



# SEIU LOCAL 521



# 2012 GREATEST HITS



See full coverage:  
<http://521.seiu.org/yir2012>





Track 1

## 2012: WORKER POWER REBOOTED

For SEIU 521 members, 2012 was a year of renewal. The Great Recession brought on by Wall Street, banks, and corporations led to years of attacks on our services, jobs, and retirement security.

It wasn't easy, but 2012 became the year that SEIU members began regaining strength at the bargaining table, such as negotiating wage increases again; winning sweeping political victories, such as defeating Prop. 32; reverting losses from previous years, such as winning back pay for imposed furloughs; and growing our union strength by adding a new chapter to our Local. **Welcome, Clinica de Salud!**



521 members renewed our focus at the SEIU International Convention in May.

With the re-election of President Obama, we protected health care reform so that insurance companies can no longer discriminate against people with pre-existing conditions and must refocus their businesses on prevention and care instead of marketing and profit-taking.

You can call this our comeback year, but we're not finished yet. There are more members to organize, more contracts to improve, and a more just economy to win for the 99%. **Keep charging, 521!**



Track 2

## GROWING THE UNION: CLINICA DE SALUD DEL VALLE DE SALINAS JOINS SEIU FAMILY

This year, 150 workers at health care provider Clinica de Salud del Valle de Salinas came together and fought for a union voice by choosing to join our SEIU Local 521 family.

Clinica de Salud workers provide health care services in Monterey County, with an emphasis on services for farm worker families and the agricultural community. Our new members include medical assistants, dental assistants, and medical records clerks who are now negotiating their first contract.

During the campaign, Clinica workers received overwhelming support from the community. Local elected officials and advocacy groups publicly pledged to



Clinica de Salud workers elected to become 521 members this year.

stand with workers, maintaining that Clinica's vital health services could only improve when workers have a voice and the ability to work collaboratively with management.

**WE'RE WITH YOU. CLINICA DE SALUD!**





Track 3

## HUGE POLITICAL VICTORIES!

Members won huge victories in 2012 by dedicating massive resources to win key political races and issues affecting working families. We faced well-funded opposition in races up and down the state from school boards to Congress and ballot measures of all sizes. We responded by getting to work, taking to the phones and hitting the streets. Nationwide, 100,000 SEIU members made 13 million phone calls and knocked on 5 million doors. And 521 members were there every step of the way.



Local 521 members meet with Governor Jerry Brown during his campaign stop in Salinas for Prop. 30.

### Together we...

- Raised revenues for California schools and public safety (Prop. 30)
- Defeated billionaires, corporations, and SuperPACs intent on silencing our voice (Prop. 32)
- Won a two-thirds super-majority of state legislators who support working families
- Helped elect 521 member leaders **Greg Gomez** and **Rosaena Sanchez** to Central Valley city council seats



Santa Cruz County members displayed their support for defeating Prop. 32 in September.



In June, members marched in San Jose to build support for the 99% and called on corporations to pay their fair share of taxes.



In March, Fresno County members attended one of many candidate forums this year to choose which candidates to recommend for endorsement.



Natividad Medical Center workers pose with Monterey County Supervisor Fernando Armenta (center) in May. Workers helped elect Armenta.



Track 4

## PROTECTING RETIREMENT SECURITY

This year “Retirement Security for All” transformed from a slogan to a movement.

521 Pension Committee members were integral in the fight on two landmark pieces of retirement legislation: the Californian Secure Retirement Savings Plan (SB 1234) and the Public Employees’ Pension Reform Act (PEPRA).

SB 1234 is a first-in-the-nation state retirement plan for private sector workers, empowering all Californians to prepare for the future and raising the quality of life for everyone.

The Pension Reform plan started out as a terrible bill for working families and SEIU members statewide organized against the worst provisions. Ultimately, we defeated efforts that would have put our retirement security in the hands of big banks and corporations.



Members joined Sen. Kevin DeLeon (center) in Sacramento last August to support retirement security bill SB1234.

Along with pension reform and retirement security, our third campaign goal is to have our retirement funds invested wisely. After successfully lobbying CalPERS to earmark \$800 million for investments in California infrastructure, we called on the agency to stop doing business with corporations like WellPoint that use our healthcare dollars to advance anti-worker political agendas.



Track 5

## PROTECTING HEALTH CARE

2012 was a landmark year for health care, with the U.S. Supreme Court upholding the Affordable Care Act of 2010, allowing 30 million Americans without health care to gain coverage.

With that decision came the tremendous challenge of preparing for health care reform, and SEIU 521 members rolled up their sleeves to begin the hard work.

- Eligibility Workers from Fresno, Kern, Monterey, and Santa Clara counties formed an Industry Council and lobbied legislators in Sacramento, ensuring that local county workers – not private call centers – will handle the influx of new enrollees to Medi-Cal and subsidized federal health insurance.
- Home Care workers protected and strengthened home care in California by preventing any more cuts to IHSS services.
- SEIU 521 Vice President Carmen Morales was honored at the White House with a “Champions of Change” award, which recognized the collective effort of 521’s team of nurses that included: **Regina Kane, Sharon Ingram, Abigail Romo, Elaine Anthony and Jeff Rockholt.**
- Natividad Medical Center workers protected their safety-net services by helping to pass Assembly Bill 276 - The Central Coast Hospital Authority Act - which opens the way for NMC to form a public authority with another health care agency, if and when the time is right, and remain a leading health care provider for Monterey County families.



Eligibility Workers from Fresno, Kern, Monterey, and Santa Clara counties traveled to Sacramento in June to support services reshaped under health care reform.





Track 6

## MEMBERS IN THE MEDIA

Across Local 521, our members took our message to the press and the public in support of justice for all working families. We fought and won some tremendous battles in the past year and we couldn't have done it without courageous member leaders who stood up to make our voices heard.

From television interviews to published opinion pieces in newspapers, we made sure our work to protect public services and improve workers' lives received media coverage.



Fresno County member **Diana Calderon** speaks to the press about the workers' strike in January.

Kern County member **Regina Kane** gives a press statement in March regarding contract negotiations.

City of Salinas Chapter President **Ray Montemayor** speaks alongside Governor Brown during an October press conference in support of Prop.30.



Track 7

## 2012 INTERNATIONAL CONVENTION: LEAD. UNITE. FIGHT

Members joined 3,000 SEIU member delegates in Denver, Col. for the SEIU International Convention in May with the theme: "Lead. Unite. Fight. Win for the 99%."

Delegates representing 2.1 million union members vowed to engage with strategic partners and to recruit, train and mobilize more than 100,000 member-leaders across the union who will reach out to friends, neighbors and co-workers to win a fair and just economy for the 99%.

Members unanimously re-elected Mary Kay Henry as International President and Eliseo Medina as International Secretary-Treasurer.

***"The solution is clear. The 99% needs to unite. We need to unite at the workplace, we need to unite at the polls, and we need to unite in the streets. We need to organize outside the bounds of our union,"*** said Mary Kay Henry.



Members and 521 Chief Elected Officer **Kristy Sermersheim** participate in the SEIU International Convention in Denver, Col. in May. After a lifetime of service to workers, Kristy is retiring in 2013. ***We will miss you, Kristy!***



View Mary Kay Henry's speech:  
<http://521.seiu.org/yirmhk>

Members also created a cultural presentation called "We Are the Ones!" and performed at the Convention. See the video: <http://521.seiu.org/yirsong>





Track 8

## FIGHTING FOR WORKERS' RIGHTS

2012 was a strong year for SEIU 521 members upholding workers' rights.

With the assistance of our 521 Contract Enforcement Department, union stewards opened almost 800 cases and fought back against unfair disciplines, wrongful terminations, and workplace grievances.

As a result, we won hundreds of grievances and wrongful disciplines totaling \$1.7 million in settlements.

Need to file a grievance? Contact your steward. They will coordinate with our Contract Enforcement Department.



Monterey County members fought hard to win back-pay after a faulty payroll system miscalculated overtime wages for 13 months.



Track 9

## DEFENDING OUR VOICE



San Benito County workers take action at the Board of Supervisors meeting in February.

There were many attempts this year to silence the voices of working families, but instead of yielding, SEIU 521 members grabbed their bullhorns.

When San Benito County infringed on workers' free speech rights by wrongfully curbing their political activities, members challenged the county in court and won a civil rights lawsuit in September. Shortly after the workers' victory, the county administrative officer filed his resignation.

***"This is a win for civil rights and freedom of speech. We are pleased with the outcome of the settlement and happy that we won back our right to free speech."***

– Martha Booker, SEIU 521 San Benito County Chapter President



Track 10

## HOLDING ELECTED OFFICIALS ACCOUNTABLE: SMALL CHAPTERS, BIG VOICE

During hard economic times, frontline workers often face the brunt of the budget cuts. But SEIU 521 members also held our elected leaders accountable to taxpayers this year.

In Soledad, city officials laid off three workers, then sought to give themselves a hefty 16.6% pay raise. Our members didn't accept that. Along with union brothers and sisters from the Police Officers' Association, members crowded the city council chambers and questioned this self-serving proposal. With the spotlight uncomfortably shining, the City Council called off the plan.





Track 11

# REGAINING BARGAINING POWER

Having a union contract and participating in negotiations is a cornerstone of our union. All SEIU 521 members have the right to elect their bargaining team and vote on their contract.

In 2012, our union regained its power at the bargaining table after constant attacks on workers the previous year.

In the Central Valley, we saw Stanislaus and Tulare counties sign good contracts. Tulare also won a reinstatement of wages. In Kings County, members won a ruling against the Board of Supervisors which tried to alter our union contract without negotiations, and Fresno County members forced the county back to the table with a three-day strike in January.

In the Bay Area, San Mateo County won a two-year contract extension and the City of San Mateo won a four-year agreement for maintenance workers with 2% increases each year and minimal cost-share increase of health care premiums.

For more contract highlights, go to: [www.seiu521.org/yir2012](http://www.seiu521.org/yir2012).



Setting the tone: Fresno County workers inspired members across the region to rise up this year through their courageous strike in January.



After four years without gains, San Mateo County home care workers won 100 more medical insurance slots, fought off cuts to bus passes, and won other benefits this year.



Track 12

# FIGHTING FOR JOBS

Various chapters across our 521 region were successful in protecting jobs and services amid budget cuts.

In Santa Cruz County, nearly 200 Salud Para La Gente workers and community members protected vital services by filling the board of directors meeting and successfully halting layoffs of front line workers.



Standing up for each other: Monterey County workers took a public stand against bullying in the workplace in September when their union brother was wrongfully terminated by the county Treasurer-Tax Collector.



Salud Para La Gente workers and supporters saved services with a candlelight vigil and board action in November.



# BONUS TRACKS



SEIU International Convention Delegates



BOO on 32



521 Latino Caucus



521 Women's Caucus



521 APALA Leaders



521 Retiree Chapter



Santa Clara County In-Home Supportive Services



521 Purple Train