SEIU 721

PRESIDENT'S ANNUAL REPORT 2022-23



SEIU 721 MEMBER-LED CAMPAIGNS DRIVE HISTORIC WINS FOR WORKERS

Across America, Labor is surging. Fueled by frustration with inflation, rising income inequality and obscene corporate profits, the popularity of unions is at a 60-year high. Strikes and new organizing drives are on the rise, and union workers across the U.S. economy are winning strong contracts. SEIU 721 members are at the forefront of this reinvigorated movement.

SEIU 721 LA City workers' 1-day strike captured national headlines and the support of the White House. SEIU 721 members won historic minimum wage increases for fast-food workers and healthcare workers. Our union fought fights — big and small — winning strong contracts across Southern California, and stood up to demand better staffing, rights and respect from management across the region. As you read all about it inside, be proud of what you've accomplished.



DAVID GREEN
PRESIDENT, SEIU 721

David Green

ORGANIZING AND ADVOCATING FOR RACIAL AND ECONOMIC JUSTICE





SEIU 721 ORGANIZES AND FIGHTS TO PROTECT OUR MEMBERS

UNION STRONG

LOCAL 721 SEIU

AND ADVOCATES FOR RACIAL AND ECONOMIC JUSTICE FOR ALL





Governor Gavin Newsom signs the fast-food minimum wage law at SEIU 721 headquarters.





SEIU 721 President David Green and V.P. Simboa Wright with new U.S. Senator Laphonza Butler.

PROTECTING OUR MEMBERS

SEIU 721 bargained strong contracts in 2022-23, but a contract isn't worth the paper it's printed on unless we enforce it. That's why we invested heavily in representational excellence, empowering stewards and member leaders and training them that no fight is too big or too small.

When **Kaiser** announced it was jacking up health premiums for our Southern California members, we put hundreds in the streets to protest their greed. We marched on LA County department heads at **DCFS, DPSS** and **DMH** to demand solutions to chronic short-staffing. We also won hundreds of individual grievances, like the case of **Ventura County Medical Office Assistant Elizabeth Vazquez**, who was wrongfully accused of misconduct. The persistence of her steward and union attorney **Sam Martinez** won her full reinstatement.

PASSING LANDMARK PRO-WORKER LAWS

SEIU 721 made history this year, passing landmark pro-worker legislation:

SB 525 the $25/Hour statewide healthcare minimum wage by Senator Maria Elena Durazo. This first-in-the-nation bill will create a wage floor for nearly 500,000 California workers.

AB 1228 a historic bill by Assemblyman Chris Holden creates a $20/Hour minimum wage for fast food workers. Signed into law by Governor Newsom at 721's offices in October, SB 1228 will raise wages for an estimated 500,000 California workers.

Other wins included the first transparency and disclosure rules for community clinics (**SB 779-Stern**), and a bill to stop the outsourcing of public jobs (**AB 1484-Zbur**).

ORGANIZING WORKERS IN NEGLECTED INDUSTRIES

The hallmark of our union is our commitment to fight for workers in forgotten industries struggling to win rights, respect, a living wage and a union. From fast-food to community clinics to app-based gig companies to private colleges and universities, we're fighting to raise wage and benefit standards that, in turn, benefit our public sector members.

When we create minimum wage standards for **healthcare workers** and **fast-food workers**, we create a ripple effect in the economy that raises wages for all of us. When we organize nonprofit **community clinic workers**, we not only improve patient care, we also reduce the incentive for government to contract out public sector healthcare jobs. When we organize **app-based gig workers** and **adjunct professors**, we not only help win a living wage, we also reduce the impact on public assistance programs.

FIGHTING FOR RACIAL AND ECONOMIC JUSTICE

SEIU 721 ended 2022 celebrating members' role in making **Karen Bass** the first Black woman elected mayor of LA. We close out this year cheering the appointment of former SEIU leader **Laphonza Butler** as the second-ever Black woman in the U.S. Senate.

This year, we also invested in empowering a new generation of union activists focused on achieving our goal of racial and economic justice:

- Winning appointment of **Simboa Wright to Governor Newsom's Racial Equity Commission**.
- Commemorating **Latino Heritage Month** with a gala event and screening with **Blue Beetle star Xolo Maridueña**.
- Sending a 15-member delegation to the **SEIU Asian Pacific Islander Summit in Las Vegas in September**.

SEIU 721 WINS LANDMARK VICTORIES IN A YEAR OF ACTION

NOV. 2022 | DEC. 2022 | JAN. 2023 | FEB. 2023 | MAR. 2023 | APRIL 2023 | MAY 2023 | JUNE 2023 | JULY 2023 | AUG. 2023 | SEPT. 2023 | OCT. 2023



Karen Bass becomes the first Black woman elected mayor of Los Angeles with support from SEIU 721.

SEIU 721 members at LA County DMH demand action on staffing issues.



At the end of April, LA 211 workers ratify a wage re-opener, locking in a $3/HR increase.





SEIU 721 honors retiring Executive Director Bob Schoonover for his 40 years of game-changing leadership for Labor.

Second pay increase begins to hit LA County members' paychecks as part of the largest raises in LA County history.





SEIU Community Clinic Workers United joins State Senator Maria Elena Durazo and healthcare workers to introduce historic SB 525 statewide healthcare minimum wage.

SEIU 721 City of San Fernando members ratify a strong new contract that includes an 18% COLA.







SEIU 721 LA City members vote by a 98% margin to authorize a ULP strike.



An estimated 5,000 LA city workers join first citywide strike in 30 years.

LA City Council approves 1-year contract with 3% raise and 5% bonus for LA City workers.





SEIU 721 City of Simi Valley members ratify a strong new 2-year contract with a 10% wage increase.

SEIU 721 City of LA members pack the LA City Council to protest city negotiators' bad faith bargaining tactics.





SEIU 721 City of Ventura members ratify a strong new 3-year agreement with an 8% salary increase.



SEIU 721 joins thousands of SEIU-UHW healthcare workers for a Labor Day rally to draw attention to the health giant's abuses.

SEIU 721 IN 2022-2023
A YEAR OF ACTION

SEIU 721 helped ignite a nationwide resurgence of the Labor Movement with "Solidarity Summer," LA City's first citywide strike in nearly 40 years, a series of big contract wins and landmark legislative minimum wage victories for healthcare and fast-food.



SEIU 721 members at St. John's Community Health win new contract with industry-leading $25/hr minimum wage for all employees.



SEIU 721 files ULP against the City of LA over city negotiators' abandonment of deal to re-open the LA City contract.



USC housing workers vote to join SEIU 721.

Governor Newsom signs SEIU-CCWU-sponsored SB 779 clinic data transparency bill.





More than 600 721 members and other SEIU healthcare workers rally in Sacramento for SB 525.



SEIU 721 SBCERA workers launch a 3-day ULP strike to protest negotiators' bad faith tactics.



On March 23, University of Southern California shuttle drivers vote to join SEIU 721, overcoming a well-funded anti-union campaign waged by University leadership.





SEIU 721 leaders hold an intense two-day retreat to plot strategy to grow our union, pass key pro-worker legislation and secure victory in our toughtest contract fights.

SEIU 721 hosts 3-day International Gig Workers Congress.





Unions representing 200,000 LA workers stage a massive rally in support of striking WGA writers in DTLA.

Governor Newsom makes history at SEIU 721 headquarters, signing AB 1228, the $20/hr fast-food minimum wage.



Governor Newsom signs SB 525, the nation's first statewide minimum wage for healthcare workers.





FIRST LA CITY STRIKE IN 40 YEARS CAPTURES NATIONAL HEADLINES

In August, SEIU 721 LA City members took center stage in America's "Solidarity Summer" with a one-day citywide strike at dozens of sites across the LA region — the first in nearly 40 years. The strike drew more than 5,000 workers and generated more than 5,300 media stories and a call of support from the White House.

In October, SEIU 721 LA City members and the Fix LA Alliance, a coalition of more than 20 allied Labor, clergy and community groups, launched a package of "common good" bargaining proposals aimed at providing more affordable home ownership opportunities for SEIU 721 members and other frontline workers.

While competitive wages are a top demand, our recent bargaining survey found fewer than half of LA City members own their homes.



Fix LA launches "common good" proposals



LA City Sanitation workers on City Hall picket line.



FIGHTING FOR CONTRACT RIGHTS, RAISES AND RESPECT IN LA COUNTY

- In the wake last year's massive Fight for the Frontlines march, our union won a new three-year contract that included a 12% raise – including the biggest one-year raise in LA County history. Members started receiving the second of three pay increases in their October paychecks.
- In March, LA County DMH workers marched on department director Lisa Wong over short-staffing.
- In May, SEIU 721 LA County correctional healthcare workers picketed outside Men's Central Jail asking a federal judge to investigate jail conditions and short-staffing.
- In June, SEIU 721 members at LA County Aging and Disabilities Department marched on Director Laura Trejo to enforce our contract.
- LA County SEIU 721 members joined with their union siblings from SEIU United Healthcare Workers for a Labor Day action to call out healthcare giant Kaiser's outrageous insurance premium increases for SEIU 721 members and labor law violations by management.
- In October, hundreds of SEIU 721 LA County Children's Social Workers marched on LA County CEO Fesia Davenport, demanding lower caseloads.



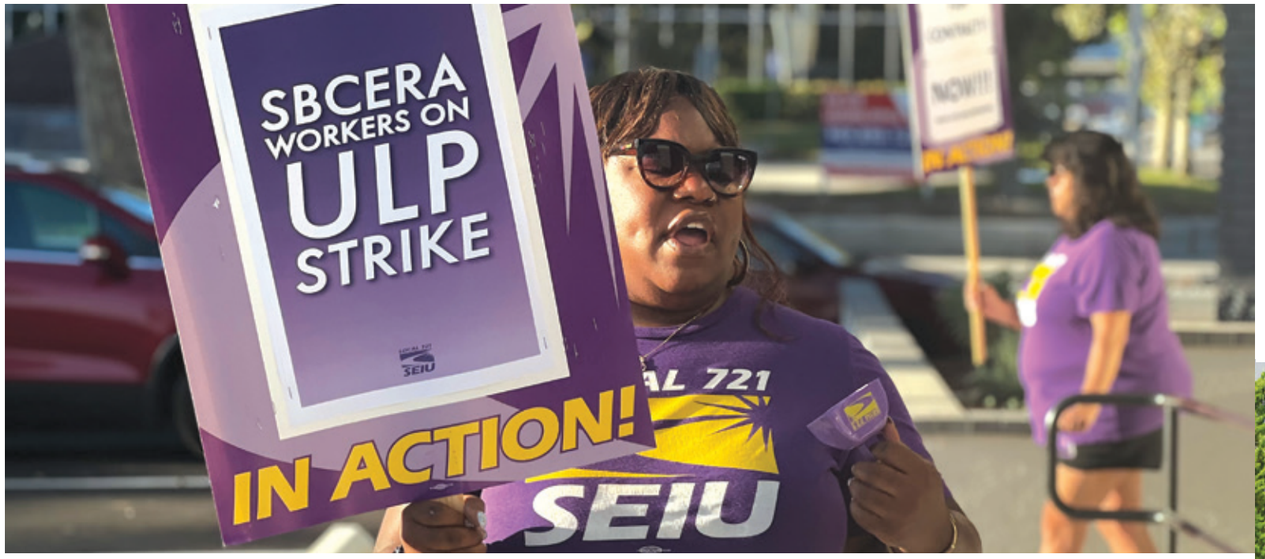
LA County correctional healthcare workers



CHS picket at Men's Central Jail



LA County DCFS Children's Social Workers



The Inland Region has become the fastest-growing in our union by taking on some of the toughest fights

DUES REALIGNMENT AND AGGRESSIVE FIELD PLANS ARE INCREASING WORKER POWER IN THE REGION

SEIU Inland Region has become the fastest-growing in SEIU 721's territory by fighting tirelessly for good contracts — like the agreement won by Riverside County Superior Court workers in April — and aggressively organizing new members.

Inland Region members have begun ratifying a new dues realignment as part of a larger plan to enhance our union's bargaining and advocacy resources. A massive SEIU 721 field push in last year's election helped deliver a pro-worker majority on the Riverside County Board of Supervisors.

Now, Inland Region members are flexing their power. Dozens of County of Riverside members put county leadership on notice at the May Board of Supervisors meeting, delivering a petition with 1,500 members' signatures, demanding the county bargain in good faith.

SEIU 721 President David Green faced off with Riverside County Executive Officer Jeff Van Wagenen in a June 8 Riverside Press-Enterprise article, saying our union will no longer tolerate the disrespect that led to a 3-day strike in our last contract campaign.

The same goes for SEIU 721 members at the San Bernardino County Employees retirement system, who after fighting for a contract for two years, launched a 3-day ULP strike in September.

> "INLAND AREA MEMBERS INVESTED IN A STRONG UNION. NOW THEY'RE FLEXING THEIR POWER."



ADOLFO GRANADOS
TREASURER
SEIU 721

SEIU 721 TRI-COUNTIES



SEIU 721 Tri-Counties is bargaining strong contracts while taking a stand for every member

Looking back at the last year, SEIU 721 Tri-Counties' motto might as well be "no fight is too big and no fight is too small."

In December 2022, SEIU 721 Ventura County members won Board of Supervisors' approval for a historic 3-year contract with a 13% raise and a $2,000 bonus.

Then, in June 2023, SEIU 721 City of Ventura members ratified a strong new 3-year deal with an 8% salary increase and significant market-based adjustments for all units.

At the same time, SEIU 721 Tri-Counties was racking up an impressive list of grievance and arbitration wins for individual members. Tri-Counties helped Ventura County Medical Center worker Scott Nash win $19,000 in back pay after he was forced to assume the responsibilities of another employee on leave, and won reinstatement and preservation of benfits for Ventura County Medical Office Assistant Elizabeth Vazquez, who was wrongfully accused of misconduct.











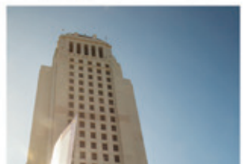

















SEIU 721: A YEAR OF ACTION 2022/2023

From November 2022 to October 2023, SEIU 721 members won landmark legislative victories, including historic minimum wage increases for fast-food workers and clinic workers. We captured national headlines with a massive citywide strike in LA. We bargained strong new contracts in Ventura County, Clínica Romero, and other cities, nonprofits and colleges across Southern California. We fought for racial and economic justice, organized workers and celebrated our diversity in an unprecedented year of action.

"CONGRATULATIONS TO ALL SEIU 721 MEMBERS FOR YOUR STRENGTH, UNITY AND SUCCESS IN 2022-23. WHEN WE FIGHT, WE WIN!"

SIMBOA WRIGHT, VICE PRESIDENT, SEIU 721



SEIU 721 IN 2022-2023
WINNING STRONG CONTRACTS

SEIU 721 MEMBERS FROM CITIES, COUNTIES, NONPROFIT AGENCIES AND COLLEGES ACROSS SOUTHERN CALIFORNIA BARGAINED STRONG NEW CONTRACTS IN 2022-23

- In December 2022, the Board of Supervisors voted to approve historic 3-year Ventura County contract with 13% raise and a $2,000 bonus.
- In February 2023, SEIU 721 North LA County Regional Center (NLACRC) members voted to ratify a 5-year contract that secures raises, bonuses and other hard-fought wins. The new contract includes wage increases totaling 15% or more, a one-time 8% bonus, two new paid holidays, improved health and vision benefits, and more.
- In February 2023, members at Clínica Monseñor Oscar A. Romero ratified a groundbreaking 3-year contract with a $19/hr minimum wage, an across-the-board 12% raise, increased longevity pay and education benefits, and stronger contract language.
- In February 2023, members at Northeast Valley Health Corporation ratified a strong new 3-year contract with an across-the-board 16% wage increase and increased bilingual pay premiums.
- In March 2023, SEIU 721 members at Gateways Hospital and Mental Health Center reached a Tentative Agreement on a new 3-year contract with cost-of-living wage increases in each year based on job descriptions, and additional increases in bilingual and standby pay.
- In March 2023, SEIU 721 City of San Fernando members unanimously ratified a strong new contract that includes an 18% cost of living adjustment, expanded bereavement leave, a new paid Juneteenth holiday, increased uniform allowances, new education incentives and a new Flexible Spending Account for medical-related costs.
- In March 2023, members at St. John's Community Health won a new contract with an industry-leading $25/hr minimum wage for all employees and improved longevity pay.
- In March 2023, SEIU 721 City of Simi Valley members ratified a great new 2-year contract with a 10% wage increase.
- In April 2023, SEIU 721 Superior Court of CA, County of Riverside members ratified a new contract with an across-the-board raise of at least 11% for all bargaining unit members, a $5,000 bonus, increased employer contributions to health benefits, and increased leave accrual, retention and longevity pay for court reporters.
- In April 2023, SEIU 721 211 LA workers ratified a Salary Re-opener Tentative Agreement, locking in a $3.00 wage increase. This win follows consecutive victories at 211 LA, including last year's successful fight against LA County's attempt to outsource and automate 211 LA jobs.
- In April 2023, Ventura County members scored a major victory by securing strong Joint Labor-Management Committee language in our county contract.
- In June 2023, SEIU 721 City of Ventura members ratified a strong new 3-year agreement with an 8% salary increase and significant Market-Based Adjustments for all units.
- In July 2023, SEIU 721 County of Ventura legacy members approved a new TA designed to protect members' retirement security in the face of the California Supreme Court's decision in the Alameda case.
- In September 2023, Non-Tenure Track faculty at Occidental College ratified a new contract and rallied with students to gear up for the coming Professional and Administration unit contract campaign.
- In September 2023, Adjunct faculty at Whittier College ratified a new 3-year contract that includes new minimum rates for part-time faculty, increases to course cancellation fees and professional development fund reimbursement, and improved communication between the college and faculty.

"CONGRATULATIONS TO SEIU 721 MEMBERS FOR STAYING UNION STRONG, FIGHTING HARD AND BRINGING HOME GOOD NEW CONTRACTS."

LILLIAN CABRAL, SECRETARY
SEIU 721



SEIU LOCAL 721
1545 WILSHIRE BLVD.
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SEIU 721 CHIEF OF STAFF GILDA VALDEZ

OUR UNION



SEIU 721 MEMBERS ARE "RUNNING THE BOARD" WITH HISTORIC WINS FOR WORKERS IN CALIFORNIA

POLITICO

Legislative Winners: SEIU California

"Labor unions — especially SEIU California — ran the board at the Capitol this session."

Dr. Martin Luther King, Jr. once said, "we can all get more together than we can apart. And this is the way we gain power." SEIU 721 members proved him right this year as we came together as everyday workers and accomplished the extraordinary. From our historic victories in Sacramento, passing minimum wage laws for fast-food workers and healthcare workers to our contract wins in every region, from our actions demanding solutions to short-staffing to our organizing efforts in neglected industries — SEIU 721 members are stronger together and do well by doing good.

Gilda Valdez