

DECEMBER 2022-JANUARY 2023

# PRESIDENT'S REPORT

## TO THE MEMBERS OF SEIU 721



## RING IN A UNION NEW YEAR



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

**2022** was a defining year for our union. The communities we serve emerged from COVID — in no small part because of the heroic efforts of nurses, health care workers and other public employees across California. We delivered life-saving care and literally kept the state running — often sacrificing our own safety and health.

But while many leaders in politics, business and community recognized our sacrifices, others were quick to forget. Often the managers that leaned hardest on frontline workers during the pandemic were the first to throw us under the bus when the pandemic eased, calling for take-backs, layoffs and furloughs. So we went on the offensive to advocate for what we deserve — Heroes Pay, raises, rights and respect and new workplace protections — and we won big.

We marched on the boss, we showed up at city councils and county supervisors meetings and took to the streets, and we won new contracts with significant raises, bonuses, new paid holidays and more.

We turned out the vote for pro-worker candidates across Southern

California, knocking on tens of thousands of doors and calling, texting and emailing hundreds of thousands of voters. We helped elect the first Black woman mayor of Los Angeles, reshaped the Riverside County Board of Supervisors and helped secure victory for pro-worker candidates in dozens of hotly contested races around the state. As we prepare for another round of contract negotiations in 2023, we'll be reminding public officials of the pledges they made to working families.

Major change is coming to Southern California that will put enormous pressure on SEIU 721 members and other public workers, and we need to prepare. LA is preparing to host the World Cup in 2026 and the Olympics in 2028. Meanwhile, the Koch Brothers-funded Freedom Foundation is ramping up its harassment of union members. Next month, we'll lay out our plan for these challenges in our Road Ahead report. It's time to grow and strengthen our union.

*David Green*



## **KAREN BASS SWORN IN AS FIRST BLACK WOMAN MAYOR OF LOS ANGELES**

**Bass Vows to Bring City Together to Solve Homeless Crisis at Ceremony with Vice President Harris, CA Leaders and SEIU 721 Members**



SEIU local 721 President David Green, Vice President Simboa Wright, and member leaders from across the city joined the historic inaugural ceremony for Karen Bass, the first Black woman elected mayor of Los Angeles. Vice President Kamala Harris delivered the oath of office at a packed ceremony in the Microsoft Theater at LA Live attended by California Lt. Governor Eleni Kounalakis, Senate Speaker Pro Tem Toni Atkins, and members of the women-led Los Angeles County Board of Supervisors.

Mayor Bass issued a call to action in her inaugural address, calling on Angelenos to join the ranks of city employees to

meet the city's challenges and solve short-staffing problems.

"I want you to come work for the City! Did you know LA City has hundreds of vacancies in the very departments that respond to community needs? If you want a good paying union job — you should literally come work for the City of L.A. Please join me in this effort. A city where people are housed and tents are gone...A City where we lock arms with each other until we get the job done."

Mayor Bass thanked LA City workers for their tireless efforts to move the inaugural ceremony — usually conducted on the steps of City Hall — indoors because of bad weather.



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### SEIU 721 PRESIDENT DAVID GREEN NAMED TO TRANSITION TEAM FOR MAYOR KAREN BASS



Los Angeles Mayor Karen Bass has named SEIU 721 President David Green to the transition advisory team that will advise her through the first 100 days of her administration.

The transition team will be co-chaired by labor and civil rights leader Dolores Huerta; Monica Lozano, president of the College Futures Foundation; Dominic Ng, CEO of East West Bank; businessman and philanthropist Steve Soboroff; and Yvonne Wheeler, president of the L.A. County Federation of Labor. Mayor Bass has made tackling homelessness her first priority, with the goal of housing 15,000 unhoused Angelenos in her first year.

### LA CITY COUNCIL UNANIMOUSLY APPROVES NEW 1-YEAR DEAL FOR SEIU 721 LA CITY WORKERS



Dozens of our SEIU 721 member leaders, including our union Vice-President Simboa Wright and Los Angeles Professional Managers Association President Bob Potter, along with other members from the Coalition of LA City Unions, came to City Hall to support the LA City Council's unanimous ratification of our new contract. Our new 3% raises are set to kick in on January 1, 2023, and we will receive our one-time 5% cash bonus on July 26, 2023.

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# VICTORY IN

## SEIU 721 VENTURA MEMBERS APPROVE

### Ventura County Board of Supervisors Votes to Approve Historic 3-year Deal for Ventura County Workers with 13% Raise, \$2,000 Bonus and More

The Ventura County Board of Supervisors voted December 13 to approve a new 3-Year contract with SEIU 721 Ventura County workers.

The hard-won deal is a historic victory for county workers, who collected more than 1,400 bargaining surveys, recruited 360 CAT members and staged dozens of actions to bring home a contract with raises, bonuses, significant flex credit improvements, a new paid Juneteenth holiday and more:

- Workers received their first general salary increase effective December 25, 2022, which will show up in January 13 paychecks.
- Employees in non-healthcare positions will see their first \$1,000 bonus in January 2023 and another \$1,000 bonus in their second January 2024 paycheck.
- Healthcare workers received a \$500 bonus in 2022 and will receive another \$1,500 before March 31, 2023.

- Workers receiving a Market-Based Adjustment (MBA) will receive the pay increase in their January 27, 2023 paychecks.

Bargaining team members Maria Zavala and Tom Adelman and Tri-Counties Regional Director Danny Carrillo testified at the December 13 Ventura County Board of Supervisors meeting in support of the contract.

"I ask the Board to adopt this agreement, but also must note that there is still work to do," said Maria Zavala, an Adult Protective Social Services Worker III.

"I am personally pleased that the County will now recognize Juneteenth as a holiday. This is one step towards fulfilling the County's goals for improving Diversity, Equity and Inclusion," she added.



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# VENTURA!

## WE WON A HISTORIC DEAL WITH 13% RAISE



**“I’m proud to have been an active CAT during this bargaining campaign. For many of my Clinics co-workers, this is the first time they’ve been a part of a campaign like this. And together we did an amazing job! 🙏”**

**Yessica Lemos, Medical Assistant III, Magnolia Family Medical Center West**

### SEIU 721 Ventura CATs and Member Activism Were the Key to Historic Contract Victory

Member activism is the lifeblood of successful contract campaigns and CATs are the backbone. Here are just a few of the active Ventura County CATs that helped deliver this victory:

**Florisel Suarez, Food Services Assistant II, VCMC, Ventura (HCA)** – At our member appreciation event – during pouring rain – Florisel helped turn out more than 300 members. She even got doctors, nurses and clients to Purple Up in support of our union!

**Leonard Castillo, HS Client Benefit Spec III, Simi Valley (HSA)** – Leonard was everywhere in this campaign. He recruited more CATs, presented at CAT meetings and helped prepare proposals for the bargaining team.

**Lauren Balthazor, Supervising Ag. Inspector/Biologist, Santa Paula (Agriculture)** – Lauren was active throughout Ag worksites and was instrumental in helping to set up worksite visits.

**Maria Chavez, Sheriff’s Records Supervisor I, Ventura (Sheriffs)** – Maria passed out union swag, planned worksite visits and boosted turnout.

**Juliana (Julia) Cox, Library Page, Ojai (Libraries)** – Steward Julia partnered up with Worksite Organizer Lupe Montañio to visit nearly every library branch to ensure members signed up and voted.

**Brenda Poland, Office Assistant IV, Ventura (HSA)** – Brenda spread the word about the contract and the good work that our union does for all members and led efforts to get her coworkers to Purple Up.

**Nicole Collazo, APCD AQ Spec II, County Square, Ventura (APCD)** – Nicole helped organize worksite meetings at APCD and encouraged members to engage.

**Mike Woodfin, Office Assistant IV, Ventura (HSA)** – Mike reported out the results of CAT meetings to co-workers, encouraged them to Purple Up and turned them out to vote.

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### SEIU 721 RELAUNCHES AAPI CAUCUS

On December 17, SEIU 721 relaunched its Asian Pacific Islander Caucus with President David Green and a discussion of AAPI contributions to the labor movement and our union. The AAPI Caucus will hold a Lunar New Year Event on January 31. For anyone interested in helping with the AAPI Caucus relaunch or attending 1/31 event, please e-mail Susan Li at [susan.li@seiu721.org](mailto:susan.li@seiu721.org).



### LATINO CAUCUS HOSTS HOLIDAY LUNCHEON

December 12, our 721 Latino Caucus hosted a holiday luncheon with a white elephant gift exchange for members and a toy drive to collect gifts for children in underserved communities. SEIU 721 Latino Caucus meetings are held every third Wednesday of the month and are open to all.



### AFRICAN AMERICAN CAUCUS PREPS FOR '23

SEIU's Western Region African American Caucus held a regional conference to prepare for SEIU's national African American Conference in Spring 2023. Hosted by Carol Maxey Ware, Chair of our 721 African American Caucus, the event featured Yvonne Wheeler, the first African American woman to head the Los Angeles Federation of Labor, and SEIU 221 President Crystal Irving.



# SEIU 721 MOURNS

# TRAGIC DEATH

# OF TRANS

# MEMBER

# DAY RODAS



*SEIU 721 member Day Rodas (left) worked at the LGBT Center in West Hollywood. She was found dead on December 1.*



**David Green**  
**President, SEIU 721**

**“SEIU 721 mourns the tragic death of member and trans activist Day Rodas. Our union calls for a complete investigation and asks anyone with information to come forward.”**

SEIU 721 mourns the death of member Day Rodas, a trans activist who worked at the LGBT Center in West Hollywood.

Rodas, 27, was found dead on the 33100 block of Mulholland Highway early on the morning of December 1.

Rodas, who was reported missing earlier that week, was in the middle of a move from the Chatsworth area to Reseda with her family. Multiple calls and texts to Rodas over a two-day period went unanswered prompting her family to contact police. Additional details in her disappearance led the Los Angeles County Sheriff's Department Homicide Bureau to treat her death as a murder investigation. LASD detectives are investigating three suspects, according to the *Voices of Malibu* news blog.

Rodas's car was found in Downtown LA, while her cell phone was found in a different location in Malibu from her

body, according to the blog. An autopsy determined that she may have died of an overdose.

Rodas had recently come out as a trans woman, had been actively involved in advocating for LGBTQ rights and secured a job at the LGBTQ center in West Hollywood. She loved music, singing and playing guitar for local band Palm Electro.

Rodas' friend, Nicolette Esquivel, asked anyone with information about her friend's death to come forward: "Speak out so we can have closure, and we can have justice for her."

Rodas' sister, Susie Roda, established an account to help with funeral expenses at [gofundme.com](https://www.gofundme.com). To make a donation, type "Day Rodas" in the search bar.



# GIG WORKERS RALLY FOR JUSTICE



## CA Gig Workers Union Organizes Court-Watching Action as Uber and Other Tech Giants Appeal Decision Throwing Out Prop 22

Uber, Lyft, DoorDash, and other gig economy drivers and delivery workers with the California Gig Workers Union rallied Tuesday, December 13, outside the California First Appellate District Court of Appeal in San Francisco as the court considered a challenge to a lower court ruling declaring Proposition 22 unconstitutional.

During the rally, gig drivers and delivery workers spoke out against the harmful impact of Prop 22 over the nearly two years since its enactment. The gig company-funded law denies workers — a workforce primarily made up of people of color — a living wage and basic rights including paid sick leave, overtime and collective bargaining. A recent study showed drivers are paid as low as \$6.20/hr under Prop 22.

In January 2021, rideshare drivers, a rideshare customer, SEIU California, and SEIU filed a lawsuit challenging the constitutionality of Prop 22. In August 2021, Judge Frank Roesch of the Alameda Superior Court ruled Proposition 22 in violation of the California Constitution.



California Gig Workers Union - SoCal  
@GigUnionSoCal

We're here together watching today's court proceedings in the Prop 22 case!  
[#UnconstitutionalProp22](#)



10:04 AM · Dec 13, 2022

GIG WORKERS AWAIT RULING BY FIRST DISTRICT COURT OF APPEAL ON CONSTITUTIONALITY OF PROP 22



# OUR HEALTHCARE WORKERS NEED THEIR RESPECT!



## SEIU 721 CALLS ON LA COUNTY DHS DIRECTOR TO DELIVER PROMISED PAY TO HEALTHCARE WORKERS

SEIU 721 has launched a campaign to compel the LA County Department of Health Services to deliver enhanced overtime and other pay premiums guaranteed to LA County health care workers in our last contract.

SEIU 721 nurses and healthcare workers across the department report that LA County DHS has failed to deliver promised pay premiums to workers across the department.

For example, the new contract requires that Registered Nurses at DHS be paid double overtime after working at least 4 overtime hours in a 24-hour direct patient care setting, but Nurses report these overtime payments have been withheld.

LA County has the highest COVID-19 infection rate in the state. COVID-19 cases in LA County have tripled since November, hospital admissions are up by more than 30% and deaths are spiking.

"The reality is that the Department of Health Services (DHS) is dropping the ball and we're not standing for it," said SEIU 721 Treasurer Adolfo Granados.

"We need to let DHS Director Dr. Christina Ghaly know that we're at our wit's end! We've run out of patience and we need her to take immediate action to remedy the situation."



**Dr. Christina  
Ghaly: No More  
Excuses!**

**“The reality is that the Department of Health Services is dropping the ball and we’re not standing for it. We need DHS Director Ghaly to take immediate action to remedy the situation.”**

**Adolfo Granados  
Treasurer  
SEIU 721**

# Clinics Workers Deliver Petition for Bonuses



*SEIU California Clinic Workers United members delivered petitions to 90 clinics across California calling on bosses to release bonuses funded in state legislation.*

### SEIU CALIFORNIA CLINIC WORKERS UNITED MEMBERS CALL ON CLINIC BOSSES TO DELIVER PROMISED BONUSES

Across California, clinic workers are taking action at worksites to ensure employers register for a \$1,000-per worker bonus funded through the lobbying efforts of SEIU California Clinic Workers United.

While SEIU California Clinic Workers United secured nearly \$70 million in state money to fund these bonuses, some clinic bosses have refused to register to receive the funds.

Clinic workers aren't backing down. They delivered an open letter signed by more than 800 clinic workers at 90 clinics, demanding clinic CEOs register for and disburse these funds to deserving workers.

As a result, employers registered in large numbers before the December 28th deadline. San Ysidro Health, St. Jude Neighborhood, and Eisner are just a few California community health clinics that are acknowledging the vital care provided by clinic workers.

Innecare clinic workers in Imperial and Riverside Counties marched to their bosses' offices to ask them to register for their bonuses. One day later, Innecare's CEO emailed employees to inform them the agency "made sure we signed up on the very first day of registration so that we can be considered for this program."

Clinic workers united in SEIU-CCWU will continue the fight to improve community clinics and protect members in 2023!



## Clinics Workers Fight for the Bonuses They Deserve

**“Clinics workers fought for and won state funding for bonuses. Congratulations to members of SEIU California Clinic Workers United for standing up and demanding that clinics bosses do the right thing and disburse the bonuses they rightfully deserve.”**

**Lillian Cabral  
Secretary  
SEIU 721**



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### City of Riverside Members Invest to Secure More Wins



#### CITY OF RIVERSIDE MEMBERS OVERWHELMINGLY APPROVE DUES REALIGNMENT TO FUND WINNING STRATEGY

The culmination of years of work to grow and strengthen our union, City of Riverside members voted to ratify a phased in dues realignment that will eventually bring City of Riverside dues in line with the 1.5% standard set by our elected executive board.

This new dues structure will give City of Riverside members the resources to build on an already impressive spate of wins, including legal victories that already have returned \$250,000 to workers after unlawful furloughs, massive rallies at city hall, a strike authorization vote and a strong new contract with unprecedented wage gains and Heroes Pay Bonuses.

With this dues realignment, City of Riverside members have now joined the more than 80% of SEIU 721 members who have committed to growing and building our union at the 1.5% standard.



### City of Riverside Members Invest to Keep the Wins Coming

**“SEIU 721 City of Riverside members are on a roll, winning major legal victories for back pay and organizing massive actions that delivered Heroes Pay and a strong new contract with unprecedented wage gains. The dues realignment is a wise investment that will keep the wins coming.”**

**Simboa Wright  
Vice President  
SEIU 721**

ACROSS CALIFORNIA, SEIU 721 IS FIGHTING TO ENFORCE CONTRACTS AND PROMISED PAY INCREASES

## Fighting for the Raises We Were Promised



Members of SEIU California Clinic Workers United march on clinic bosses to demand they register for and pay out state budget bonus money won by our union.

**T**here's nothing like the power of our union taking to the streets, thousands strong, to fight for the raises, rights and respect our members deserve. In LA County, the City of LA, Ventura County, the City of Riverside and across Southern California, we marched on the boss, took over city council and supervisors meetings, staged massive street actions and won historic contract victories with unprecedented raises and bonuses for frontline workers.

But there's something I've learned in my decades in the labor movement: A good union wins strong contracts; a great one enforces them.

Winning a great contract is only the beginning. SEIU 721 invests heavily in stewards training and representational excellence because we know employers often drag their feet delivering on what they promised at the bargaining table, and they regularly fail to share with workers the budget dollars secured by our lobbying efforts in Sacramento.

That's exactly what's happening at LA County DHS, where our union is hammering the department to release promised overtime pay premiums

**“A good union wins strong contracts, a great one enforces them.”**

to frontline nurses and health care workers fighting the latest COVID-19 surge. It's also happening at more than 90 community clinics around the state, where SEIU California Clinic Workers United members are pressuring bosses to apply for and release to workers bonus money won by our lobbying efforts. It's a valuable reminder that winning a strong contract and passing legislation is the beginning, not the end, of our union's fight to protect workers.

Gilda Valdez, Chief of Staff

*Gilda Valdez*



We need Digital Union Voices to organize a stronger union. Text VOICES to 721721 today!