

SEIU 721

PRESIDENT'S REPORT DECEMBER 2024

READY TO FIGHT!



PURPLE UP!

LA COUNTY WORKERS PAINT
LA COUNTY PURPLE ON NOV. 7

SANCTUARY NOW

SEIU 721 MEMBERS AND ALLIES RALLY
TO PROTECT IMMIGRANTS IN LA CITY

HONORING STEWARDS

WE SALUTE THE GRADUATES OF
SEIU 721 STEWARD TRAINING



Giving thanks for worker power in a time of uncertainty

The holiday season is one of my favorite times of year – a time we express gratitude for our family and friends and everything we have. I’m especially thankful for all of you, my union brothers, sisters, and siblings and your support and friendship.

For many, this season is clouded with uncertainty, worry, and dread about the outcome of the recent presidential election. My advice is to be thankful for the good things, take comfort in your friends and family and draw strength from our union.

Together, we have the power to take on anything that comes our way. I know this because every time it seems like we faced impossible odds, we’ve achieved unimaginable victories. We’ve won historic contracts against big employers. We’ve saved members’ jobs from bully bosses. We’ve won union elections after facing aggressive anti-labor campaigns. We’ve defeated big money and passed ballot measures

and elected pro-worker candidates up and down the ballot across California.

“When we fight, we win” isn’t just a slogan, it’s a statement of fundamental belief. It means that we believe that we have agency and power, and with that we can make change. That belief is something no one can take away, and for that we should be thankful.

In the coming year, I’m calling on all our members to stick up for your rights and those of your coworkers. Stay engaged, remain active and continue to build our resurgent labor movement.

If you have time off this holiday season, enjoy time with your loved ones. If you’re working, we all are grateful for your service to our community.

Thank you, all, from the bottom of my heart, for making SEIU Local 721 the amazing union that it is.

In solidarity,

David Green

CLÍNICA ROMERO CELEBRATES PARTNERSHIP WITH SEIU LOCAL 721



Clínica Romero presents social justice award to SEIU 721 President David Green at 41st annual gala

Clínica Monseñor Oscar A. Romero presented SEIU 721 President David Green the Monseñor Romero Social Justice Award at its 41st Annual Gala event on October 25 in DTLA.

Clínica Romero operates six community health clinics across the Los Angeles region, providing clinical care, behavioral health, substance abuse and HIV-related services to thousands of LA residents, regardless of ability to pay.

Clínica Romero, named for slain El Salvadorean human rights leader

Archbishop Monseñor Oscar Romero, has a longstanding partnership with our union. Clínica Romero was one of six California community clinics chosen in March 2024 to share a \$13 million grant from the state’s High-Road Training Partnership initiative.

“Through our partnerships with Clínica Romero and other clinics, we’re tackling public health challenges, increasing quality of care for patients and ensuring community clinic jobs are career-track, family-sustaining jobs,” said David Green

When we fight, we win!

721 LA COUNTY READY TO FIGHT, READY TO WIN!

SEIU 721 LA County members purple up in massive November 7 show of unity

LA County SEIU 721 members demonstrated solidarity with our bargaining team on the first day of bargaining by purpling up all over the county on Thursday, November 7.

Across the region – from the DCFS Palmdale and Pasadena offices to DPSS Pomona to the LA General Medical Center to the Rancho Los Amigos National Rehabilitation Center to the Harbor-UCLA Medical Center to the Twin Towers Correctional Facility to the LA County Public Health Laboratory to Central Yard West on Alcazar Street — members suited up in SEIU 721 gear and flexed our union power.

Stay tuned for more bargaining news and check out our bargaining update in this issue.

“ACROSS LA COUNTY, SEIU 721 MEMBERS ARE ROCKING THE POWER OF THE PURPLE. WE’RE SHOWING THAT WE ARE STRIKE-READY. WE’RE READY TO FIGHT AND READY TO WIN!”

DAVID GREEN
PRESIDENT
SEIU 721



SEIU 721 WHEN WE FIGHT, WE WIN



MOMENTUM BUILDS IN LA COUNTY BARGAINING

Nearly 12,000 721 members joined our tele-town hall in preparation for bargaining and the release of new a report about LA County contracting out

In case you missed it, SEIU 721 LA County started bargaining with a bang on November 7, with thousands of members purpling up in support of our bargaining teams. Across worksites BUs, and departments, we showed LA County leadership that we're ready to fight for what we deserve.

Here's what you should know about our second and third bargaining sessions:

Ground Rules – While we've made headway establishing ground rules for our 2025 negotiations, there's still work to be done. At our third negotiation session on November 21, we continued to push for our ground rules and submitted our Fringe Benefits proposals to the County.

Common Language Proposals – We made all of our common language proposals, including:

- Aggressive monetary increases in-line with our member priorities, including cost of living

adjustments to keep pace with the skyrocketing cost of housing; and

- Strengthening contract language in areas including contracting out, filling vacancies and making telework permanent.

Community Support – Several community partners from our FixLA Coalition, including ACCE, Eastside Leads, and Act LA, showed up at our second bargaining session to voice support for our proposals.

Tele-Town Hall – We held a Tele-Town Hall meeting Sunday, November 24 to update LA County membership on our contract campaign that was joined by nearly 12,000 members.

Contracting Out – Tuesday, December 3, we released a groundbreaking study on LA County's effort to turn over billions in funding to private contractors and eliminate good union jobs.



SEIU 721 City of South Gate members ratify new contract

After months of speaking out at South Gate City Hall, our South Gate PMMA and ME unit members voted and ratified a 1-year contract on November 7th.

The 1-year contract is the city's last, best and final offer that includes a 3% across the board raise, a \$2,000 one-time bonus and CalPERS cost-sharing.

We expect to begin negotiations early next year for a new contract.



“Congratulations to City of South Gate members on securing their new contract.”

Adolfo Granados
Treasurer, SEIU 721

SEIU 721 CALLS FOR SANCTUARY

SEIU 721 leads effort to protect LA's 1.3 million immigrants

Heeding the call of SEIU 721 members and community allies, the LA City Council voted on November 13 to declare the city a sanctuary for immigrants and bar the use of city resources for immigration enforcement.

The LA City Council voted 13-0 to approve the sanctuary city ordinance after a press conference organized by SEIU 721 and immigrant rights organizations seeking to protect the city's 1.3 million immigrants.

A host of labor organizations and immigrant rights groups, including CHIRLA, SEIU UWSS, SEIU Local 2015, UNITE-HERE, CIPC, the County Federation of Labor and CARECEN-LA, joined our press event.

The new law prohibits the use of city resources to "investigate, arrest, hold, transfer or detain any person" for the purpose of immigration enforcement with an exception for law enforcement investigating serious offenses.

“SEIU 721 MEMBERS ARE STANDING UP TO PROTECT THE 1.3 MILLION IMMIGRANTS WHO CALL OUR CITY HOME.”

SIMBOA WRIGHT
VICE PRESIDENT
SEIU 721



The LA City Council voted to approve the Sanctuary City Ordinance after a press conference organized by SEIU 721.

CELEBRATING CUSTODIANS

SEIU 721 celebrates the contributions of City of Los Angeles custodians with LA Councilmember Imelda Padilla at City Hall ceremony

On Nov 8th, we celebrated our SEIU 721 members at LA City Hall for Custodian Appreciation Day!

These dedicated custodians work tirelessly to maintain our city's buildings, ensuring safe and welcoming spaces for everyone. A big thank you to Councilmember Imelda Padilla for honoring their vital contributions.

We're proud to represent these essential workers who keep LA running strong every day!



“ HERE'S TO SEIU 721 CUSTODIANS! YOU KEEP THE CITY OF LA RUNNING EVERY DAY! ”

LILLIAN CABRAL
SECRETARY, SEIU 721



PICO RIVERA VICTORY



CITY OF PICO RIVERA WORKERS WIN NEW TA

SEIU 721 City of Pico Rivera workers win TA for 3-year contract with increases and retroactive back pay

Thanks to the organization of our Pico Rivera bargaining team and the tenacity of members, SEIU 721 members in the City of Pico Rivera have secured a Tentative Agreement for a 3-year contract with raises, retroactive back pay and other improvements.

The new contract includes a 10% pay increase:

- 4% retroactive to July 1, 2024
- 3% on July 1, 2025
- 3% on July 1, 2026

The new TA also includes caps on workdays, new uniform allowances, improved bereavement and sick leave and new eligibility for the Union Benefits Trust.



USD FACULTY ARE BARGAINING STRONG

University of San Diego Non-Tenure Track Faculty in the College of Arts and Sciences are seeking their first contract

The Bargaining Action Team for USD NTT Faculty in the College of Arts and Sciences completed their fifth negotiating session in November and will continue their hard work at the table for members!

SEIU Local 721 members will support them all the way as they fight for fair wages and strong worker protections!





SEIU 721 TRI-COUNTIES

SEIU 721 and our sister locals led the fight for the historic wage law



New Healthcare Minimum Wage Lifts up Ventura County Workers

New \$25/Hour minimum wage mandated by SB 525 is raising the wage floor for all county workers



Beginning in January 2025, all California employers must pay healthcare workers a \$21/hour minimum wage because of a new law championed by our union and other California SEIU locals. SEIU 721 and our sister locals fought to pass Senate Bill 525, which mandates a \$21/hour

beginning in January 2025 and rises to \$25/hour by 2028 and will be adjusted for inflation every year after. This is a huge win for all Ventura County workers going into contract negotiations next year because we know the best way to raise wages is to lift all workers together!

As proof, last month, Ventura County management sat down with SEIU 721 members and agreed to set a \$21/hour minimum rate for all SEIU 721 County of Ventura represented workers. When we fight, we win!

“California’s new healthcare minimum wage is a textbook example of how raising wage standards for all workers helps SEIU 721 members.”

Lillian Cabral
Secretary SEIU 721

WIN AT CHILDREN'S LAW CENTER



CLC-LA MEMBERS APPROVE NEW 3-YEAR CONTRACT

Read more about our new contract

SEIU 721 members at the Children's Law Center-Los Angeles overwhelmingly approved our new 3-year contract.

Highlight of our new agreement include:

- A 3.5% raise over three years
- A new paid Juneteenth holiday
- Up to four weeks of paid time off for "Wellness Time"
- Up to five days of bereavement time (previously, it was three days)

The new contract is retroactive to July 1, 2024. To read more, visit: SEIU721.org

This win is a testament to our bargaining power and our strength as a union.

“CONGRATULATIONS TO CLC-LA WORKERS FOR BRINGING HOME A STRONG NEW CONTRACT.”

ADOLFO GRANADOS
TREASURER
SEIU 721



SEIU 721 COPE DELIVERS BIG CALIFORNIA ELECTION WINS



LA City Councilman Adrin Nazarian



Congressman Dave Min



Congressman Derek Tran



Congressman George Whitesides



Assemblymember Jessica Caloza



LA County Measure A



Assemblymember Mark Gonzalez

Donald Trump may have won the presidency, but in California SEIU 721 COPE scored major victories, powering George Whitesides to victory in his bid to unseat Mike Garcia in north LA county's 27th congressional district and helping Dave Min and Derek Tran win closely watched races that may determine control of Congress.

SEIU 721 COPE also helped pro-labor candidates Jessica Caloza, Mark Gonzalez, Nick Schultz, John Harabedian, Sade Ethawary, Sasha Perez, Celeste Rodriguez and Jose Solache win hotly contested seats in the California Senate and Assembly.

Measure A, the SEIU 721-sponsored homeless and housing measure cruised to victory, and SEIU 721-endorsed LA City Council candidates Adrin Nazarian, Ysabel Jurado and Heather Hutt also won.

CONGRATULATIONS TO OUR NEW SEIU 721 STEWARDS

In this End-Of-Year Steward's Corner, we are acknowledging all of our new Shop Stewards that committed to their education and development by undergoing the rigorous Steward Certification Training program. Congratulations to our newly certified Shop Stewards of 2024!

BRENT BERRY
MAURICIO CAMACHO
CHAME CAMPBELL
JAIME CASTANO
ROULENE DIEGO
LUIS GALVAN
JOSEPH GARCIA
JOYCETTE HERNDON
BRIANA LIU
ELIZABETH MATA
SARENA MOBLEY

JORGE MORAN
ANGELA RAGUSA
MARISSA RANGELA
RAMIRO VAZQUEZ
ERIC WAHOSKE
DARIAN WALKER
GIOVANNI ZESATI ENCISO
ALEXANDER ANAND
SANDRA DIAZ
MARINA DURAN
CLAUDIA GARIBAY

YADIRA ALFARO
HANA AMETE
DAYSI AREVALO
ROBBIE BASS
NELSON BETTE
RAQUEL BURNETT
ZEPUR CHAKMAKIAN
KATTY CHANG
FERNANDO CORONA
CLAUDIA DIAZ
JULIO FLORES
THOMAS GARCIA
WILLIAM GERBER
YADIRA GRIFFITH-MARTINEZ
ANA GUERRERO
ELSA HARMON
CINDY HERNANDEZ
ALICIA HILL
VALENCIA HOLLIS
CESAR HURTADO

JANELLE JELKS
NOEL JOHNSON
SHIVA KHATAMI
PAUL KIM
JUNG MI KIM
MELISSA LINDO
LYNNETTE LONG
TRELANIE LONG
DAWN LONG
VIOLETA LOPEZ
FRANKLIN LUU
SAMANTHA LYLE
ASIA MARSHALL
ERIK MEDELLIN-ALFARO
MICHELLE MONTERO
DANIEL MORALES
HESHIMA MYLES
LAWANDA PAYTON-DAVIS
DEEPA RAJWANI
TERESA RAMIREZ
ANDREW REDE
TAMICO REED
ELEFEGA
REYES-CASTRO
KAREN ROBERTS
LANISE ROBINSON
TOYIA SCALF
STACI SCOTT

ARIANA SIMMONS
SUNSET STEEL
CLAIRE STEWART
JAMES SUMMERS
CHARNEISHA
THOMPSON-NICKERSON
STEACY TRINIDAD-ALFARO
NELVA VALE
MARIE VERDUGO
JAMES WALTERS
TOKIYA WILLIAMS
MARLON WILLIAMS II
ESPERANZA BARAJAS
LORRIE BROWN
ADRIANA CAMACHO
NEZAHUALCÓYOTL
ORTEGA
FEDERICO RAMOS
MARIA ZAVALA
GILBERT YOUENES
JEANNETTE JESSUP

HAZEL MURILLO
IRMA GONZALEZ
MALENA MUYALDE
CRYSTAL OLNEY
SYDNEY PHILLIPS

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 to do trainings than now!

To register for Steward Trainings, visit seiu721.org and click on the Calendar to choose a class and RSVP.



SEIU 721 CHIEF OF STAFF GILDA VALDEZ

OUR UNION



It will be tough, but here's how we survive Trump 2.0

I won't sugarcoat it — the next four years are going to be tough for many union workers.

President-elect Donald Trump's staff picks speak volumes, like his choice of billionaire Elon Musk and anti-government conservative Vivek Ramaswamy to head a new "Department of Government Efficiency." Key members of Trump's team have vowed to eliminate tens of thousands of federal union jobs and roll back many hard-won protections for public and private sector workers.

But the good news is that SEIU 721 members won't suffer most of the consequences, and there is a lot we can do to protect our jobs, our families and our communities. Here's a survival guide for SEIU 721 members as we prepare for Trump 2.0:

FOCUS ON OUR STRENGTHS, ORGANIZE, FIGHT AND WIN: SEIU 721 members and other union workers have changed the game in California by passing landmark minimum wage laws, bargaining best-in-the-nation contracts and protecting union jobs. It's up to us to help workers angry about inflation, reduced purchasing power and the high cost of housing to organize, form unions and share in the gains.

BUILD ON OUR WINS IN CALIFORNIA:

While Democrats took a beating on the national stage, the labor movement and our union made gains in California. We won many significant races, including electing pro-worker candidates in 3 key congressional races and 7 state legislative seats and passed a landmark homeless services and housing measure in LA County. It's time to join with our allies to protect public services and the workers who provide them.

DEMONSTRATE THE UNION DIFFERENCE: In the last election, working Americans didn't reject unions or the labor movement, they expressed their anger with how rising grocery bills, gas prices and rents are eating up their paychecks. The *Washington Post* said it best: "While Biden's pro-union policies have invigorated unions, the vast majority of mostly nonunion working-class voters have not directly benefitted from these pro-union policies." It's up to SEIU 721 members and other union workers to explain the union difference and help more workers experience it.



Gilda Valdez