beyond better wages and benefits — in particular, workplace protections, like protection from unfair discipline.

UNIONS MEAN JOB SECURITY

Since the early days of SEIU in the beginning of the 20th Century, our union formed alliances with others and leveraged strikes to win strong contracts that included closed shop and arbitration of disputes. These contracts planted the seeds for the job security that all SEIU 721 members enjoy today.

Since non-union workers are typically hired “at will” without the protection of a union contract, they can be fired without justification. By contrast, union members protected by a collective bargaining agreement can be fired only with “just cause,” and the misconduct must be serious enough to merit termination.

UNIONS MEAN PROTECTION FROM ARBITRARY BOSSES

SEIU 721 protects members from arbitrary employer actions starting with representation during investigative interviews. Whether your department calls them administrative, investigative,

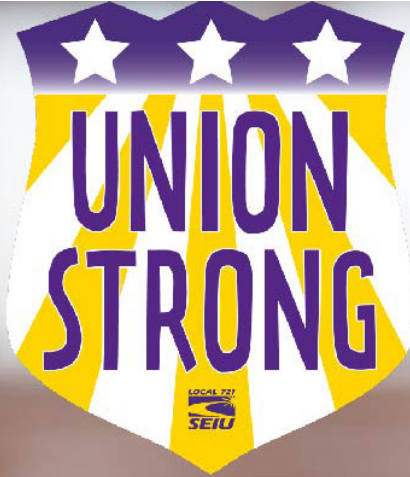
internal affairs or performance management interviews, the purpose is the same — investigation of allegations of misconduct. As public service employees, our interactions with the public put us at an increased risk of such allegations. And as frontline workers, we are the face of public services and often are on the receiving end of complaints that should be directed to our employers. So what happens if I am called to attend an investigative interview?

UNIONS MEAN GUARANTEED REPRESENTATION

As an SEIU 721 member, you should immediately invoke your Weingarten Rights if you are called into an investigative or disciplinary interview. Weingarten refers to the legal right to a union representative at an investigatory interview when the employee reasonably believes that the interview may lead to disciplinary action. SEIU 721 Shop Stewards have been working with rank-and-file union members for years to enforce workers' rights — representation during an investigation is our bread and butter.

If you need any assistance with representation, contact the Member Connection at 877-721-4948.

PRESIDENT'S REPORT AUGUST-SEPTEMBER 2022



SEIU 721 RivCo Court Workers Score Benefits Win

Riverside County Courts Secure Healthcare Increases

As healthcare costs continue to rise, Superior Court of CA, County of Riverside members secured a new flex benefit agreement that helps keep our families healthy.

Riverside Courts members aren't done, as they're currently beginning the campaign for a new MOU that respects and uplifts the work we do! Our ability to respond to changing economic conditions and fight for what we deserve is the Union Difference!



RivCo Court Workers are Gearing Up for a New Contract

“SEIU 721 Riverside County Court Workers are on a roll with a new win on flex benefits, and our union is ready to help them with a strong new contract.”

**Simboa Wright
Vice President
SEIU 721**

SEIU 721 CRUSHES PRIVATIZATION SCHEME AT 211LA



We did it — we stopped the Job Eaters at Deloitte from privatizing good union jobs in LA County.

Back in the Spring of 2021, we got wind of a plan to privatize the 211LA helpline. Cooked up by Deloitte, the \$168 billion worldwide consulting giant, the plan was nothing new. Promising millions in savings and magical “efficiencies,” consulting firms like Deloitte milk local governments for fat consulting retainers while proposing the replacement of living wage union jobs with part-time, temporary non-union positions without benefits.

Privatize good union jobs in LA County? Not while SEIU 721 is on the case.

Our union swung into action, organizing a broad coalition of Labor, community leaders and organizations, like the AARP, and took our case directly to the media and the LA County Board of Supervisors. Our union developed a ground-breaking study, **Auctioning Off LA**, which exposed how LA County’s rush to turn over public services to private corporations hurts Black, Brown, Asian and immigrant workers and degrades service quality for Angelenos. SEIU 721 members sent hundreds of emails to the LA County Board of Supervisors, blowing the whistle on Deloitte’s history of call-center mismanagement.

The result: On August 2, Deloitte’s privatization scheme and their \$67 million contract with LA County went down in flames at the Board of Supervisors.

SEIU 721 President David Green said it best.

“The reality is that there’s no power like the power of our union,” Green said. “Today’s Board vote against privatization sends a very powerful signal that LA County is a union town through and through.”

But make no mistake, the privatization assault isn’t going anywhere. Deloitte is just one of a legion of big consulting firms hungry for lucrative public contracts that outsource our work and eliminate good union jobs. These firms have the political backing of big corporations and anti-union ultra-conservatives that want to weaken the Labor Movement.

Just look at the eye-popping \$1.6 billion donated this month to a conservative think tank by Barre Seid, a shadowy billionaire who has leveraged the proceeds of the sale of his electronics company to fund the takeover of the U.S. Supreme Court. Seid’s massive donations to ultra-conservative groups, like the Federalist Society, helped fuel the *Janus* decision aimed at crushing the U.S. Labor Movement.

We can’t let our guard down when billionaire donors like Barre Seid are gunning for us. But today, let’s celebrate. We faced down the privatizers and kicked their asses.

Gilda Valdez, Chief of Staff

Gilda Valdez

