

# SEIU 721 2021-22

PRESIDENT'S ANNUAL REPORT TO THE MEMBERS OF SEIU 721

## Celebrate Our Wins, But Keep Your Guard Up!

The past year demonstrated beyond a doubt that SEIU 721 members are passionate, resourceful and Union Strong. Despite the never-ending pandemic, a turbulent economy, increasing demands on public workers and well-funded opponents that want to take us down, we scored huge victories at the bargaining table, delivered funding to save vital services and defeated efforts to eliminate our jobs.

Let's celebrate our victories, but let's also keep our guard up. I know I sound like a downer, constantly talking about looming threats facing working people, but the reason our union wins in the face of powerful interests and huge money stacked up against workers is that we plan and organize. Let's talk about what comes next:

- **Our work is changing:** COVID changed everything, and some aspects of society, government and our work will never be the same. More people will continue to work remotely. Local government managers who used the justification of COVID to expand their power and sidestep rules laid out in our collective bargaining agreements will try to hang on to their authority. We need to adjust our strategies accordingly.
- **Privatization is growing:** Over the long term, privatization is the single greatest threat facing public employees. We beat the

privatizers this year in LA County, but they are coming back with a vengeance.

- **Right-Wing groups are trying to infiltrate unions:** All of those mailers and emails sent to SEIU 721 members, urging us to "Give yourself a raise" by dropping union membership are funded by ultra-Right Wing billionaires who have fought even basic rights for workers, including the minimum wage. We need to continue to expose this scam for what it is.
- **The economy is weakening:** As the Fed raises interest rates to clamp down on inflation (a good thing), they inevitably will stall the economy (a very bad thing). This will trigger calls by city managers and county executives for take backs and austerity measures that we will need to fight.

Above all, don't get discouraged. At the end of every year, I write a long list of the challenges facing our union. When I look back a year later, I'm blown away by how SEIU 721 members stepped up, fought and won.

Gilda Valdez, Chief of Staff



*Gilda Valdez*

SEIU 721 MEMBERS: DO YOU HAVE A FRIEND OR FAMILY MEMBER WORKING IN FAST FOOD?

THEY DESERVE  
**RAISES  
RIGHTS  
RESPECT**

SEIU 721 led the fight to pass AB 257, which guarantees California fast food workers raises, workplace protections and the right to a union. To implement the law, we need active fast food workers to scan the link and sign the petition.



SCAN ME

## 2021-2022 PRESIDENT'S ANNUAL REPORT TO THE MEMBERS OF SEIU 721



# SEIU 721 RISING 2021-22



A MESSAGE FROM SEIU 721  
PRESIDENT DAVID GREEN

What a difference a union makes.

With SEIU 721 LA County members set to receive a 5.5% raise in their October 30 paychecks — the biggest raise in county history — and additional raises coming over the next two years, it's worth remembering the union difference.

Workers in unions are paid more. We are much more likely to have employer-paid health benefits and pension benefits. We have more job security. This is why Gallup, which has been surveying Americans' attitudes toward labor unions for nearly 90 years, recently found 71% support for union membership — the highest support since the 1960s.

I salute SEIU 721 members for the game-changing wins they achieved over the past year — not just for the membership of our union, but for all workers across California.

- We bargained strong contracts — From the historic contract in LA County, to the strong one-year deal in the City of LA to the dozens of wins in the Tri-Counties and Inland regions, our members organized, purpled up, raised their voices and brought home strong contracts.
- We secured funding for vital services — SEIU 721 lobbying and advocacy efforts secured hundreds of millions of dollars to save vital services and the workers who provide them, from the \$300 million for LA County DCFS to funding for retention bonuses for 70,000 clinic workers through AB 204 and SB 121.

- We beat back privatization — SEIU 721 is leading the effort to stop privatization of public services, like our campaign that crushed consulting giant Deloitte's attempt take over LA County's 211LA helpline service and eliminate our jobs.
- We passed game-changing legislation — SEIU 721 advocacy efforts helped pass AB 257, landmark legislation that will help more than 500,000 California fast-food workers win raises, workplace rights and a union.
- We fought to protect members on the job — We fought fights big and small, like stopping a state plan that would have forced healthcare workers with COVID to treat patients, to saving the jobs of six Medical Assistants in Ventura County.
- We fought for racial, social and economic justice — Above all, I'm proud that SEIU 721 is a loud voice for justice and policies that promote opportunity and fairness for all. And that we call out racism when we see it — whether it comes from leaders in business, politics or within the Labor Movement itself.

This is the difference our union makes.

In solidarity,

*David Green*





# SEIU 721 MEMBERS FIGHT AND WIN IN 2021-2022

SEIU 721 MEMBERS HIT THE STREETS, FOUGHT FOR THE FRONTLINES, DEFEATED RIGHT-WING SCHEMES TO PRIVATIZE OUR JOBS, SAVED VITAL SERVICES, ORGANIZED WORKERS, AND WON BIG AT THE BARGAINING TABLE

NOVEMBER  
2021



Just in time for the holidays, LA County members receive their first \$1,000 SEIU 721 Heroes Pay bonuses on November 30.

DECEMBER  
2021

Lacera workers win a strong 3-year deal that includes a 10% raise over the term of the contract.

JANUARY  
2022



FEBRUARY  
2022



MARCH  
2022

APRIL  
2022

MAY  
2022

SEIU 721 LA County Members vote by 98% to authorize a ULP strike.

JUNE  
2022

After furious lobbying effort by SEIU, California lawmakers approve budget that includes \$300 million to the Department of Children and Family Services (DCFS), which operates critical child-welfare programs in LA County.

JULY  
2022



AUGUST  
2022

SEIU 721 City of LA workers launch sticker up actions at worksites across the city in solidarity for a fair contract with raises and protections against privatization of our work.

SEPTEMBER  
2022

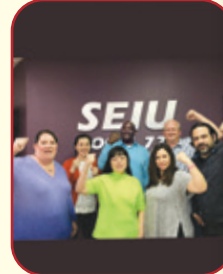
SEIU 721 City of LA Workers secure a TA for a one-year contract with cash increases worth 8% and leverage to bargain for more in a multi-year contract.

OCTOBER  
2022

Governor Newsom signs a bill raising transcription fees, capping a 40-year battle by SEIU Court Reporters to win fair pay for their work.

Members at the Children's Law Center vote unanimously to ratify a new 3-year deal that includes 12% raises, increased medical contributions and other enhancements.

SEIU 721 blasts state Department of Public Health plan to force healthcare workers with COVID to treat patients. SEIU lobbying causes Governor Newsom to withdraw state order and restore two weeks of supplemental sick leave to California workers.



SEIU 721 San Bernardino County workers win an agreement for an additional across-the-board pay raise in July, bonuses based on reporting requirements, and a new Juneteenth holiday.



SEIU 721-led coalition blocked LA County's attempt to outsource 211LA's critical call center services to multinational consulting giant Deloitte.



Thousands of SEIU 721 union members and Labor supporters swarm downtown Los Angeles streets for the "Fight for the Frontline" march and rally on March 31 — the eve of the expiration of our contract — to demonstrate our willingness to strike.

SEIU 721 LA City workers win a Salary Reopener TA that recovers cash that LA City members gave up when we agreed to delay our 2% raises from 2021 to 2022. Members receive cash payments equivalent to 4.77% of salary.



LA County members ratify 3-year contract with a 12% raise and new protections against the privatization of our work.



SEIU 721 Inland Region workers kick off campaign to support pro-worker candidates and ballot measures on the November ballot. Political victories have helped Inland Region members win unprecedented contracts over the past two years.

Dozens of delivery and ride-hail gig workers march on Uber's SF Mission Bay headquarters, announcing a new union called the California Gig Workers Union.

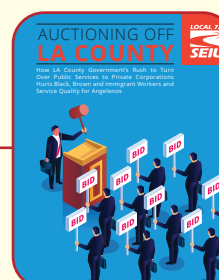


SEIU 721 holds virtual LA County Agenda '22 meeting as a Tele-Town Hall conference call, attracting nearly 26,000 callers.

LA County members descend on hundreds of worksites for Valentine's Day action to express our love for our union — and our desire to fight hard for a strong contract in 2022.



SEIU 721 releases "Auctioning Off LA" report, exposing how privatization of LA County services is hurting Black, Brown, Asian, immigrant and women workers.



City of Hemet workers bargain a strong 2-year deal with an 8 percent raise and a \$10,000 bonus.



The LA City Council votes unanimously to support AB 257, a California bill that will help fast-food workers win union rights and respect in the workplace.



SEIU 721 custodians at Los Angeles County+USC Medical Center ring the alarm bell on increasing privatization of their jobs at the County's flagship hospital.

SEIU 721 workers at the Los Angeles Homeless Services Authority win strong contract with an across-the-board 6% raise over the life of the contract, including a \$1,300 lump sum bonus.

After marathon negotiation sessions, SEIU 721 negotiators reach a TA for 55,000 LA County workers, securing the largest one-year salary increase in county history.



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





# SEIU 721 Members Fought for the Frontlines and Won in 2021-2022

## SEIU 721 LA COUNTY



**LA County Members Win Landmark 3-Year Agreement With Biggest 1-Year General Salary Increase in County History**



### Landmark Win in LA County

“Thanks to Unity Actions at worksites across LA County, our ‘Fight for the Frontline’ march - the biggest in our union’s history - and our willingness to strike, we showed LA County we’ll fight for what we deserve.”

**Adolfo Granados**  
Treasurer, SEIU Local 721

### LARGEST SALARY INCREASE IN LA COUNTY HISTORY

LA County members won a 12% raise over 3 years – and the biggest one-year raise in LA County history. They also won:

- A \$1,375 up-front bonus
- Additional salary increases for many classifications
- Annual county contribution increases for the Options flexible benefit program
- Significant improvements in family benefits
- New protections against the privatization of SEIU 721 LA County workers’ jobs

# SEIU 721 CITY OF LA



**Breaking News: SEIU 721 City of LA Workers Secure a TA for a 1-Year Contract With Cash Increases Worth 8%**

### NEW ONE YEAR DEAL WORTH 8% SETS US UP TO WIN MORE

As we went to press on this report, the SEIU 721 City of LA Bargaining Team had just reached a Tentative Agreement on 1-year deal that will at secure 8% more in cash for every LA City member. The deal sets us up to win even more in our next multi-year MOU.

- 3% raise effective January 1, 2023
- One-time 5% cash bonus on July 28, 2023
- Permanent paid Juneteenth holiday for SEIU 721 members
- Expanded MOU-specific premiums and bonuses
- Protection of paid personal leave



### Big Win on 1-Year Deal in LA City

“We came in hard to win a strong 1-year contract that rewards every City member. We came to the brink of a major showdown at City Hall to win a deal that delivers cash now and positions us to bargain for more.”

**Simboa Wright**  
Vice President, SEIU Local 721



## PRESIDENT'S ANNUAL REPORT 2021-22



SEIU 721 FIGHTS FOR POLICY CHANGE TO PROTECT OUR MEMBERS

## PRESIDENT'S ANNUAL REPORT 2021-22



AND DELIVER RACIAL, SOCIAL AND ECONOMIC JUSTICE FOR ALL



### 1 SECURING FUNDING TO PROTECT OUR VITAL WORK

SEIU 721 members lobbied heavily and won huge legislative and budget victories in the 2021-22 session:

- After a major push by SEIU 721 and our allies, California lawmakers approved \$300 million for the Department of Children and Family Services (DCFS), which operates critical child-welfare programs in Los Angeles County.
- SEIU 721 and our coalition partners mounted a successful lobbying effort to pass AB 204 and SB 121, including transporting dozens of clinic workers from around the state to testify at key committee hearings and visit legislators. Our win delivers retention bonuses for 70,000 community clinic workers across California to reduce attrition and stabilize community health services.



### 2 BEATING PRIVATIZATION TO SAVE OUR JOBS

Privatization — handing over public service functions to outside private corporations — is one of the biggest threats facing public employees. SEIU 721 mounted a campaign to expose how privatization hurts vital services and the workers who provide them.

- In August, our union led the effort to crush a plan by multi-national consulting giant Deloitte to privatize LA county's 211LA helpline and eliminate union jobs.
- We authored a major study, *Auctioning off LA County*, that exposes how privatization of public services has hurt Black, Brown, Asian, women and immigrant workers. Use your smartphone camera to download it.



SCAN ME



### 3 PASSING LEGISLATION TO PROTECT WORKERS

On Labor Day, California Gov. Gavin Newsom signed AB 257 into law, delivering to California workers one of the most significant victories in memory. After a decade of tireless organizing from our union, fast-food workers and our allies, AB 257 guarantees fast-food workers a seat at the table on a statewide Fast Food Council, with the power to help set working conditions and pay. More than half a million fast-food workers from across California will have the power to raise wages up to \$22/hour and create new workplace rights and protections.

The fast-food corporations have vowed to spend millions to overturn the law. But for now, our union is leading the effort to gather 10,000 signatures of active fast-food workers to trigger its implementation.



### 4 FIGHTING FOR RACIAL JUSTICE

The power of a union is people from different places and of different races working together for issues that matter to our families. All too often, the ultra-rich and powerful use racism as a “divide and conquer” strategy to keep working people from coming together.

SEIU’s Racial Justice Committee puts our ideas into action. We advocate for programs, like the City of LA’s Targeted Local Hire Program, to help people from historically disadvantaged communities win good public sector jobs. We sponsor organizations committed to racial justice, like the Coalition of Black Trade Unionists, Stop Asian Hate and our Care-A-Van program to help refugee immigrants.

Most importantly, we forcefully call out racism when we see it, and hold leaders in business, politics and the Labor movement itself accountable.



# PRESIDENT'S ANNUAL REPORT 2021-22

SEIU Tri-Counties members were on a roll with major victories in 2021-2022, including numerous strong new contracts and the opening of a new regional office.

- **Contract Victories** — SEIU 721 Ventura County Superior Court workers won a strong new 2-year contract with a 10% salary increase and a \$2,000 recognition bonus. SEIU 721 Tri-Counties members also won good contracts in the City of Ventura, Port of Ventura, Gold Coast Transit District, Tri-Counties Regional Center, Casitas Municipal Water District, Las Virgenes Municipal Water District, and the Pleasant Valley Recreation and Parks District.
- **New Santa Maria Office** — In August, SEIU 721 President David Green joined SEIU 721 County of Santa Barbara, Tri-Counties Regional Center and Ventura County members for the grand opening of a new SEIU 721 Office in Santa Maria.



SEIU 721 Ventura Superior Court workers bring home a strong new contract.



Grand opening of SEIU 721 Santa Maria office

## SEIU 721 TRI-COUNTIES REGION RACKS UP MAJOR VICTORIES IN 2021-2022

## SEIU 721 INLAND REGION SCORES WINS AND BUILDS POWER FOR WORKERS

SEIU 721 Inland Region is the fastest-growing area in our union, and SEIU Inland Region members scored some major wins in 2020-21:

- **Contract Victories** — SEIU 721 City of Riverside members brought home a strong new contract with across-the-board raises and a \$10,000 bonus. SEIU 721 Inland Region members also bargained strong contracts in San Bernardino County, the City of Hemet, the City of Beaumont, the City of San Jacinto, and the Riverside County Law Library. Riverside County members won a re-opener with long overdue equity adjustments for frontline workers. San Bernardino Courts workers won a re-opener with accelerated raises and new bonuses.
- **Building Worker Power** — In September, SEIU 721 kicked off our Inland Region campaign to support pro-worker candidates and ballot measures on the November ballot with presentations from leading SEIU 721-endorsed candidates, field training and precinct walking. Inland Region SEIU 721 members have been winning unprecedented contracts over the past two years because we've steadily built our political muscle and elected pro-worker candidates.



SEIU 721 Inland Region Executive Board Member Cheylynda Barnard at campaign kick-off.



SEIU 721 City of Riverside Bargaining Team



## SEIU 721 RISING IN 2021-22

"CONGRATULATIONS TO ALL SEIU 721 MEMBERS FOR YOUR STRENGTH, UNITY AND SUCCESS IN 2021-22. WHEN WE FIGHT, WE WIN!" - LILLIAN CABRAL, SECRETARY, SEIU 721





## PRESIDENT'S ANNUAL REPORT 2021-22

### SEIU 721 LIFTS UP COMMUNITIES BY BARGAINING STRONG CONTRACTS

SEIU 721 members across Southern California won strong new contracts, using bargaining to raise standards, improve working conditions and protect workers despite severe budget shortfalls caused by the worldwide pandemic.



SEIU 721 Members at the Riverside County Law Library



SEIU 721 Workers at the LA Homeless Services Authority



SEIU 721 Ventura Port District Workers



SEIU 721 City of Oxnard Members

- **December 2021:** SEIU 721 Members at the Children's Law Center vote unanimously to ratify a new 3-year deal that includes 12% raises, increased medical contributions and other enhancements.
- **January 2022:** SEIU 721 LACERA Workers win a strong 3-year deal that includes a 10% raise over the term of the contract.
- **February 2022:** SEIU 721 Gold Coast Transit Workers win a strong new agreement that includes 9.5% salary increases over the term of the contract, with an additional 3.2% for bus operators, who make up 80% of the bargaining unit. The contract also includes an increase in the employer medical contribution.
- **February 2022:** SEIU 721 Tri-Counties Regional Center Workers win a new agreement that boosts wages by 20% — including a 7% increase in year one. The agreement also includes a new Juneteenth holiday.
- **February 2022:** SEIU 721 Casitas Municipal Water District Workers win a new agreement that increases wages by 12% over the term of the contract, including a 6% boost by July 1, 2022. The agreement also includes improvements in standby time and safety equipment.
- **February 2022:** SEIU 721 Las Virgenes Municipal Water District Workers win a new agreement that includes salary increases ranging from 7% to 12% over the term of the contract, with a front-loaded 4% increase. The contract also provides \$500 for a physical fitness program.
- **February 2022:** SEIU 721 San Bernardino Children and Family Services Department Workers reach a side letter with the county that provides a \$1.75 hourly differential for any time a Social Services Practitioner is assigned a night shift to take care of a children awaiting placement in the office.
- **February 2022:** SEIU 721 Members at the Riverside County Law Library vote unanimously to ratify a strong 2-year deal with wage increases and bonuses equivalent to a 27% increase over the life of the agreement.
- **April 2022:** SEIU 721 LA City Workers win a Salary Reopener that recovers cash members gave up when we agreed to delay raises from 2022 to 2022, equivalent to 4.77% of annual salary.
- **April 2022:** SEIU 721 Workers at the Los Angeles Homeless Services Authority win a strong contract with an across-the-board 6% raise over the life of the contract, including a \$1,300 lump sum bonus.
- **May 2022:** After marathon negotiation sessions, 55,000 SEIU 721 LA County Workers win a contract including the largest one-year salary increase in county history and new protections against privatization.
- **May 2022:** SEIU 721 San Bernardino County Workers win an agreement for an additional across-the-board pay raise in July, bonuses based on reporting requirements, and a new Juneteenth holiday.
- **July 2022:** SEIU 721 Ventura Port District Workers ratify a strong new contract with a 12% raise over the 3-year term, including 5% in the first year.
- **July 2022:** SEIU 721 City of Ventura Workers approve a new one-year deal with a 5% salary increase and an up-front lump sum payment equivalent to 1.75% of base salary.
- **July 2022:** SEIU 721 City of Hemet Workers win a strong 2-year deal with an 8% raise and \$10,000 bonus.
- **July 2022:** SEIU 721 Harbor Regional Center workers unanimously approve a new 3-year agreement with an 8% pay increase, a bonus, new holidays and expanded rights in the workplace.
- **July 2022:** SEIU 721 City of Oxnard Members approve a 3-year contract with a 9% salary increase and a new salary and compensation survey.
- **August 2022:** SEIU 721 Riverside County Superior Court Workers secure a new flex benefit agreement.
- **September 2022:** SEIU 721 City of Riverside Members ratify a strong contract that includes across-the-board wage increases, classification adjustments, an ample bonus, strengthened benefits and a new paid holiday.

## PRESIDENT'S ANNUAL REPORT 2021-22



### SEIU 721 REPRESENTATIONAL VICTORIES: NO FIGHT IS TOO BIG, NO FIGHT IS TOO SMALL

SEIU 721 President David Green rallies with LA County DPSS workers to address short-staffing and micro-management



SEIU 721 LAX/LAWA workers



SEIU 721 Ventura County Medical Assistants



SEIU 721 press conference blasting CA DPH guidance

SEIU 721 fights to help members enforce contracts, ensure they receive all the pay and benefits they earn, and guarantee that their workplaces are safe and supportive — no fight is too big and no fight is too small. Here are just a few examples:

- **Standing up for LA County DPSS Workers**  
SEIU 721 organized a major street action to demand recognition of LA County DPSS workers' concerns about short-staffing, case management and other grievances, and forced face-to-face meetings between SEIU 721 leaders and agency director Antonia Jimenez, who resigned shortly after.
- **Protecting Workers' Safety at LAX/LAWA**  
SEIU 721 helped LAX Fleet and Weld Shop workers, who handle hazardous materials on the job, win stipends to have their fire-

retardant uniforms professionally cleaned to prevent exposing their families to dangerous chemicals.

- **Saving Medical Assistants' Jobs in Ventura County**  
SEIU 721 intervened to help save the jobs of six Ventura County Medical Assistants at Ventura County's newly organized satellite clinics by helping them obtain necessary state certification.
- **Protecting Healthcare Workers and Patients**  
SEIU 721 launched a media and lobbying blitz in response to an order by the state Department of Public Health that would have allowed counties to force healthcare workers with COVID to treat patients. SEIU's campaign for healthcare workers caused Governor Newsom to withdraw the state order and restore two weeks of supplemental sick leave for California workers.