

SEIU 721

PRESIDENT'S REPORT MAY-JUNE 2024

THIS UNION IS OUR UNION



SEIU CONVENTION

A BOLD PLAN TO ADD
ONE MILLION NEW MEMBERS

EDUCATION ELECTIONS

EDUCATORS AT USD AND LMU FIGHT
FOR FAIR UNION ELECTIONS

LADWP RATIFIES

SEIU 721 WORKERS AT LADWP
RATIFY STRONG NEW CONTRACT

A MESSAGE FROM SEIU 721 PRESIDENT DAVID GREEN



We set a goal at the SEIU Convention to build worker power and organize a million new members. Making it happen begins with us.

SEIU members made history at our 2024 Convention by electing April Verrett as our International President, the first Black woman to lead our union in its 103-year history.

Verrett unveiled an ambitious vision for SEIU, including the goal of adding one million new members in the next decade by organizing and raising standards for workers in excluded industries, like fast food, community clinics, gig work and higher education.

I endorse Verrett's vision — It's both a path to greater racial, social and economic justice, and it will produce benefits for public workers. Here's why:

- It focuses on raising standards for workers across industries and cracking down on union busters, which will help public

workers fight the wave of privatization that threatens our jobs;

- It strives to build alliances and political power for working people across the economy. Coalition power is how SEIU 721 wins its toughest contract fights;
- Most of all, Verrett's plan starts with investing in local unions to recruit the best organizers and arm them with the best training and tools. That benefits us all.

Local action is the key. A bold vision may start in a convention center, but as you'll read inside, you turn it into reality on the ground in places like the City of Santa Ana and with sanitation workers in LA County.

In Solidarity,
David Green

A BOLD NEW PLAN TO BUILD WORKER POWER BEGINS HERE AT SEIU 721!

More than 4,000 SEIU members converged on Philadelphia to elect bold new leaders and adopt a plan to build worker power. It begins with local unions like ours.



Making history at the SEIU Convention

Newly elected SEIU International President April Verrett, the first Black woman to lead our International Union, unveiled an additional plan to organize one million American workers over ten years and added SEIU 721 President David Green to her executive committee.

Powering up Santa Ana

Building worker power across America begins in cities like Santa Ana. David Green joined Santa Ana Chapter Vice President Ruben Hernandez for a member appreciation event that drew Santa Ana Mayor Valerie Amezua and Congressman Lou Correa. Green introduced a new organizer and plans for growing the chapter.

SEIU 721 LA County sanitation stewards come together

Growing our union means a strong presence at worksites and representational excellence. David Green and Simboa Wright met with LA County Sanitation Districts stewards to map out a plan for increased training on developing leaders, forming Labor-Management Committees and filing grievances.

When we fight, we win!

AROUND OUR UNION

FIRED UP IN PHILLY



SEIU members elect women of color to lead our international union and adopt plan to organize one million workers at historic 2024 convention

More than 4,000 SEIU delegates came together in Philadelphia for a historic SEIU International Convention, electing April Verrett as the first Black woman international president of our two million-member union. Verrett, who previously served as president of SEIU 2015, the nation's largest long-term care union, succeeds Mary Kay Henry, who guided the Fight for \$15 campaign to historic victories.

Members elected Rocío Sáenz, former head of SEIU's property services division, as secretary-treasurer. Sáenz, Mexican immigrant, was a leading force behind Justice for Janitors.

Verrett swore in SEIU 721 President David Green as an International Vice President and 721 Vice President Simboa Wright to the SEIU International Board of Auditors.

💡 The SEIU convention was a turning point — we elected bold new leaders, we set a goal of adding a million new members and we approved a plan to build worker power — and SEIU 721 is at the center of it. 💡

DAVID GREEN
VICE PRESIDENT
SEIU 721



More than 4,000 SEIU members gathered at the 2024 SEIU International Convention May 19-22 in Philadelphia to make history, electing two women of color to lead our union and adopting a plan to add one million new members over the next decade. Vice President Kamala Harris, Canadian Prime Minister Justin Trudeau and a host of other speakers took the stage — including SEIU 721's own Dr. Kelly Zhou and Theresa Velasco. Newly elected SEIU International President April Verrett swore in SEIU 721 President David Green and Vice President Simboa Wright to key leadership posts.

THIS UNION IS OUR UNION

GIG WORKERS URGE CA SUPREME COURT TO DUMP PROP 22

Rideshare and delivery drivers with the California Gig Workers Union caravan 400 miles from Los Angeles to San Francisco on May 20 to urge the California Supreme Court to overturn Prop 22.

A caravan of Southern California rideshare and delivery drivers with the California Gig Workers Union (CGWU) drove from Los Angeles to San Francisco on Monday, May 20 to meet up with Northern California drivers to attend a Tuesday rally to urge the California Supreme Court to overturn Prop 22.

Tech giants Uber, Lyft, Doordash and other app-based gig companies spent an astonishing \$220 million to pass Prop 22 to exclude gig workers from the state's workers' compensation program and from other employee protections, including a minimum wage and overtime pay.

In 2021, Members of the California Gig Workers Union, rideshare customers and SEIU won a lawsuit in California Superior Court, overturning Prop 22 on the grounds that it unconstitutionally limits state legislators' ability to regulate workers compensation benefits. In 2023, the California Court of Appeals reversed the lower court in a 2-1 ruling and reinstated Prop 22, setting up a final

battle in the California Supreme Court.

"Gig corporations like Uber, Lyft, and DoorDash spent more than \$220 million to pass Prop 22 to protect their profits," says Cardell Calloway, a delivery driver with DoorDash, Grubhub, and UberEats. "Since then, gig drivers like me have been worse off, with nowhere to turn if we get hurt on the job, and we can barely make ends meet."

A study released by the UC Berkeley Labor Center in May found that after expenses are taken into account and not including tips, average earnings for ride-hailing drivers in the state work out to \$7.12 an hour, while for delivery workers that number is \$5.93. When tips are included, the study — which is based on data from a third-party app used by gig workers — found that drivers' average hourly wages were \$9.09 an hour, while delivery workers' average was \$13.62.

The California Supreme Court has 90 days to hand down a decision, which could transform the gig economy in California.



CALIFORNIA GIG WORKERS SAY: PROP 22 IS BAD FOR WORKERS, BAD FOR THE ECONOMY AND BAD FOR CALIFORNIA

"This fight is about securing basic legal protections for gig workers and reversing more than a decade of exploitation."

ADOLFO GRANADOS, TREASURER, SEIU 721





SEIU 721 TRI-COUNTIES

Ventura Superior Court 2024 Bargaining Team



Ventura Superior Court Members Set 2024 Bargaining Team We'll fight for a great contract so we can continue to deliver justice for all

Ventura Superior Court members voted, and we have selected our new bargaining team. Congratulations to everyone who

participated in this year's election and together we are ready to stand up for our members, our workplaces and our communities!



Jose Bueno
Court Interpreter



Mirella Escamilla
Court Supervisor II



Leslie Paramo
Court Judicial Assistant II



Amy Sagar
Court Supervisor II,
Collections



Becky Sebesta
Court Reporter



Lisa Vargas-Molloy
Court Collections Officer III

“SEIU 721 Superior Court members are vital to our justice system and our democracy. Congratulations to the newly elected Ventura Superior Court bargaining team.”

Lillian Cabral, Secretary, SEIU 721



EDUCATORS FIGHT FOR FAIR UNION ELECTIONS

VOTING BEGINS AT LOYOLA MARYMOUNT UNIVERSITY, WHILE NLRB ORDERS NEW ELECTION AT UNIVERSITY OF SAN DIEGO



NON-TENURE TRACK FACULTY AT USD COLLEGE OF ARTS AND SCIENCES MUST RETURN BALLOTS BEFORE JUNE 18



NON-TENURE TRACK FACULTY AT LOYOLA MARYMOUNT UNIVERSITY MUST RETURN THEIR BALLOTS BEFORE JUNE 11

The National Labor Relations Board (NLRB) has ordered a new union election for non-tenure track (NTT) faculty in the College of Arts and Sciences (CAS) at the University of San Diego. All CAS NTT faculty will need to submit new ballots by mail, and all ballots must be received before June 18 at 2:30 PM.

USD administrators are waging an aggressive misinformation campaign about unionization, sending mailers to NTT faculty members aimed at stalling the momentum of the organizing drive.

That's why the CAS NTT faculty at USD who are leading the union campaign requested a new election as soon as possible.

NTT faculty who have not received a ballot or who need a replacement ballot should call the NLRB Region 21 office at 213-894-5254 immediately. If there is no answer, please leave a voicemail with your full name, title, employer's name (the University of San Diego), and a short message with the address you'd like the ballot mailed to and a phone number for a callback.

Loyola Marymount University non-tenure track (NTT) faculty began voting by mail on May 20 to form their own union with SEIU 721. All ballots must be received at the National Labor Relations Board Region 31 office before June 11, when the NLRB will conduct its count.

The vote comes in the wake of huge unity actions by Loyola Marymount University non-tenure track faculty and community and student allies, which compelled LMU leadership to sign an election agreement with NTT faculty in the

Bellarmine College of Liberal Arts (BCLA), the College of Communication and Fine Arts (CFA), and the School of Film and Television (SFTV) ensuring a fair vote in our choice to form a union.

For more information about ballots or the vote count, please call the NLRB Region 31 Office at 310-235-7351 or the national toll-free line at 1-844-762-NLRB (1-844-762-6572).

ROSE/SEIU 721 ELECTION HEADQUARTERS



OXY STUDENTS VOTE UNION YES

After gathering hundreds of support cards, Occidental College student workers begin voting to form their union with SEIU 721

On April 30, student workers at Occidental College began voting in person to form their union with SEIU 721 and will continue to vote by mail through early June. Ballots must be received at the NLRB by June 12, when ballots will be tallied.

Student workers — resident advisors, tour guides, tutors, photographers, mail clerks, researchers, information technology services technicians and more — began their campaign to form their union with SEIU 721 by collecting hundreds of union authorization cards and marching on the office of Occidental President Harry J. Elam, Jr. to demand recognition.



Occidental College student workers are voting to form their union with SEIU 721. Votes will be tallied on June 12.

POWERING UP AT LA DWP



**8.5%
Raise with
Back Pay**

SEIU 721 LA DEPARTMENT OF WATER AND POWER WORKERS RATIFY NEW TENTATIVE AGREEMENT

SEIU 721 LA Department of Water and Power workers voted overwhelmingly to ratify a strong new contract that includes:

- NO TAKEAWAYS
- An 8.5% raise for 2022 with back pay
- Key first steps toward fixing hourly pay disparities with other classifications within LA DWP

The contract also preserves key protections for members that management tried to eliminate during negotiations:

- Payment of mileage and overtime travel to remote locations
- Holiday banking
- Per diem for individual use
- No hiring of workers at the lower pay at “C level”

Congratulations to the LA DWP Bargaining Team: Officer Anthony Carter; Officer Fred Milhado; Officer Hector DeLaCruz; Sgt. Mary Harrington; Officer Mike Cayton; Sgt. William Swint; and all LA DWP members!



SEIU 721 RALLIES WITH FAST FOOD

Striking Los Angeles fast food workers rallied with SEIU 721 Secretary Lillian Cabral and 721 members outside LA City Hall on #DiadeLasMadres to demand the LA City Council support women fast food workers by passing a Fast Food Fair Work law.

More than 50,000 LA fast food workers – predominantly women and workers of color – need stronger workplace protections.



SEIU 721 CELEBRATES

**JUNE
TEENTH**
JUNE 22
6:00 PM



SAVE THE DATE TO CELEBRATE

Frequently Asked Questions

How many guests am I allowed to bring?

Each member is allowed one guest with RSVP, no exceptions. No children are permitted to attend. Capacity is limited for the event.

What is the Dress Code?

African Semi-Formal/African Cocktail Attire is encouraged but regular Semi-Formal/Cocktail Attire is also acceptable.

Will meals be provided?

Appetizers and your meal option of choice will be provided. When we confirm your attendance, your meal preference will be recorded.

Will beverages be provided?

Non-alcoholic beverages will be included. Other beverages will be available for purchase.

Will parking be near the venue?

The venue has plenty of open parking for attendees. Ride share drop off is also available and highly recommended. The event will be held in Los Angeles and venue information will be released soon.

What happens if I am on the wait list?

If we do not receive reconfirmation from members and their guests or they cannot attend, we will begin contacting members based on the order they were placed on the waiting list.

RACIAL JUSTICE TAKES CENTER STAGE



SEIU 721 Vice President Simboa Wright and the Coalition of Black Trade Unionists meet with newly elected SEIU International President April Verrett, the first Black woman president of our international union.

WOMEN OF COLOR ELECTED TO TOP SEIU POSTS

Saluting our new SEIU President April Verrett and VP Rocío Sáenz

In a historic vote at our 2024 International Convention, SEIU members elected our union's first Black woman President and first Latina Secretary-Treasurer. The election of two women of color to lead our union demonstrates SEIU's commitment to building a culture and economy that leaves no one behind.

Executive Board Member Dr. Kelly Zhou Addresses SEIU Convention

SEIU 721's API Caucus capped off our celebration of Asian American Native Hawaiian and Pacific Islander Heritage Month by cheering on 721 Executive Board member Dr. Kelly Zhou's address at the SEIU International Convention in Philadelphia.

Please call the SEIU 721 Member Connection at 877-721-4968 for more information about how to get involved in our union's racial justice efforts.



SEIU President April Verrett



Dr. Kelly Zhou



SEIU 721 API Caucus



CONVERSATION IS KEY FOR STEWARDS

For SEIU 721 Stewards, conversations matter, and strong communications skills are the key to solving members' problems. Conversation is central to everything we do — from running a member meeting to bargaining a contract, investigating a grievance or participating in a labor-management committee. But while effective representation often comes down to conversations, not all conversations are the same — there are different rules of engagement and strategies for each.

Effective communication begins with preparation. Stewards must read and understand our MOUs, policies, procedures, and practices to know when management is in the wrong and build a case for a resolution.

We encourage our stewards to share experiences and best practices face-to-face in workshops at SEIU 721 Headquarters hosted by our Member Education and Training Program.

SEIU 721 offers classes for veteran shop stewards to prepare you for all representational settings you will face.

Here are our upcoming sessions:

- June 11 **Grievance Handling Skills**
- June 13 **Understanding Your Union Contract/Weingarten Rights**
- June 25 **Labor Management/Meet & Confer and Member Organizing**
- July 9 **Grievance Handling Skills**
- July 23 **Weingarten Rights and Conflict Resolution**
- July 25 **Labor Management/Meet & Confer and Member Organizing**
- July 31 **Understanding Your Union Contract**

All training is held at 1545 Wilshire Blvd. in the 5th Floor Training Room. You must be a certified shop steward to attend. SEIU 721 policy requires all stewards to attend at least one training per year to maintain their steward certification.

To RSVP for training visit www.seiu721.org. After you RSVP on the SEIU 721 website, contact your Worksite Organizer to find out how to be released for training subject to the language in your MOU.



SEIU 721 RETIREES IN ACTION

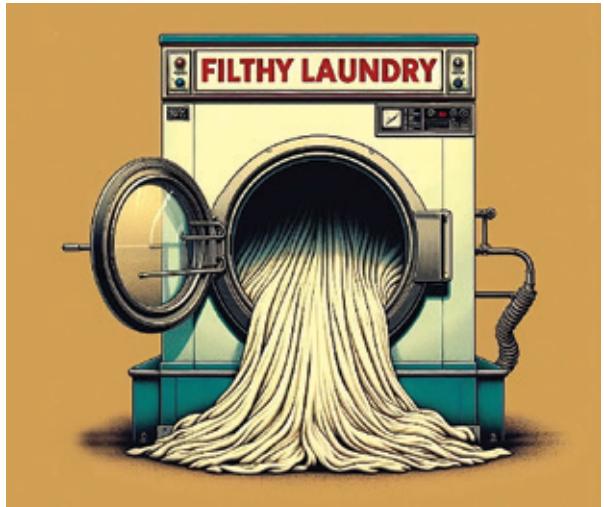
SEIU 721 retiree David Trujillo premieres *Filthy Laundry* play

Local playwright and member of the SEIU 721 retiree committee, David Trujillo, is inviting 721 members and retirees to attend the Los Angeles premiere of his new play, *Filthy Laundry*, about women of different cultures organizing their industrial laundry in the face of a union-busting boss. Get tickets at: events.humanitix.com/filthy-laundry/tickets

SEIU 721 retirees host clothing drive for Union Rescue Mission

The SEIU 721 Retiree Committee invites all 721 members to donate new or gently used clothing items to their clothing drive in support of the Union Rescue Mission.

Clothing will be picked up at the 721 Retiree Committee at SEIU 721 headquarters on **June 11th from 12-1pm**. For more information please contact Joaquin Miramontes at (562) 686-4150 or Gloria Aguilar at (213) 880-5925.



COURT WORKERS WIN BIG



After several months at the table, SEIU 721 LA Superior Court workers ratify a great new contract

After several months at the bargaining table Los Angeles Superior Court Bargaining team members secured a great new contract for their LA County Superior Court workers.

In an overwhelming vote, bargaining unit members ratified a three-year contract with a 10% salary increase and bonuses. The contract covers Court Services Assistants, Court Supervisors and Court Reporters.

Components include:

- 4% salary increase effective January 26, 2024
- 3% salary increase effective January 1, 2025
- 3% salary increase effective January 1, 2026

The MOU runs January 16, 2024 through December 31, 2026.

“ CONGRATULATIONS TO LA COUNTY SUPERIOR COURT WORKERS FOR HANGING TOUGH AT THE BARGAINING TABLE AND BRINGING HOME A STRONG NEW DEAL WITH A 10% SALARY INCREASE AND BONUSES. ”

**SIMBOA WRIGHT
VICE PRESIDENT
SEIU 721**



721 FIGHTS FOR AFFORDABLE HOUSING FOR ALL

SEIU 721 members join community allies to turn in signatures to qualify housing ballot measure

In May, SEIU 721 members and other LA area unions joined housing advocates outside the LA County Registrar-Recorder's Office to submit the required petition signatures to qualify the **Affordable Housing, Homelessness Solutions and Prevention Now Measure** for the November ballot.

This measure will triple the budget for affordable housing and expand access to mental health care by authorizing a new half-cent sales tax to replace LA County's soon-to-expire quarter-cent sales tax.

With homelessness skyrocketing in one of the nation's most expensive housing markets, the measure is an urgent priority. More info on the new housing measure can be found at www.boldnewway.com.



“This measure will create more homes Angelenos can afford. It will provide more mental health care. And it will provide more accountability for how the money is spent so frontline workers get the resources to deliver results. **”**

**ADOLFO GRANADOS
TREASURER, SEIU 721**



SEIU 721 FIGHTS CUTS TO VITAL SERVICES

SEIU 721 organizes lobbying blitz to fight cuts to vital services provided by our members

On Wednesday, May 15th, SEIU 721 Vice President Simboa Wright and SEIU 721 members and staff teamed up with SEIU California and End Child Poverty to fight cuts to vital services.

The 2024 IMAGINE Rally at the State Capitol called on California legislators to stop the CalWORKs double cut, fulfill child care rate reform and slots, ensure foster youth are stable and secure, protect the workers who provide vital public services.

A week earlier, SEIU 721 member and registered nurse Shamika Ossey joined California Can't Wait, a coalition of public health officials, frontline workers, and health equity advocates, for a press conference to sound the alarm on \$300 million in health cuts in Governor Newsom's revised budget.



SEIU 721 Vice President Simboa Wright lobbies against proposed cuts to services for low-income families and children.

“During the pandemic, we all witnessed the impact of decades of disinvestment in public health and services for low-income children and families. The proposed cuts will throw the state in reverse.”

**SIMBOA WRIGHT
VICE PRESIDENT, SEIU 721**



SEIU 721 members and staff met with legislators to lobby against cuts to CalWORKs, child care and foster youth services.



On May 13, SEIU 721 member and Public Health Nurse Shamika Ossey joined a press conference with the County Health Executives Association of California to fight back against \$300 million in cuts to core public health in the governor's budget.

ANIMAL CARE WORKERS FIGHT SHORT STAFFING

SEAACA members rally at board meeting to blast short staffing and stalled negotiations

SEIU 721 animal control workers rallied at the Southeast Area Animal Control Authority facility in Downey to protest poor working conditions, short staffing and nine months of stalled contract negotiations.

Beginning with a lunchtime rally that could be heard for blocks, workers took their protest inside to SEAACA Executive Director Denise Woodside's office door.

SEAACA workers distributed leaflets to customers about how staff turnover and poor working conditions are hurting services and putting animals at risk.

After the rally, workers descended on the monthly SEAACA Board of Directors meeting to blast management's lack of urgency at the bargaining table.



“SEAACA management is failing its customers and workers and putting animal care at risk. It’s time for SEAACA’s Board of Directors to call the question and declare no confidence in management.”

DAVID GREEN
PRESIDENT, SEIU 721



**STAND WITH ANIMAL CONTROL WORKERS:
NO CONFIDENCE IN SEAACA MANAGEMENT!
SIGN THE PETITION!**



USC DRIVERS & DISPATCHERS RATIFY NEW DEAL

**New agreement avoids ULP strike
during commencement after nearly
10 months of management violations**

In May, USC Shuttle Drivers and Dispatchers ratified a strong new 4-year agreement with USC management.

After nearly ten months of stalling and Unfair Labor Practice violations, USC management finally woke up to the reality of a ULP strike disrupting commencement ceremonies and began negotiating in good faith.

Our new, four-year contract includes:

- \$1,200 Tentative Agreement ratification bonus
- Higher hourly wages
- Higher annual merit increases
- \$200 quarterly bonus for shuttle drivers and dispatchers who meet key safety and performance goals
- \$1/hour shift differential for each hour worked on that split shift



“USC Shuttle Drivers and Dispatchers hit the gas pedal and went from organizing their union to winning a great contract in record time. They are living proof of the difference a strong union makes.”

**SIMBOA WRIGHT
VICE PRESIDENT
SEIU 721**



OUR UNION



This union is our union! SEIU 721 members are central to a bold new plan to organize a million American workers

SEIU members made history at our SEIU International Convention May 19-22 in Philadelphia.

SEIU members elected April Verrett, former leader of the country's largest long-term care union, as the first Black woman president of SEIU International. Members also elected Rocío Sáenz, one of the leaders of the Justice for Janitors movement and a Mexican immigrant, as our international union's first Latina Secretary-Treasurer.

We adopted an ambitious goal of adding one million new members to our union by 2034, and a plan to get there by:

- Raising standards for workers across industries and cracking down on union busters will help public workers fight the wave of privatization that threatens our jobs;
- Building alliances and political power for working people across the economy creates coalitions that help SEIU 721 win its toughest contract fights;

- Most of all, investing in local unions to recruit the best organizers and arming them with the best training and tools helps us all.

We salute the contributions of outgoing SEIU International President Mary Kay Henry, who led our union to numerous victories in the Fight for \$15 and other landmark campaigns during her 14-year tenure.

Finally, we congratulate our own SEIU 721 President/Executive Director David Green, who was elected as International Vice President and will serve on President Verrett's Executive Committee, and we salute SEIU 721 Vice President Simboa Wright who was elected to the SEIU International's Board of Auditors.

We're opening a new chapter for American workers. SEIU 721 members: This union is our union.

Gilda Valdez