# SEIU 721

## PRESIDENT'S REPORT DECEMBER 2023

# FIGHTING TO FIX LA




FIX LA ALLIANCE RALLIES FOR MORE SUPPORTIVE HOUSING

## VICTORY IN LA CITY

LA CITY WORKERS WIN CONTRACT WITH HISTORIC RAISES

## 70-30 PLAN STOPPED

LA COUNTY DPSS WORKERS STOP BOGUS "PRODUCTIVITY" PLAN

## CALPERS WIN

NATION'S BIGGEST PUBLIC PENSION FUND ADOPTS LABOR INVESTMENT GUIDELINES

A MESSAGE FROM SEIU 721 PRESIDENT

# DAVID GREEN



*SEIU 721 leader Bobbie Jean Anderson led the fight to stop displacement of families by LA freeway construction and became vice chair of the LA Democratic Party.*

## A NEW YEAR'S RESOLUTION TO APPRECIATE OUR UNION'S TRAILBLAZERS

When I got the call the morning before New Year's Eve that our sister Bobbie Jean Anderson had passed away, I realized it was almost exactly one year ago to the day we lost our dear 721 brother Lawrence Reyes. It made me stop and think about all the passion and effort they invested to keep our union strong.

It made me think about the time my beloved high school Spanish teacher Mr. Millares asked me "If I died, how much would you spend buying me flowers?" Surprised, I blurted out "$50." He smiled and responded "then give me $25 now, what good is it to me when I am gone?"

Mr. Millares' joke is a reminder to appreciate the community leaders who inspire us before they are gone. I think often about my conversations with Lawrence and Bobbie Jean. They helped me think differently and understand different points of view. They challenged me to be a better union leader. My only regret is that I didn't tell them just how much I appreciated them and how they shaped what SEIU



*SEIU 721 leader Lawrence Reyes rose from poverty in Brooklyn, New York to become a radio personality and leader in the grassroots public broadcasting movement.*

721 is today. This New Year's, I encourage all of you to take the time and to say thank you to those who challenged you to do your best.

David Green

# SEIU 721 President's Corner



*Mikayla Oliver, her mother Maria Zavala, an SEIU 721 Ventura County bargaining team member, and SEIU 721 Executive Board member Grace Sepulveda.*

## Helping support the next generation of women Labor leadership at the UN

Mikayla Oliver is a high school senior and the daughter of Maria Zavala, an SEIU 721 Ventura County bargaining team member and an activist in our local.

Mikayla was selected to serve as a delegate to the United Nations Commission on the Status of Women and invited to join its international conference at United Nations headquarters in New York next March. Established in 1946, the commission is the most influential global policymaking body dedicated to the promotion of gender equality and the empowerment of women.

While participation in the conference is free, the United Nations Commission on the Status of Women does not reimburse travel expenses, so SEIU 721's executive board voted to sponsor Mikayla's travel costs to help support the next generation of women and Labor leadership on the world stage.

**When we fight, we win!**

AROUND OUR UNION

# SEIU 721 LA CITY WORKERS WIN LANDMARK DEAL

## TENTATIVE AGREEMENT INCLUDES THE LARGEST GENERAL SALARY INCREASE IN COALITION OF LA CITY UNIONS HISTORY

After months of negotiations, SEIU 721 LA City members have reached a tentative agreement with the City of Los Angeles for a 5-year contract with the largest general raises in the history of the Coalition of LA City Unions.

Our elected SEIU 721 LA City bargaining team reached the deal after a three-day marathon negotiation session — which included direct conversations with Mayor Karen Bass — averting a second citywide ULP strike.

The landmark deal includes a 22% raise over the contract term, including a 6% raise in the first year. SEIU 721 and the Coalition of LA City Unions also secured wins on bilingual pay, acting pay, graveyard shift differentials, part-time work, parental and personal leave, housing, contracting out and more.

Voting on the new contract begins January 16.

> "LA CITY WORKERS REFUSED TO BACK DOWN AND WON A HISTORIC NEW CONTRACT WITH A 22% RAISE.
>
> WE FLEXED OUR UNION POWER IN A STRIKE THAT CAPTURED NATIONAL HEADLINES AND WE WON!"



SIMBOA WRIGHT
VICE PRESIDENT
SEIU 721




*Thousands of City of Los Angeles went on strike on August 8, 2023 in LA's first citywide ULP strike in nearly 40 years. The new TA averted a second strike.*

### CONTRACT INCLUDES HISTORIC 22% PAY INCREASE

- 3% salary increase on April 1, 2024
- 3% salary increase on October 1, 2024
- 4% salary increase on July 1, 2025
- 4% salary increase on July 1, 2026
- 3% salary increase on July 1, 2027
- 3% salary increase on January 1, 2028
- 2% salary increase on July 1, 2028



### LEARN MORE ABOUT OUR NEW TA

READ THE FULL SUMMARY OF THE AGREEMENT

USE YOUR SMARTPHONE CAMERA TO SCAN THIS CODE:

# FIX LA FIGHTS FOR AFFORDABLE HOUSING

## Hundreds of activists, clergy and SEIU 721 members rally in Echo Park for permanent supportive units

On December 6, hundreds of members of the Fix LA Alliance rallied to demand that City of LA officials dramatically expand the number of permanent supportive housing units at Echo Park United Methodist Church's (UMC) project in the neighborhood west of Echo Park Lake.

Under current plans, two separate private real-estate development projects will build just 30 low-income housing units in exchange for density bonuses. Fix LA Alliance, a coalition of more than 30 community groups and union partners, says that's not nearly enough.

"The status quo won't fix the homelessness crisis," says Echo Park United Methodist Church Pastor Frank Wulf. "It's time that we start thinking outside the box to put our unhoused population on the path to stable housing."

During contract negotiations, the Coalition of LA City Unions, which helped found Fix LA, demanded the construction of 2,000 permanent supportive housing units citywide built by union labor. In our recent Tentative Agreement, the city agreed to continue meeting on our demands.







## FIX LA CALLS ON LA CITY TO BUILD 2,000 NEW PERMANENT SUPPORTIVE HOUSING UNITS




*Pastor Stephen "Cue" JnMarie of CLUE rallies with SEIU 721 and other members of the Fix LA Alliance for more supportive housing units.*

**"SKYROCKETING LA HOUSING COSTS ARE DRIVING OUR HOMELESSNESS CRISIS. THE PEOPLE WHO KEEP LA RUNNING SHOULD BE ABLE TO AFFORD TO LIVE HERE."**



**DAVID GREEN**
**PRESIDENT**
**SEIU 721**






# 721 STOPS BOGUS "70-30" PLAN

## SEIU 721 LA COUNTY DPSS WORKERS SHUT DOWN DEPARTMENT'S SHAM "READY/NOT READY" PRODUCTIVITY STANDARDS PLAN

DPSS WORKERS DISCIPLINED UNDER THE "70-30 READY/NOT READY" PLAN SHOULD CONTACT THEIR WORKSITE ORGANIZER

SEIU 721 has stopped the LA County Dept. of Public Social Services from imposing the "70-30, Ready/Not Ready" rule on our union members stationed at call-in centers. This manufactured policy would have required members to be ready to take calls 70% of their time and not-ready just 30% of their time.

Instead of negotiating work rule changes, as required by our contract, DPSS management tried to unilaterally impose this new arbitrary standard. The department tried to enforce it through performance evaluations, corrective action and other measures meant to pressure us into accepting it.

Our union fought back, mobilizing DPSS members to file grievances and filing an official Unfair Labor Practice charge. Our fight paid off. LA County agreed to formally rescind the "70-30, Ready/Not Ready" rule.

If you were impacted by, or disciplined specifically due to, the arbitrary "70-30, Ready/Not Ready" policy, contact your Worksite Organizer.

> "A STRONG UNION CONTRACT ISN'T WORTH THE PAPER ITS PRINTED ON UNLESS WE ENFORCE IT.
>
> LA COUNTY DPSS WORKERS RIGHTFULLY PUSHED BACK TO ENFORCE THEIR CONTRACT, PROTECT THEIR RIGHTS AND HOLD MANAGEMENT ACCOUNTABLE."



**ADOLFO GRANADOS**
**TREASURER**
**SEIU 721**




# CALPERS ADOPTS LABOR POLICY

## NATION'S LARGEST PUBLIC PENSION FUND PASSES PRO-WORKER GUIDELINES

SEIU-ENDORSED TRUSTEES DRIVE POLICY CHANGE TO CHANGE INVESTMENT PRACTICES

On November 13, the California Public Employees' Retirement System (CalPERS) — the largest defined benefit employee pension fund in America — became the first to pass a comprehensive Labor Principles policy.

Union members from SEIU, UNITE HERE Local 11, the Writers' Guild of America, LIUNA, UFCW, IBEW and SMART traveled to Sacramento to urge the CalPERS Board of Administration's Investment Committee to stop funding companies and private equity firms whose business and investment practices are harming workers.

Union members want the California Public Employees' Retirement System to balance its need for strong investment returns with a broader commitments to workers' rights. They want the pension fund, which currently is worth about $463 billion, to cease new investments with companies and private equity investors until they fall in line with CalPERS principles.

SEIU-endorsed CalPERS trustees **Mullissa Willette, Theresa Taylor, Yvonne Walker and Ramon Rubalcava** helped craft and win adoption of the principles, which include restricting investments in companies that fail to adhere to workplace health and safety rules, refuse to recognize workers' organizing and collective bargaining rights, use forced or compulsory labor, engage in discrimination, and contract with suppliers that use child labor.

> "OUR SEIU-ENDORSED TRUSTEES SCORED A MAJOR VICTORY FOR RESPONSIBLE INVESTMENT OF WORKERS' RETIREMENT FUNDS."



**LILLIAN CABRAL**
**SECRETARY**
**SEIU 721**

# SEIU 721 TRI-COUNTIES




## VENTURA COUNTY HEALTHCARE WORKER SAVE REQUIRED REST BREAKS

Nursing Assistant and Steward-in-Training Rey Polanco leads the charge to enforce our contract

When Ventura County Healthcare Agency management started cutting break times for more than 500 SEIU 721 healthcare workers in county hospitals and clinics, Steward-in-Training Rey Polanco leaped into action.

VCHA management recently started limiting workers at Santa Paula Hospital, Ventura County Medical Center (VCMC) and satellite clinics to two 10-minute breaks, instead of the standard county policy of two 15-minute breaks. Polanco, a Nursing Assistant II at Santa Paula Hospital, and his co-workers consulted with union staff and attorneys and developed a cease and desist letter protesting the policy change, which was adopted without meeting and conferring with our union as required by our contract.

The result: VCHA management backed down and restored the longer breaks. Our union needs trained and empowered member leaders and steward like Rey. **To register for steward trainings, visit www.seiu721.org and click on the calendar to find a class and RSVP.**

wellpath℠

After months of hard-fought negotiations with Wellpath/CFGM management, we've reached a Tentative Agreement (TA) on a three-year contract. Thanks to members' organization, dedication, and tenacity, our TA offers us a new wage scale, cost of living increases based on inflation, union benefits, and more!

The 2023-2026 contract tentative agreement also includes educational pay, bereavement days, and a shift differential for RN & LVN staff working 3pm-7am.

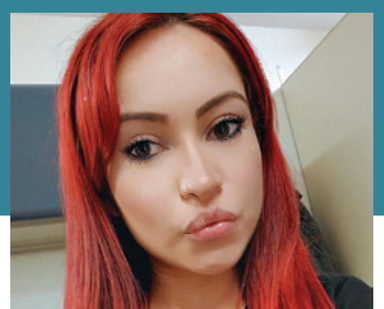
## WELLPATH/CFGM WORKERS WIN NEW CONTRACT

### NEW CONTRACT INCLUDES NEW WAGE SCALE, COST OF LIVING INCREASES, SHIFT DIFFERENTIALS AND MORE

### SEIU 721 WELLPATH/CFGM BARGAINING TEAM MEMBERS



Eileen Aparicio, RN

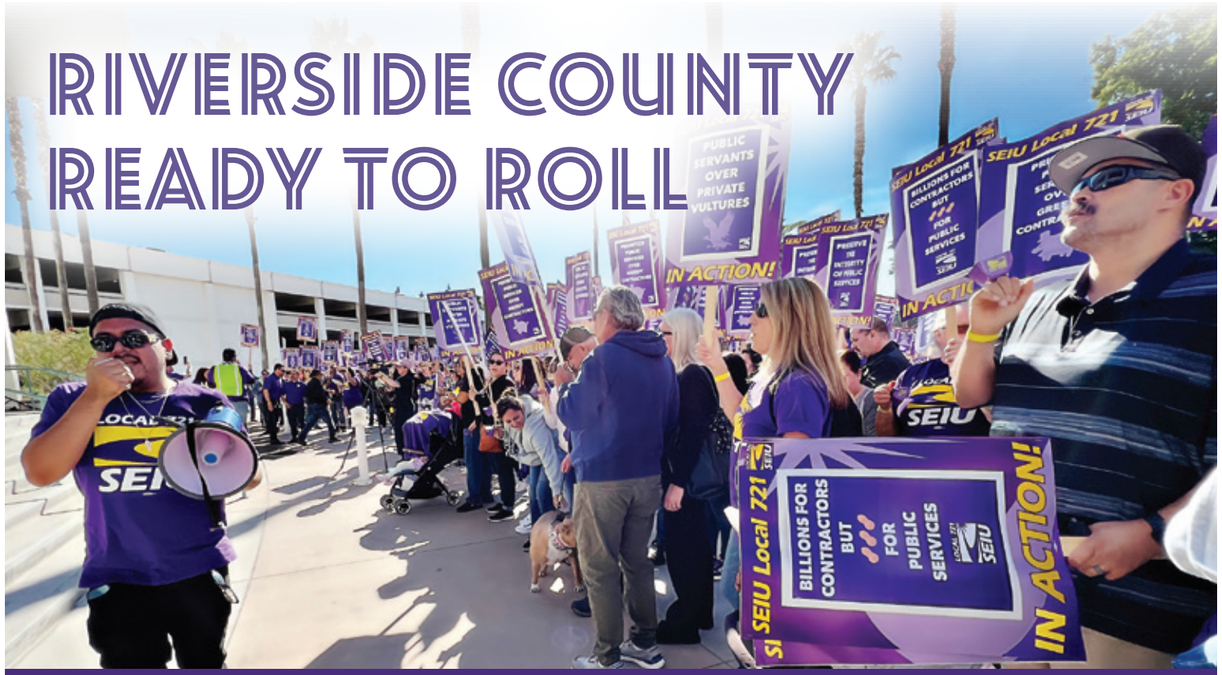


Stephanie Arcila, LVN



Mary Ortega, LVN

# RIVERSIDE COUNTY READY TO ROLL




## Riverside County workers win arbitration case on bonuses as they gear up for rolling rallies at county worksites

*SEIU 721 members at Arlington Campus win arbitration case on failure to pay BERT differential*

In the wake of their big action on December 2, SEIU 721 Riverside County members are preparing for rolling rallies at worksites across the county. Riverside County workers are fighting to defend vital services and good union jobs from privatization.

Over the past five years, Riverside County has contracted out $1 billion of work to private entities — much of it in functions that could be done by SEIU bargaining units.

Riverside County members also are celebrating their recent arbitration win over the county's failure to pay differential bonuses to Behavioral Emergency Response Team (BERT) workers.

**SIGN UP NOW FOR ROLLING RALLIES!**

USE YOUR SMARTPHONE CAMERA TO SCAN:

# CONGRATULATIONS TO OUR NEW SEIU 721 STEWARD GRADUATES!

"CONGRATULATIONS TO OUR 2023 SHOP STEWARD GRADUATES! OUR STEWARDS ARE THE FIRST LINE OF DEFENSE FOR PROTECTING THE RIGHTS OF OUR MEMBERS."

ADOLFO GRANADOS
TREASURER
SEIU 721



## 2023 SEIU 721 SHOP STEWARD CERTIFICATION TRAINING PROGRAM GRADUATES

| | |
|---|---|
| CITY OF BEAUMONT | **PHILIP ANHALT** |
| CITY OF BEAUMONT | **RAYMOND BLAKE** |
| CITY OF LOS ANGELES | **ANGELA LLERENAS** |
| CITY OF LOS ANGELES | **JESUS GUTIERREZ** |
| CITY OF PORT HUENEME | **JESSICA CERDA** |
| CITY OF RIVERSIDE | **AIMEE STEELE** |
| CITY OF RIVERSIDE | **JOANN PINA** |
| CITY OF SOUTH GATE | **J. GRAY** |
| COUNTY OF LOS ANGELES | **BRITTNI FULLER** |
| COUNTY OF LOS ANGELES | **SHANNON AGUIRRE** |
| COUNTY OF LOS ANGELES | **MARCEL MOORE** |
| COUNTY OF LOS ANGELES | **LETICIA VALDIVIA** |
| COUNTY OF LOS ANGELES | **CHERYL TAYLOR** |
| COUNTY OF LOS ANGELES | **LACOYA PUGH** |
| COUNTY OF LOS ANGELES | **SHARON MARIE BROWN** |
| COUNTY OF LOS ANGELES | **BRIAN BOETHLING** |
| COUNTY OF LOS ANGELES | **JOSEPH BRETONECHE** |
| COUNTY OF LOS ANGELES | **HECTOR CEJA** |
| COUNTY OF LOS ANGELES | **TERI SALMON** |
| COUNTY OF LOS ANGELES | **DEANDREA DAVIS** |
| COUNTY OF LOS ANGELES | **ERIC DELIRA** |
| COUNTY OF LOS ANGELES | **ENAYA HANBALI** |
| COUNTY OF LOS ANGELES | **JULIE HARRISON** |
| COUNTY OF LOS ANGELES | **PATRICIA POWELL** |
| COUNTY OF LOS ANGELES | **NORMA LEIJA** |
| COUNTY OF LOS ANGELES | **LAURA UEHARA** |
| COUNTY OF LOS ANGELES | **MONICA VERA** |
| COUNTY OF LOS ANGELES | **LEONOR GONZALEZ** |
| COUNTY OF LOS ANGELES | **JANNETTE ZOQHI** |
| COUNTY OF LOS ANGELES | **DALIDA PLAVJIAN** |
| COUNTY OF LOS ANGELES | **LYDIA MARGARITA GUTIERREZ** |
| COUNTY OF LOS ANGELES | **GWETHALYN WALKER** |
| COUNTY OF LOS ANGELES | **OCTAVIA MCCLAIN** |
| COUNTY OF VENTURA | **LEILA STAPLES** |
| COUNTY OF VENTURA | **HELLMI MCINTYRE** |
| COUNTY OF VENTURA | **CONNIE WRIGHT** |
| LAHSA | **MAQUEDA LINN-HOOKS** |
| NORTH LA COUNTY REG. CENTER | **DANIEL SUAREZ** |
| RIVERSIDE SUPERIOR COURT | **AMIE THRASHER** |
| RIVERSIDE SUPERIOR COURT | **SONJA HUDSON** |

If you are a newly recruited steward, or if you are veteran steward that wants to nurture and grow new stewards, there is no better time for training than now!

**To register for steward trainings, visit www.seiu721.org and click on the calendar to find a class and RSVP.**



## LA COUNTY ACKNOWLEDGES SHORTSTAFFING CRISIS AT ANIMAL SHELTERS

### LA COUNTY BOARD OF SUPERVISORS TAKES ACTION ON CAPACITY CRISIS AT ANIMAL CARE AND CONTROL

The Los Angeles County Board of Supervisors took action to increase capacity at the Palmdale Animal Care Center after a *Los Angeles Times* investigative report about rising dog euthanasia rates.

SEIU 721 members have been ringing the alarm about chronic shortstaffing at LA County Animal Care and Control for months. Department director Marcia Mayeda says more than 15 percent of Animal Care and Control positions are vacant. In her June 2023 report to the Board, she said the department needs 379 new hires to ensure adequate care and a reduction in animal euthanasia.

Supervisors Kathryn Barger, whose district includes Palmdale and Lancaster, and Hilda Solis sponsored a motion asking Animal Care and Control to expand capacity.

Los Angeles Times

**L.A. County seeks to add kennels, review policies at animal shelters**

"Marcia Mayeda, director of the county's Department of Animal Care and Control, said in a June report to the board that severe staffing shortages were hampering efforts to provide basic animal care and bring down euthanasia numbers."

# WE WANT YOU!




## HAVE WHAT IT TAKES TO LEARN CUTTING-EDGE TOOLS TO GROW OUR UNION? SIGN UP TODAY TO BECOME A DIGITAL MEMBER ORGANIZER!

JOIN AN EXCLUSIVE GROUP OF SEIU 721 MEMBER LEADERS TRAINED IN THE LATEST TOOLS AND TECHNIQUES.

SEIU 721 members are leading the way in innovative approaches to strengthening and growing our union - and you're invited to get involved! We're currently seeking applications to join the Digital Member Organizer Bureau (DMOB).

The Digital Member Organizing Bureau is an exclusive group of SEIU 721 member leaders equipped and trained in the latest digital tools and techniques. Being a part of the DMOB means being part of a ground-breaking group that will become the "digital face" of our union. DMOB members will meet regularly to learn and train in:

- Social media content creation
- Ground-breaking digital outreach tools
- Public speaking and media interviews
- Video creation and editing
- And much more

"ARE YOU READY FOR THE CHALLENGE? USE THE QR CODE BELOW AND FILL OUT YOUR APPLICATION TODAY!"



SIMBOA WRIGHT
VICE PRESIDENT
SEIU 721

SEIU 721 CHIEF OF STAFF GILDA VALDEZ

# OUR UNION






## HERE'S WHY IT'S VITAL FOR SEIU 721 MEMBERS TO STAND UP FOR THE ELECTED OFFICIALS WHO STAND WITH THEM

Samuel Gompers, the founder of the American Federation of Labor, urged workers to join unions to level the playing field, not just in the workplace, but also in political campaigns.

Gompers believed workers would never win fair pay, workplace safety and rights and respect on the job without a voice in government.

While I don't share his controversial personal views, Gompers' strategy of involving union workers in political campaigns helped level the playing field against corporations and the ultra-rich and changed America. It paved the way for our collective bargaining rights, the minimum wage, pensions and countless other workplace protections.

This also is why our union recruits member leaders for our Member Political Organizer (MPO) program. We bring together members who want to make a difference, pair them with experts from around the country, and arm them with tools and techniques to drive policy change and elect worker-friendly candidates.

Gompers also counseled union members to look beyond labels and party affiliations and vote for candidates based on how they vote and what they deliver for workers.

"Reward your friends, punish your enemies," he said.

This is why our union is backing Kathryn Barger's re-election to the LA County Board of Supervisors. From our toughest contract fights to supporting Children's Social Workers and DPSS workers to fighting shortstaffing — Kathryn has stood with us, and we stand up for our friends.

Gilda Valdez