

2023

PRESIDENT'S ROAD AHEAD REPORT

TO THE MEMBERS OF SEIU 721



FIGHTING FOR OUR FUTURE



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

2023 will be a defining year for union workers — across the country, around our state and right here in Los Angeles, the Tri-Counties and the Inland Area.

- Republicans now control the House of Representatives, and have handed chairmanships of key committees to anti-worker ultra-conservatives. The Supreme Court is poised to rule on **Glacier Northwest v. The Teamsters**, a case that could cripple the ability of unions to strike and expose them to costly lawsuits by deep-pocketed corporations.
- In California, big corporations are gearing up to repeal **AB 257**, the landmark legislation our union helped pass to improve wages and working conditions for fast-food workers.
- In **Riverside County and the City of L.A.**, we're back at the bargaining table, but in a much stronger position. Five years ago, an anti-worker majority on the Riverside County Board of Supervisors imposed a contract on SEIU 721 members in the wake of a two-day strike. Thanks to a massive field campaign by **SEIU 721 Inland Area members**, we'll go to the table with a pro-worker

majority on the board.

- **In the City of L.A.**, we're celebrating the election of our endorsed candidate, Karen Bass, the first Black woman mayor in the city's history. Our union literally has a seat at the table — I am serving on the Mayor's transition team — as a new pro-union administration develops policy and bargains a new contract with L.A. City members. This relationship will be crucial as the city prepares for the 2026 World Cup and the 2028 Olympics and we fight to ensure workers reap the economic benefits.

Despite a massive recent rise in the popularity of unions, the Labor Movement faces powerful opponents with political clout and unlimited funding. As you'll see inside, California unions like ours are well positioned to fight back because of our organization, grassroots political power and large numbers.

We're drawing the line in California with a plan to protect and grow our union, build power for working people and beat the union busters.

David Green



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SEIU 721 MEMBERS ARE DRAWING THE LINE IN CALIFORNIA

SEIU 721 IN 2023 THE ROAD AHEAD

PRESIDENT'S ROAD AHEAD REPORT 2023



BY GROWING OUR UNION AND BUILDING POWER FOR WORKERS



1

STRENGTHENING OUR ORGANIZATION

The key to a strong union is building collective strength in numbers and using it to deliver for members. By increasing our clout, we have the power to win good collective bargaining agreements, enforce our contracts and advocate on behalf of members to resolve their problems, no matter how big or small.

SEIU 721 is investing in member leaders, stewards and staff so they are equipped to grow our union and to win for workers in every setting. Here's our plan in 2023:

- **Expand our New Employee Orientation effort** and train an army of stewards to help educate all new hires at SEIU 721-represented worksites about the rights and benefits that come with union membership.
- **Ensure that public employers honor AB 119 and SB 191**, which guarantee the right of recognized union representatives to meet with newly hired employees to inform them of their rights under California labor law and benefits due to them as union members.



2

PROTECTING AND GROWING OUR UNION

Public approval of labor unions is at a 50-year high, as workers in government and the private sector realize the labor movement gives them the power to level the playing field at work and build a fairer economy. This terrifies big corporations, the ultra-rich and anti-government conservatives who don't want to pay their fair share of taxes or share their wealth with the workers who helped create it. That's why they're spending billions nationwide on union-busting front groups, like the Freedom Foundation.

- SEIU 721 is fighting back against the union-busters with **Rise and Resist**, a program that exposes their funding and trains member leaders and stewards to counter their tactics.
- Our union is expanding its efforts to **organize workers in breakthrough sectors** at the local and statewide level, including: app-based gig economy workers; adjunct professors and other workers at private schools and colleges; clinics workers; and fast-food workers.



3

FIGHTING SHORT-STAFFING AND PRIVATIZATION

There is a short-staffing epidemic in California local government. Across SEIU 721's territory, elected officials, city managers and county executives are promising taxpayers they will reduce homelessness, protect children in foster care, repair roads, and reduce wait times at hospitals. What they're not telling the public is that they don't have the workers to do the job because they've failed to retain existing workers or hire new ones.

Some cities and counties are cutting corners through privatization — turning over government functions to cut-rate private contractors that replace union employees with underpaid workers with no benefits. Our members have had enough.

- **SEIU 721 is documenting and exposing how short-staffing is degrading the quality of public services and hurting the workers who provide them** to elected officials, regulators, the media and voters.
- **SEIU 721 is blowing the whistle and blocking attempts by local governments to turn over vital services to cut-rate contractors.**



4

BUILDING POLITICAL POWER FOR WORKERS

Elections matter and public workers ignore politics at our own peril. It's crucial for us to elect candidates who understand and value the work we do and will vote to protect it. SEIU COPE amplifies the voices of everyday workers. It allows us to hear from and question candidates directly and it organizes and focuses our people power into effective campaigns.

- SEIU 721 works to help **elect pro-worker candidates** who will lead on issues important to our members and other working people.
- Our union **lobbies at the local and state level for funding to sustain vital public services and the workers who provide them.**
- We develop and work with community allies to **pass legislation that protects workers' pensions and benefits and their right to organize unions.**
- We back initiatives that **promote racial, social and economic justice.**

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“SEIU 721 COPE elects legislators who will help us drive legislation protecting workers across sectors from hospitals and clinics to fast-food.”

Lillian Cabral
Secretary
SEIU 721



SEIU 721 COPE ELECTS PRO-WORKER LEGISLATORS WHO WILL HELP US PASS LEGISLATION TO PROTECT WORKING FAMILIES

By electing legislators who understand our work and educating them about threats to vital services and the workers who provide them, SEIU 721 is able to pass legislation in California that protects our members.

By conducting policy research, building grassroots coalitions and organizing lobbying visits with legislators, SEIU 721 shapes state policy to deliver funding for vital services, safeguard members' pensions and benefits, improve safety on the job and protect union rights.

Here are just some of the key areas our Government Relations team is focusing on in 2023:

Protect Fast-Food Workers and Save AB 257

In 2023, we'll continue our efforts to mobilize and organize fast-food workers and push back against the anti-union efforts of corporate giants like McDonald's, Starbucks and Taco Bell. Fast-food corporations plan to spend big in 2024 to repeal AB 257, the landmark legislation passed by our union to help California's 550,000 fast-food workers win better pay and a union.

Help Healthcare Workers Win \$25/Hour

Our union will fight to fix the chronic hiring and retention issues and low pay causing a staffing crisis in California's hospitals, nursing homes and clinics. We can't afford more healthcare workers leaving the profession because less stressful jobs often earn them equal or higher pay, so we're going to lead the fight to get them the compensation they deserve.

Raise Standards for Clinic Workers

We're launching a statewide campaign to improve wage and benefits standards for clinic workers, beginning with an effort to ensure that individual clinics apply for and distribute the retention bonuses funded through our union's lobbying efforts. Our ultimate goal is to create statewide multi-employer bargaining to build power and better lives for California's 55,000 community clinic workers.



SEIU 721 READY TO FIGHT BACK

“SEIU 721 MEMBERS ARE READY TO DRAW THE LINE IN CALIFORNIA AGAINST THE BIG CORPORATIONS, ULTRA-CONSERVATIVES AND DARK MONEY FOUNDATIONS TRYING TO BUST UNIONS AND TRAMPLE AMERICAN WORKERS.” — ADOLFO GRANADOS, TREASURER, SEIU 721



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SEIU 721 READY TO WIN



“Thanks to smart strategy and big campaign wins, Riverside County and L.A. City SEIU 721 members are in a strong position.”

Adolfo Granados
Treasurer
SEIU 721

SEIU 721 MEMBERS GEAR UP IN LA CITY AND RIVERSIDE COUNTY

SEIU 721 members are gearing up to bargain major contracts in the City of L.A. and in Riverside County. But in both cases, thanks to smart strategy and a massive effort by SEIU COPE, members are in a far stronger position to win good agreements.

Last year, SEIU 721 LA City members overwhelmingly approved a new 1-year contract with the City of Los Angeles. The new deal locked in our 3% raises effective January 1, 2023, and our one-time 5% cash bonus on July 26, 2023. We pursued a one-year deal, betting that we could come back to a friendlier bargaining environment. With the historic election of SEIU 721's endorsed candidate, Karen Bass, the first Black woman mayor of Los Angeles, that bet paid off.

It's also a new day in Riverside County, where a huge SEIU 721 Inland Area campaign helped tilt the Riverside County Board of Supervisors to a pro-worker majority. Just 5 years ago, county management bargained in bad faith and committed nearly 40 Unfair Labor Practice violations, triggering a two-day strike. Now we're much better positioned to bargain a good contract.

SEIU 721 COPE VICTORIES ARE A GAME-CHANGER FOR BARGAINING IN LA CITY AND RIVERSIDE COUNTY



Riverside County workers on strike in 2017.

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How to Make the Most of Labor-Management Committees



SEIU 721 LABOR MANAGEMENT COMMITTEE TRAINING PREPARES STEWARDS AND LEADERS TO WIN

Labor Management Committees (LMCs) are created by the Memorandum of Understanding (MOU) or Union Contract. LMCs are a channel of communication to top management to:

1. Express collective group complaints that lie outside of the normal grievance procedure;
2. Resolve minor worksite problems before they become grievances;
3. Provide input on operational plans that affect our members.

The Union always chooses its representatives on an LMC, not Management. A strong LMC has Union members from various bargaining units, facilities, floors or classifications – there is power in numbers and representation of all our members.

SEIU 721 recognizes the need to start 2023 right and has programmed training to help you make the most of your LMCs. Our LMC training provides Stewards with best practices on managing Labor-Management meetings, including how to evaluate problems to determine which are appropriate for Labor-Management resolution. These trainings will

be offered to all members, not just Shop Stewards:

- **Labor Management/Meet and Confer – Monday, February 13, 6:30 pm to 8:30 pm**
- **Labor Management/Meet and Confer – Monday, March 13, 6:30 pm to 8:30 pm**
- **Labor Management/Meet and Confer – Wednesday, April 19, 6:30 pm to 8:30 pm**
- **Labor Management/Meet and Confer – Wednesday May 10, 6:30 pm to 8:30 pm**

These trainings – and more – are offered all year and you can RSVP by visiting seiu721.org.

Remember, the official SEIU 721 Policy for Stewards states that to maintain your Steward status as a Certified Shop Steward, you must invest in your development by attending at least one (1) training per calendar year.

We will continue to report back on the work of our Shop Stewards and their victories. If you want help with your PE, talk to a Shop Steward. If you do not know who your Stewards are, call the Member Connection at 877-721-4968.

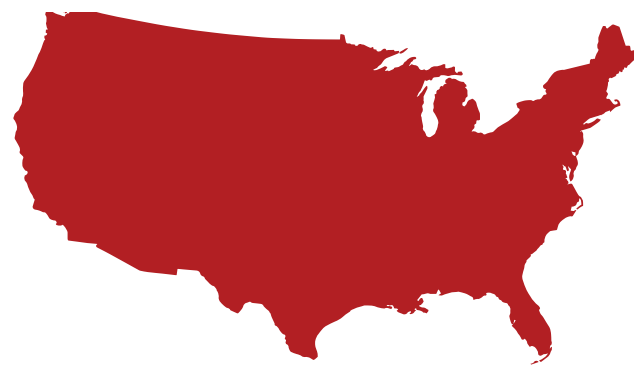
STATE OF THE UNIONS: UNION MEMBERSHIP IN AMERICA

Today, just 10% of American workers belong to unions – half as many as in 1983 – and the disparity between the public sector and the private sector is significant. Nationwide, more than 33% of government employees are unionized, compared with just 6% of workers in the private sector.

The difference between states is even more striking. In 2022, 30% of all union members in America live in just two states, California and New York, even though these states account for just 17 percent of the U.S. workforce.

In an effort to slash government services, grow their own profits and pay less taxes, a coalition of big corporations, the ultra-rich and anti-government conservatives has waged a decades-long campaign to undermine unions at the ballot box and in the courts.

California is where our union draws the line. Public support for unions is now at a 50-year high, and a new wave of young activists is firing up organizing drives in fast-food, app-based gig work, higher education, clinics and the tech industry. It's time to take back our economy.



UNITED STATES

| | |
|--|-------------|
| TOTAL # OF WORKERS: | 141,675,000 |
| # OF UNION MEMBERS: | 14,289,000 |
| % OF WORKERS WHO ARE UNION MEMBERS: | 10.1% |
| # OF PUBLIC EMPLOYEE UNION MEMBERS: | 7,100,000 |
| % OF PUBLIC EMPLOYEES WHO ARE UNION MEMBERS: | 33.1% |



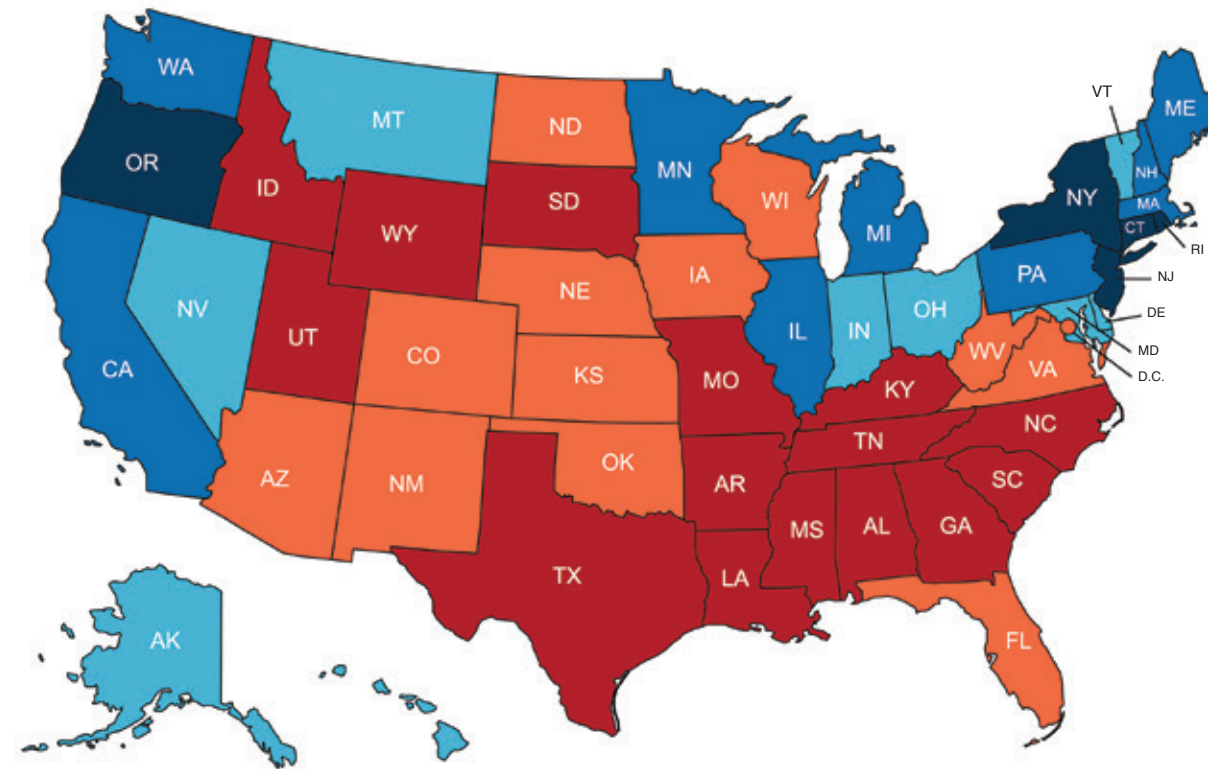
CALIFORNIA

| | |
|--|------------|
| TOTAL # OF WORKERS: | 16,240,000 |
| # OF UNION MEMBERS: | 2,468,000 |
| % OF WORKERS WHO ARE UNION MEMBERS: | 15.9% |
| # OF PUBLIC EMPLOYEE UNION MEMBERS: | 1,233,000 |
| % OF PUBLIC EMPLOYEES WHO ARE UNION MEMBERS: | 57.9% |

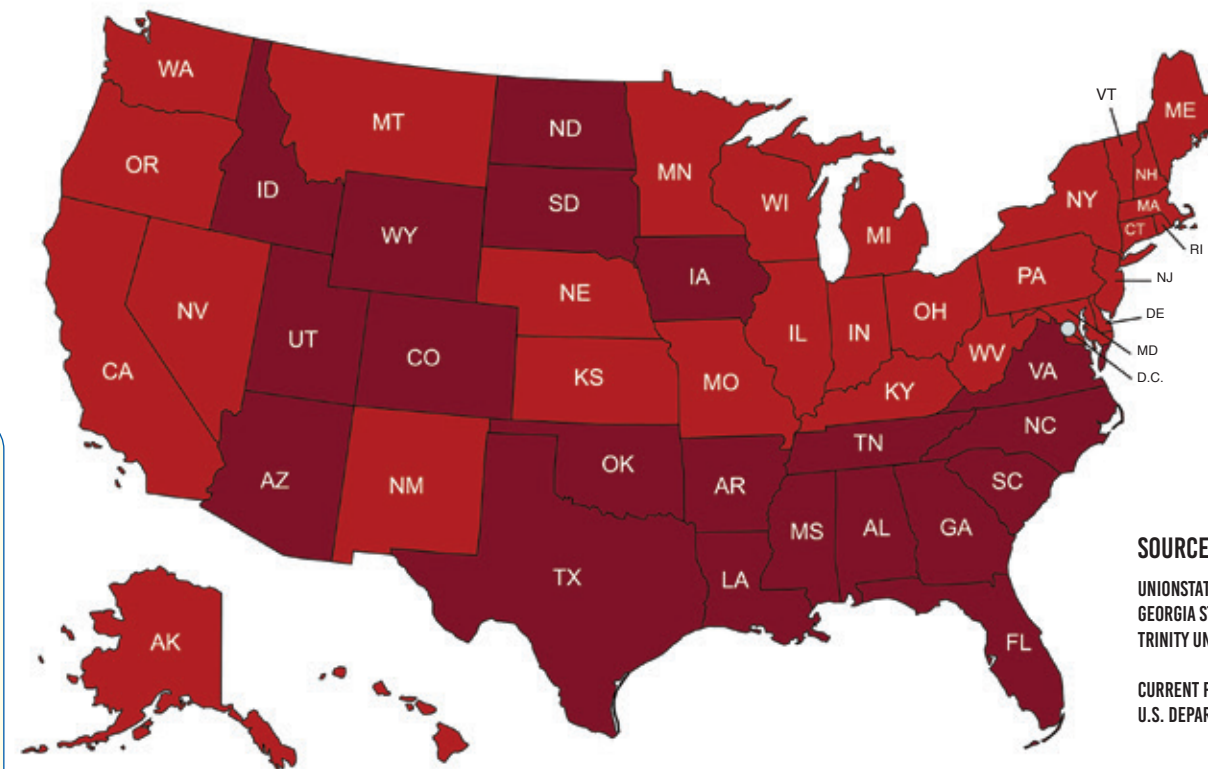
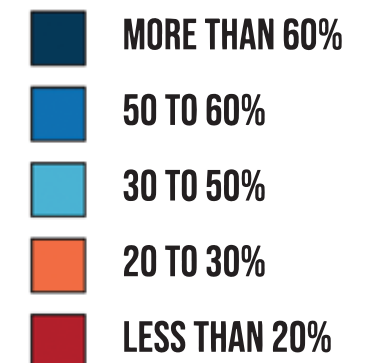


“The numbers tell the whole story. Unions are at a 50-year high in popularity because workers with unions earn on average 20% more than non-union workers. But union membership is declining as a result of a decades-long campaign to crush union organizing paid for by big corporations and ultra-conservative billionaires that don't profit from a fair economy. California is where we draw the line.**”**

Simboa Wright
Vice President, SEIU Local 721



PERCENTAGE OF PUBLIC EMPLOYEES IN UNIONS



PERCENTAGE OF PRIVATE SECTOR WORKERS IN UNIONS



SOURCES:

UNIONSTATS.COM (BARRY HIRSCH, ANDREW YOUNG SCHOOL OF POLICY STUDIES, GEORGIA STATE UNIVERSITY AND DAVID MACPHERSON, DEPARTMENT OF ECONOMICS, TRINITY UNIVERSITY)

CURRENT POPULATION SURVEY, BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR

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“SEIU 721 is dedicated to justice for all – and that means condemning racism in all its forms and using union power to create a more just society.”

Simboa Wright
Vice President
SEIU 721

SEIU 721 WORKS FOR SOCIAL, RACIAL AND ECONOMIC JUSTICE

SEIU is dedicated to justice for all working people through raising wages and protecting everyone's right to join a union to help their families and communities – but that's not enough. We cannot achieve economic justice without racial justice.

SEIU 721's Racial Justice Committee advises our union's executive board. Here are the tools we use to move our union's racial justice agenda:

Using Union Power to Condemn Racism

At every opportunity, SEIU 721 uses its public platform and its relationships with politicians and the media to condemn racism in all its forms in government, business and in the labor movement itself. The murders of George Floyd, Tyre Nichols and countless others are a stain on our democracy, and we won't stop pressuring public officials until police reform is enacted.

Building Stronger Union Caucuses

Our diversity is our strength, and we empower SEIU 721's caucuses to lead on key racial justice

campaigns. SEIU 721's Asian Pacific Islander Caucus develops workshops to Stop Asian Hate. Our African American Caucus works with the Coalition of Black Trade Unionists to empower Black union leaders across the country. Our Latino Caucus works with the People's Summit for Democracy and other partners to organize citizenship and care programs in support of Latino, immigrant and refugee communities.

Lobbying and Bargaining for Policy Change

From our successful lobbying effort to win Juneteenth as an official paid holiday in the City of L.A., to our victory at the bargaining table that created a Targeted Local Hiring program that will deliver 1,000 jobs in historically underserved communities, we use union power to drive real change.

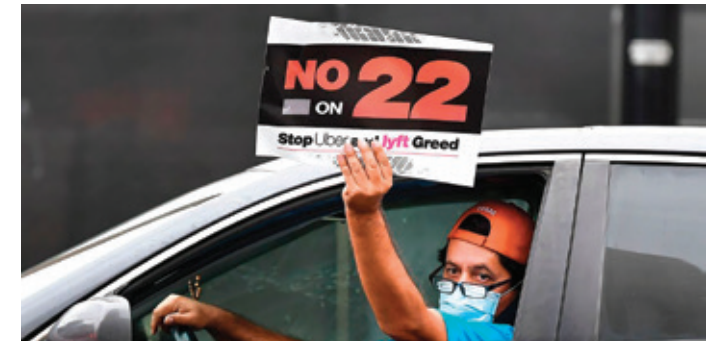
If you want to get involved with SEIU 721 caucuses, call the SEIU 721 Member Connection at 877-721-4968.

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SEIU 721 UNIONS FOR ALL

GIG WORKERS

SEIU 721 and our Northern California sister local, SEIU 1021, are helping the California Gig Workers Union win justice for tens of thousands of Californians who work for gig economy corporations like Uber, Lyft, DoorDash, Instacart and others. Uber and Lyft spent \$220 million passing deceptive Prop 22 to deprive gig workers of employee rights and benefits, but our union fought back in court. Last August, an Alameda County Superior Court declared Prop 22 unconstitutional. The gig companies are appealing, but we'll fight to the finish.



A member of the California Gig Workers Union campaigns against Prop 22.

FAST-FOOD WORKERS

SEIU 721 led the fight for \$15/hour and a union for California fast-food workers. We will fight like hell to defend our landmark victory on AB 257 — a new state law that will deliver fair wages and basic worker protections for fast-food workers — against giant fast-food corporations' effort to overturn it. This month, we exposed the fast-food giants' fraudulent signature gathering campaign, publicizing a video in which their operatives were caught telling voters that repealing AB 257 would raise workers' wages.



A fast-food worker with Fight For \$15 California rallies for justice.

CLINICS WORKERS

Our union is leading a statewide campaign to improve standards for community clinics workers and to secure funding for the vital services they provide.

Our union championed the passage of SB 1014 to allocate \$75 million for community health centers and provide \$1,000 payments to help retain 70,000 health care workers across the state. Now we're leading the charge to lobby and hold accountable individual clinics to ensure they apply for and disburse the retention bonus money to workers.



Clinics workers at St. John's staff a COVID-19 vaccination center.

HIGHER EDUCATION WORKERS

Leadership at California's private schools and colleges are hiking tuition and collecting obscene paychecks, while they cut tenure track positions and decrease faculty pay.

SEIU 721 is building on victories at Occidental College and Otis College of Art and Design to help non-tenure track faculty at more private schools and colleges win fair pay, benefits and a union.



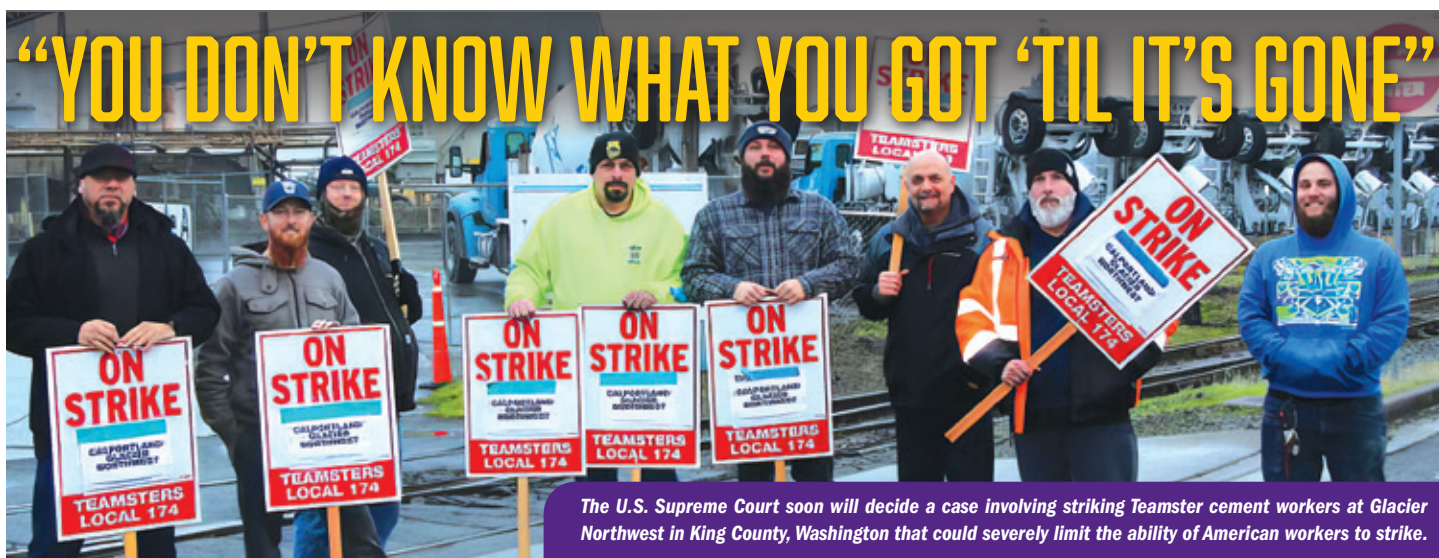
Students stand with non-tenure track faculty at Occidental College.

SEIU 721



IN 2023

PRESIDENT'S ROAD AHEAD REPORT TO THE MEMBERS OF SEIU 721



The U.S. Supreme Court soon will decide a case involving striking Teamster cement workers at Glacier Northwest in King County, Washington that could severely limit the ability of American workers to strike.

The Rights and Benefits Enjoyed by California's Unionized Public Employees Are Second to None. Big Corporations and the Ultra Right Want to End That.

“You don't know what you got 'til it's gone.” The refrain to the old hit song by

Joni Mitchell pretty well sums up the situation for unionized government workers in the Golden State. While far from perfect, California's unionized public employees have higher wages, better benefits and far greater protection under the law than their non-union counterparts and even most of their unionized brothers and sisters in other states. This is due to the clout generated by the high percentage of California's government workers who belong to a union. Nationally, 1 out of 3 public employees belongs to a union; in California, it's closer to 2 out of 3.

It would be a big mistake for us to take this for granted.

While unions are skyrocketing in popularity across the U.S. and petitions for new organizing are surging, a multi-billion-dollar campaign to crush labor unions is gaining steam. Funded by big corporations and the family foundations of a handful of ultra-conservative billionaires, this effort seeks to crush Labor

in the courts and at the ballot box and to trick union members into dropping their membership.

This same dark money union-busting operation that tried to cripple the ability of public workers to organize and operate unions through the infamous **Janus** case, is behind a new U.S. Supreme Court case that would prevent workers from striking and make it easier for corporations to sue workers for economic damages caused by strikes. They're also prepping a \$200 million campaign to roll back AB 257, the landmark law our union passed to improve wages and working conditions for fast-food workers.

It's time for us to strengthen and grow our union and build political power for workers so we can stop this new wave of union-busters. California is where we draw the line!



Gilda Valdez, Chief of Staff

Gilda Valdez