



EXECUTIVE BOARD MEETING AGENDA

Saturday, July 19, 2025; Start Time: 9:30am with Open Forum

A.	<p><u>Open Forum</u> - 30 minutes may be used for an open forum for members who wish to comment on issues of concern or describe union victories in their workplace (maximum of 2 minutes addressing items not on the agenda except under special circumstances). Meeting will start when all speakers are completed or at 10:00am whichever comes sooner. If members arrive before 10:00am and the general meeting has begun, it will be suspended for the members' comments. If Board action is requested, the Board may place the matter on a future agenda. All statements that require a response will be referred to staff for reply in writing.</p>
B	<p><u>Swearing-in of any Executive Board Officers, Delegates, and Trustees</u> – (Oath – pages 5-6.)</p>
	<p><u>Executive Board Resignations:</u></p> <ul style="list-style-type: none"> ▪ Deon Duffey, Kern County Delegate (NLE)
C.	<p><u>Call to Order</u> of the July 2025 Executive Board Meeting: President Mullissa Willette</p> <ul style="list-style-type: none"> ▪ Flag Salute. ▪ Moment of Silence: In Memoriam of Luisa Blue ▪ Quorum
D.	<p><u>SEIU Justice Journey and Medicaid Fight Back:</u></p> <ul style="list-style-type: none"> ▪ Medicaid Fight Back - Sarah Gianocarò ▪ Justice Journey – Stacy Schmidt, Ana Palacios, Yvette Carreon, Cynthia Benitez
E.	<p><u>Fix Kern Campaign:</u> Riko Mendez, Alicia Aleman</p>
<p>Time Certain</p> <p>10:30 a.m.</p>	<p><u>Time Certain Speaker:</u> Dr. Jasmeet Bains, California State Assembly Member</p>
F.	<p><u>CEO's Report:</u> Riko Mendez</p>

-G.	<u>President's Report: Mullissa Willette</u>
H.	<u>1st VP's Report: Riley Talford pages (71-73)</u>
I..	<u>Treasurer's Report: Kate Selover-(pages 91-92)</u>
J.	<u>Secretary's Report: Patricia Moran</u>
K.	<u>Region 1 VP's Report: Tammy Dhanota-(pages 74-82)</u>
L.	<u>Region 2 VP's Report: Alicia Metters-(pages 83-84)</u>
M.	<u>Region 3 VP's Report: Eric Schwartztraub (pages 85-86)</u>
N.	<u>Region 4 VP's Report: Debbie Acosta-(pages 87-89)</u>
O.	<u>Region 5 VP's Report: Alicia Aleman -(page 90)</u>
12-12:45	<u>LUNCH</u>
Time Certain 12:45	<u>External Organizing Update: Planned Parenthood Campaign:</u> Mullissa Willette, Tammy Dhanota, Herine Palacios.
P.	<u>Breakout Session</u>
Q.	<p><u>BUSINESS SESSION:</u> Consent Agendas, Old Business, New Business, Informational Reports, Written Reports and Correspondence requiring no action by the Board.</p> <p><u>CONSENT AGENDA Motion A – Non-Political Consent Agenda: Committee Reports, Information and Approval of Related Motions:</u> – (page 7-43)</p> <ol style="list-style-type: none"> 1. Approval of the Executive Board Minutes – March 29, 2025 – (pages 9-30) 2. Executive Board Email Motion Poll of the Political Motions that were Passed by the Officers at their June 24, 2025, Officers Meeting. All Motions passed. – (See <i>Motion A – page 7-8 for motion titles</i>)

3. **Budget & Finance Committee Report – July 16, 2025 – Kate Selover, LocalWide 521 Treasurer chaired the meeting. – (See Motion A – page 8 for motion titles)**

CONSENT AGENDA Motion B – Political Consent Agenda: Motions B/1-B/7 (pages 44-52)

1. **Motion B/1: Contribute \$500.00 to the South Bay Labor Council from the Candidates PAC.**
2. **Motion B/2: Contribute \$100.000 to SEIU CA CalPERS Independent Expenditure from the Independent Expenditure PAC.**
3. **Motion B/3: Contribute \$5,900 to Troy Johnson for CalPERS from the Candidates PAC.**
4. **Motion B/4: Contribute \$5,900 to David Miller for CalPERS from the Candidates PAC.**
5. **Motion B/5: Contribute \$500 to Silicon Valley Working Blue Democratic Club from the Issues PAC**
6. **Motion B/6: Additions to the Fresno-Madera-Tulare-Kings Central Labor Council Delegates**
7. **Motion B/7: Contribute up to \$5,000 from the Candidates PAC for endorsed SEIU 521 candidates Laura Basua and James Hackett campaign for FCERA Retiree and Retiree Alternate Seats.**

OLD BUSINESS:

1. **Membership Growth & New Member Experience Presentation – Alicia Aleman, Ayde Jaime - (oral)**
2. **Localwide Representation Excellence Presentation: Jorge Valenzuela, Sr. Contract Enforcement Specialist and Debbie Narvaez - (oral)**
3. **Motion C – Presidential Appointments to Executive Board Committees - (pages 53-57)**

NEW BUSINESS:

1. NONE

INFORMATIONAL REPORTS:

1. Staffing Report – Riko Mendez - (oral)

- 2. Political PAC Report - (page 93)
- 3. 2025 Executive Board and Officers Meeting Dates - (pages 94)

WRITTEN REPORTS & CORRESPONDENCE REQUIRING NO ACTION BY THE EXECUTIVE BOARD: They may be pulled for discussion if desired.

- 1. Industry, Caucus and Committee Reports:
 - *Caucus Reports:* SEJ Caucus, AFRAM San Jose, AFRAM Fresno, API Fresno, Latino & PWD San Jose, Latino Fresno, Women Visalia, Women Fresno - (pages 95-100)
- 2. Other Oral Reports: Other Officers, Caucus Chairs, Committee Chairs, or Staff are invited to offer an Oral Report of no more than 5 minutes at this time.

NEXT MEETING - SCHEDULED OFFICERS MEETING FOR TUESDAY August 26, 2025: starting at 6:00pm with Open Forum. Meeting is virtual.

NEXT EXECUTIVE BOARD MEETING is scheduled for Saturday September 27, 2025. Meeting currently starting at 9:30am with Open Forum at the Fresno SEIU 521 Office.

R. ADJOURNMENT – In memory of Luisa Blue



OFFICERS' INSTALLATION OBLIGATION

"I, (name) _____, accept my responsibility as an elected officer of the Service Employees International Union and I pledge that I will faithfully observe SEIU's Constitution and Bylaws. I will work tirelessly to unite working people to achieve our members' vision for a just society. I have carefully read and signed the Officers' Installation Obligation, and I hereby commit to abide by it."

Officers' Installation Obligation:

1. I accept my responsibility as an elected officer of the Service Employees International Union and I pledge that I will faithfully observe the Constitution and Bylaws of the Service Employees International Union.
2. I pledge that I will provide ethical, responsible leadership, representing our members and organizing new workers to build power to win for all.
3. I pledge to make the growing gap between the rich and everyone else the problem of our time, to inspire and support workers everywhere who are ready to take collective action to lift wages and create family-sustaining jobs, to elect political leaders on the side of the 99%, and to hold them accountable when they support policies that benefit the 1%.
4. I agree to defend the principles of trade unionism.
5. I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it.
6. I pledge to exercise leadership based on the SEIU standards of:
 - Shared unity of purpose;
 - Openness to questions and willingness to learn;
 - Acting with the courage of our convictions;
 - Working together with accountability; and
 - Commitment to inclusion.

7. I believe in and will fight for the SEIU vision of a just society where all workers are valued, and people respected, where all families and communities thrive, and where we leave a better and more equal world for generations to come.
8. I will work to dismantle structural anti-Black racism as part of my leadership commitments, which is necessary for building a fair and just economy for our members, their families and communities and for all working people. We can only achieve economic justice for working people when we achieve racial equality and justice for all.
9. I commit to the highest level of ethical behavior in exercising leadership decisions on our members' behalf.
10. I hereby certify that I have read and signed the Officers' Installation Obligation and I hereby commit to abide by it.

Signature of Officer: _____

SEIU Local 521 Executive Board Meeting Motion

* **Motion Letter: A**

Date July 19, 2025

Motion Title: Report Consent Agenda

The Following Reports have been placed on the REPORT CONSENT AGENDA for approval/confirmation without discussion. If you wish discussion, pull the report from the REPORT CONSENT AGENDA – (pages 3-4)

NO Motion is required to remove a report from the Report Consent Agenda.

Consent Agendas:

Motion A – Non-Political Consent Agenda: Committee Reports, Information and Approval of Related Motions: – (pages 3-4)

1. **Approval of the Executive Board Minutes – March 29, 2025**
2. **Executive Board Email Political Motion Poll to approve Political Motions from the June 24, 2025, Officers Meeting.** All 11 Motions passed by the Officers at their 6/24/25 Officers Meeting were approved by the Executive Board. Voting YES on all: Patricia Moran, Rachel Subega, Arvelia Cooper, Mullissa Willette, Renee Crawford, Cynthia Benitez, Riley Talford, Todd Carey, Kate Selover, Alicia Metters, Andrea Longoria, Mercedes Segura, Laura Basua, Kellie Guevara, Eric Schwarzentraub. Ayanna Vanderbilt voted NO on Motion 8 and YES on Motions 1-7 and 9-11. There were Zero ABSTENTIONS.

Motion B/1 – Sponsorship of a table for BWOPA “Her Legacy, Our Future: Black Women in Political Action 2025” event for \$480 from Issues PAC.

Motion B/2 – Bronze Sponsorship of Supervisor Luis Chavez for a Spring Social for \$2,500 from Candidates PAC

Motion B/3 – Sole Endorsement of James Hackett for FCERA Retiree Alternate Seat.

Motion B/4 – Sole Endorsement of Laura Basua for FCERA Retiree Seat.

Motion B/5 – Contribute \$5,900 to Shoults for CA Assembly 2025 from the Candidates PAC

Motion B/6 – Contribute \$1,400 to Rob Bonta for Attorney General 2026 from the Candidates PAC

Motion B/7 – Contribute \$10,000 to the South Bay CLC for its efforts to conduct independent expenditures to elect labor endorsed candidates from the Independent Expenditure PAC

Motion B/8 – Contribute \$700 to Gabby Chavez Lopez for San Jose City Council District 3 from the Candidates PAC

Motion B/9 – Contribute \$500.00 to Monterey County Democratic Central Committee from Candidates PAC

Motion B/10 – Endorse Protect Salinas Renters June 2025

Motion B/11 – Contribute \$1500.00 to Protect Salinas Renters from Issues PAC

3. Budget & Finance Committee Report – July 16, 2025 – Kate Selover, LocalWide
521 Treasurer chaired the meeting.—(pages 45-57)

Approved 2025 General Fund and Organizing Budgets (pages 45-46)

May 2025 Financial Documents –(pages 47-57)

Item 01-06—Approved—May 2025 Financial Documents (page 47-57)

- Bank Balances – **May 2025** - (DOCUMENT 1A)
- Income Statement – **May 2025** - (DOCUMENT 2A)
- Organizing Income – **May 2025** - (DOCUMENT 3)
- Dues Receipts – **May 2025** - (DOCUMENT 4)
- Per Capita Report – **May 2025** - (DOCUMENT 5)
- COPE Report – **May 2025** - (DOCUMENT 8)

Motion A: To approve/confirm as presented **ALL Reports** on the Report Consent Agenda **EXCEPT** those pulled and listed below which will be held for discussion:

Follow Up:

Moved by: _____ Second : _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures



March 29, 2025 Executive Board Meeting Minutes

9:30am with Open Forum.

Meeting called to order at 10:11am – adjourned at 3:58pm

Review of Meeting Protocols

OPEN FORUM – RULES FOR OPEN FORUM: Mullissa Willette

1. Rachel Subega-gave a report of the Latino Caucus upcoming Cesar Chavez event and the Disabilities Caucus.
2. Arvelia Whigham-Cooper-reported on AFRAM Caucus
3. John Adams-reported on the organizing efforts that resulted in Planners retaining their jobs.

Introductions: The Executive Board Officers were introduced, and Riko Mendez, Chief Elected Officer, gave a preview of the Agenda for the day.

Swearing in of the New Local 521 Officers, Delegates, and Trustees by Rocio Saenz,

Secretary-Treasurer of the SEIU Internation Union: The following members were sworn-in to positions on the Executive Board: Tammy Dhanota, Ayanna Vanderbilt, Julie Barajas, Pa Chang, Stacy Schmidt, Catalina Guevara, Maisha Willis, Katherine O'Malley, Mercedes Segura, Elsa Lopez, Gregory Lorenzi, Alicia Metters, Esmeralda Nava, Cynthia Benitez, Yvette Carreon, Renee Crawford, Debbie Acosta, Lucia Sapiens, Alicia Aleman, David Camacho, Deon Duffey, George Martinez, Maria Hernandez, Veronica Bertolucci, Ana Palacio, Todd Carey, Andrea Longoria, John Sanders, Riko Mendez, Mullissa Willette, Riley Talford, Katherine Selover, Patricia Moran, Anita Vicini, Eduviguez Ramirez, Bella Barela, Arvelia Cooper-Whigham, Laura Basua, Rachel Subega, Tania Salinas, Freddie Cenerno, Trevor Gillis, Karyn Clark.

Speech by Secretary-Treasurer: Rocio-Saenz She acknowledged the leadership of Riko Mendez as Chief Elected Officer of SEIU 521 and the Leadership of the Executive Board Officers. SEIU in our union have a history of great leaders and leaders that have stepped out. Women's History Month-reflection on the woman that come before us, we have to continue to stay strong. Your leadership matters for your union, your community, and for your country. Nothing will stand in the way of the leadership of women to do what is right and stand up for our communities. Leadership is about taking bold action, think differently, innovate and take risks. I know 521 will do this with their leadership and the actions they are taking every day. It is important that we remember all the good that we have done. It is that sense of hope for something better that we can hold close to us. We know the current administration. We are seeing attacks every day against workers. We see it in our day-to-day work and lives. We see that the cuts devastate our public schools, clinic, and programs that are essential for the communities that need it the most. We are determined to block all the attacks coming to workers, immigrants and communities. We are determined to build worker power and build the power we need to keep on going. We know this administration wants to tear everything down, attacking immigrants and the right to organize, and I can go on. We are fighting back to protect Medicaid, to protect workers, and to protect our right to form a union. I am inspired by the work you are doing at 521; what you do really matters and helps us with the push back. She mentioned different fights across our local including Kern

Medical, Monterey County immigration work, Kern County workers strike, First Student workers taking on wage theft and sexual harassment, California Fast Food workers who won \$20hr and a seat at the table-it took your solidarity to make this happen. We have to be able to tell our stories; incredible powerful stories with elected officials on how these cuts are devastating. We are all in this together, so this is about all of us; an injury to one is an injury to all and they need to see that and I know you are showing that. We are doing the fight back, it is important that we remember that we have to build our union, we have to continue to work collectively together to build our union. In the SEIU Convention we affirmed our commitment for a just society; we want a world where all workers are valued, all people are respected. We adopted our mission, and our mission of winning unions for all so that we can win poverty/wages forever. We set up an ambitious 10-year goal to usher in a new era of worker power so that we can unite a million new members into our union. In order for us to organize, we must stand up to this administration. It's our offensive work: we are not just fighting back we are fighting forward. She mentioned other brothers and sisters, MN Nursing Home workers who won their union, Michigan workers who won their right to unionize again. When we organize across sectors, geographies, race, and place we are breaking down barriers that keep us divided. It is important that we stay strong now more than ever. We are committed and determined to build a powerful movement.

Call to Order: The Meeting was officially called to order at 10:11am by President Mullissa Willette.

Salute to the Flag of the United States of America

Moment of Silence to honor those who have passed in the last three months.

CEO's Report, Riko Mendez including Region 5 VP Report, Alicia Aleman:

Video presentation talking about Kern, ATU Strike solidarity of VTA members, electing Betty Duoung and press conference at VMC against Medicaid cuts with Ro Khanna and Zoe Lofgren. The Event Rally in the Valley was amazing with community and leaders joining to hold Valadao accountable.

San Jose hands off Medicaid.

Kern Strike photos shown. Most powerful time to show we are a strong union, and we are intentionally built for a fight – this local. I will ask Alicia Aleman to come up with me and join me to talk about the Kern Strike and how the conditions have changed since we started working in Kern in 2007. 1st Countywide Strike in the history of Kern County and the members pulled it off. We out did ourselves and underestimated the number of people who went out on strike. We were realistic about the numbers we thought we expected but we outdid ourselves by 40% more coming out. I left the office to walk to the main line. I had been overcome by the booming loud sound an hour earlier, but when I turned the corner I saw 2,000 workers and supporters lined up on both sides of an entire city block. This was the most powerful moment and all because of Alicia and Yvonne's leadership. It's not easy, but when you step up and do this, it can be accomplished.

Alicia Aleman – When we were on the picket line at 3am, Teamsters refused to cross our line. The Teamsters did not leave even when we went downtown; this is solidarity. We had a line in Ridgecrest, Mojave and Victor Street Yard since the Teamsters said they would not cross the line if workers were striking in front of them, and they held the line while others joined the main strike. We heard the sound of the strike before we even arrived. It was just a beautiful sight. We showed them we are here and we are not going to be ignored. Queued video of Kern. It started at Kern Medical and took it to Kern County and this is where power started. When there is a win in one chapter there is a win in the region, and when there is a win in the region, there is a win for the entire Local. We are not going to let them divide us and that is our mission in Region 5. We are struggling, yes, but we are sticking together. When we turned the corner and saw the 2,000 workers and supporters. I told them what they did and what they accomplished and that as their VP I am proud of what they accomplished. Without the member strength and without members and cats, we can't do this kind of work and accomplish such success. We started with 5 cat leaders and I thought OMG what are we going to do, but Mullissa helped me: she said don't worry if you build it they will come and now we have engaged over 1,000 leaders and we have them in each of the departments, and that is how we are building strength. The union is not about one, It's about all. It's going to take everyone to get it done. It's about supporting one another and it's a beautiful thing. I got a couple of texts saying that we set the bar and we met you there. It was beautiful to watch workers build their power. And we say it and now we feel it. It is an amazing and wonderful thing, we had over 2,000 people out there. Even with police showing up we still kept chanting. Kern Medical is doing wonderful things, Tulare County will start soon. Also had the Rally in the Valley on Sunday to fight against Medicaid cuts. For us the next step is that we will keep moving forward until the workers get what they deserve because it has been way too long. Fix Kern is the campaign we currently have going because this does affect the community. This campaign is targeting the Board of Supervisors, canvassing. The BOS is accountable to the community.

Riko - Kern County has squirreled away millions of dollars instead of investing in the community. Riko gave Rocio Saenz a Fix Kern Shirt. Rocio will be joining us in Delano on Monday for the Fix Kern Event.

We are getting ready to strike again on April 29th - because of the strike and political alliances we built on the ground and at the state, but mainly worker power, Kern County has reached out to us with a new offer and wants us to come back to mediation. We will see if there is a deal or not, but we are ready to strike no matter what. This is all a result of the power of the strike.

In the middle of all this we have the attacks on the federal government with this “target rich” environment and cuts to Medicaid. There is no county, city, or nonprofit that is not impacted by these cuts. Congressman Valado voted the wrong way. His district is 67% reliant on Medicaid benefits. This is a life or death struggle for his constituents. When Trump asked for an \$880 billion cut to this program, he knew that it would cut Medi-Cal and Valadao spoke on the floor saying he would only agree to support the cuts if they did not cut Medi-Cal but that was all theater. He voted the wrong way and we are coming after him. If he had voted the right way, we would've won. There is another vote coming up and our goal is to change the vote because if it wins, people will suffer. That is why we are in this at our International level with April Verret and Rocio. Valadao is majority democrat so this is an opportunity to fix this for the US and that's our opportunity as a Local. We packed the MLK Community Center with standing room only for town hall to hold him accountable at this event at Rally in the Valley that was hosted by Rho Khanna. Rho is a brave man who came all the way to Fresno to host the townhall we hosted. We turned people out and Rho did a great job of answering questions that should have been answered by Valadao, but he ran away and refused to answer questions. It sent a message that was covered in the NY Times, Washington Post, and what a deal to sponsor an event in a republican area to save Medicaid. This

shows that we can't give up. We have to keep fighting, and there is still hope to save Medicaid. The people going on strike in Kern County helped in that fight and brought attention to what is going on there. Another reason we work hard on this issue is because the life expectancy is 15 years less than other areas because of the condition there. This has been caused by politicians and their decisions that have poisoned those communities, and these are the kind of changes we want to make. Some of the things we can share: for 60 yrs states shared with the federal government the cost of Medicaid. This money is going to go to billionaires. Taking money from poor people. Medicaid provides health insurance for 40% of the children in US; home and community based LT services; 6 in 10 nursing home residents; schools including IEP; provides Health insurance for 15 million working adults; more than 10 million seniors avoid Medicare premiums; largest payor for mental health services including substance abuse disorders. What are some of the ways this will impact you?

Alicia Metters: There is a hiring freeze in Monterey County involving Social Services and Medi-Cal. This hurts the most vulnerable and it will be a disaster.

Patricia Moran: When children are sick, we are concerned about what will happen and how their parents will afford to pay private doctors. A child without medical attention for a fever can have an impact on their brain development. This is serious.

Riko; speaking of children 86 of 100 in Valadao's district are impacted.

Tania Salinas: The cut of Medi-Cal funds affects non-profits like CAPK and impacts funding for lunches and food. Hopefully we still have CalAIM which helps with the homeless, the chronically ill and Mental Health services. Now they are starting to see the devastating effects of these cuts. This will make our country worse. We have a shortage of IHSS workers – so what will happen to that.

Arvelia Cooper-Whigham: 75% funded in Medi-Cal with children in Fresno County this will impact children that are in foster care. These are some of the Medi-Cal based programs that are going to suffer. This will hurt those with the most devastating health issues like cancer, cerebral palsy, leukemia, and housing issues. These cuts will hurt California Children Services.

Maria: Mental Health provider for children will be impacted. I work with kids everyday and they need help and all kinds of services now provided by Medi-Cal. We can't fight hard enough to keep these services for everyone. As a child, I marched with Cesar Chavez and now I stand up for what we believe in - for them.

Riko: we are off to a great start and inspired by you and know that you will go back and share this information with your chapters and get involved.

President's Report-Mullissa Willette:

About Mullissa – She is:

1. Mom of a basketball player in Junior College, so be prepared for his sports updates during her presentations.
2. Work for Santa Clara County for the last 13 years, started as an Eligibility Worker, spent 11 years at Assessors Office, and am currently an Estate Administrator in Public Conservator Office.

3. Grew up on military bases around the world, spent high school years outside of Seattle, WA, lived in San Jose, CA for 20 years, and two years ago started a new chapter in Oakland, CA.
4. My three favorite books, that have an impact on me almost daily are: Art of War (Sun Tzu), Parable of the Sower (Octavia Butler), and Circe (Madeline Miller).
5. Serving my first term on the CalPERS Board of Administration as the elected representative of public agency members.

Retirement Security Update

**PENSIONS
ARE A
PROMISE.**

International Foundation for Employee Benefit Plans:

- Certificate in Benefits and Compensation
- Certificate in Multiemployer Plan Auditing
- National Conference on Public Employee Retirement Systems
- Accredited Fiduciary

CalPERS Leadership

- Chair of Compensation Committee (2nd year)
- Vice Chair of Investment Committee (1st year)
- Vice Chair of Finance Committee (1st year)

Sept 2023 CalPERS Board Adopts Labor Principles

Apr 2024 NY Common Retirement Fund adopts Workforce Management Policy and Principles

Climate, Jobs, Justice SEIU We Rise!!

Every Generation Needs Prophetic Inspiration Before There Can Be Prophetic Action!!

Pathways for Women

2025 Opportunities

- **I believe in Organizing**
- **I believe in Hope**
- **I believe in this Union**

Vice President's Quarterly Report-Riley Talford:

Presents: Fight the Power!

“You gotta fight the powers that Be!”

HIGHLIGHTS

Organizing

- One of our core tenants as leaders is to organize the unorganized.
- This involves reaching members and nonmembers where they are.
- I have engaged members by hosting worksite luncheons and having open dialogue on issues that concern them.
 - Understanding the issues we face allows us to focus our actions on obtaining achievable goals

- MH professionals organized to win substantial changes limiting the use contracted clinicians!

Member Engagement

- Involving members in activities that allows them realize our collective power in bringing change has been a major focus.
- Activities such as participation in Lobby visits, town halls, attending worksite meetings, and establishing Labor Management meetings have been very engaging activities in which I am proud to have encouraged many former non active members to become Active Members!

Building Political Power

- It is imperative that we engage politicians that are willing to champion pro worker and community initiatives.
- In Fresno our ability to build political power has been very successful in electing pro worker politicians. For the first time ever Union Leaders swore in a newly elected Board of Supervisor that paid tribute to the importance of Organized Labor.

Taking Action

- The actions of the Trump Administration have left many of us feeling anxious and concerned about the present and future.
- As a body we cannot backdown and standby while draconian actions seek to take our country back several decades.
- We must Take Action whenever and wherever possible to call out, disrupt, and stop actions that hurt working families!
- Taking part in rallies, townhalls, and campaigns to hold elected leaders accountable for wrongful action or inaction are imperative!

Final tips & takeaways

- Be not dismayed as the night is always darkest before the dawn!
- We must remain diligent and engaged in fighting back against attempts to silence workers and strip away rights and fundamental freedoms we have fought for and won!
- Willingly engage members and non members discussing their importance to our collective action in fighting back against authoritarianism!

FIGHT THE POWER!

Treasurer’s Quarterly Report-Kate Selover:

Financial Overview

Dues have trended positively for last 3 years.

Changes have been made in how we invest our money.

Expenses have been rising similarly including salary raises.

Net income was negative in 2022 same period

We will hit 40 m in dues in next 2 years.

Type	2024	2023	2022
Dues Income	37,213,958	33,178,167	29,421,094
Investment Income	929,337	545,990	11,161
Total Revenue	38,598,667	34,217,794	30,144,889
Total Expenses	37,685,505	32,625,510	30,901,046
Net Income	793,162	1,472,284	(876,157)

	<u>2024</u>	<u>2023</u>	<u>2022</u>
General Fund	8,434,891	7,307,100	5,982,572
Organizing	7,958,138	8,114,030	7,562,857
Agency	36,498	34,923	34,923
Contingency	677,665	648,414	836,108
Strike	1,748,268	1,617,160	1,539,644
Capital	1,250,665	1,038,512	1,027,871
Building	745,674	555,318	424,460
Legal	769,654	680,392	671,784
Good & Welfare	67,208	64,307	62,678
Total Cash & Short Term Investment	21,688,661	20,060,156	18,142,897

BALANCES

The better financial results (As shown in slide 1) have improved the cash balances over last 3 years in all categories.

Goals are to get General fund to 10 m in next few years, building fund to 1 m as our buildings get older and at some point, pay off the mortgage at Zanker road HQ.

Replenish Contingency fund and increase it to 1 m.

Secretary's Quarterly Report-Patricia Moran

Region I VP's Report-Tammy Dhanota:

I am pleased to present the Q1 2025 report for Region 1 – Santa Clara County & Non-Profits. We're kicking off the new year building power, winning campaigns, and strengthening our solidarity.

Here are some key highlights:

Membership Growth:

1. Santa Clara County & Non-Profits: We closed the first quarter of 2025 with 327 new member sign-ups, bringing us to reaching 60% of goal for the quarter. In addition to these sign-ups, 82% (392 new member sign-ups) of our Regional Medical Center (RMC) workers have joined SEIU 521. That's 719 workers JOINING our Union in the past 3 months!

Building Political Strength

1. Santa Clara County Chapters:

COPE: 112 new contributors joined COPE this quarter, bringing in \$1,367 of new monthly contributions.

Leadership Development

1. Chapter Officers, Chief Stewards, Assistant Chief Stewards

In February, we kicked off our inaugural quarterly leadership development program (Leadership Summit) for the officers, chief stewards, and assistant chief stewards in Santa Clara Chapter. The purpose of this program is to create space for chapter leaders to build practical skills, build unity, and

build chapter strength.

2. Region 1 Executive Board: March 24, we held our first-ever convening of our newly elected Region 1 Executive Board members. Our first meeting was focused on making connections and relationships with each other and building our resiliency to be ALL-IN and continue our work to build a better movement.

3. Strengthening our New Member Experience Program

Last year we focused on skill building for our NMX leaders. We held 2 NMX training sessions where member leaders learned how to effectively conduct New Employee Orientations and welcome their co-workers one-on-one

This year, we're growing our base of member leaders who are running our NEOs. All new employee orientations in our Region are facilitated by our NMX leaders.

We're continuing to test new ideas to incorporate into our welcome program. Our next step is conducting focus group sessions, to hear directly from our members and leaders on what might a powerful NMX program would look like.

Building Power through Campaigns and Actions

Santa Clara & Other Non-Profits:

The following are campaigns we're currently in or victories won by workers:

1. Department of Family & Children Services (DFCS): After a tragic baby death in late 2023, Santa Clara County social workers faced intense scrutiny. Despite this, leaders like Pa Chang, Claudia Gonzalez, Karlie Eacock, and Andree Patron stepped up to advocate for their colleagues and the families to serve. A year later, dangerous understaffing and Systemic failures continue to threaten the safety of children. SEIU 521 social workers persistently raised the alarm, demanding for real change. They engaged department administrators biweekly, lobbying the Board of Supervisors, held press conferences, writing an op-ed, and demanding safe staffing and structural changes in DFCS. Our members' relentless advocacy led to significant progress in DFCS: Social workers fought to restore their expertise in critical decision-making, such as child removal cases. SEIU 521 and DFCS jointly developed a new policy restoring social worker expertise in legal consultations. Social workers volunteered to get-out-the-vote and influenced the election of two Board of Supervisor candidates who support reform. Their public pressure helped force the resignation of DFCS Damion Wright. With media coverage amplifying their voices, including a powerful Op-Ed, SEIU 521 social workers continue to fight for a child welfare system that truly protects Santa Clara County's most vulnerable children.

2. Regional Medical Center: RMC workers won their Tentative Agreement! RMC workers joined and supported by SCC Chapter leadership, negotiated their first side letter with Santa Clara County. Workers fought to protect everything they needed to do their jobs safely and preserved the stability they have earned working for Regional. Their biggest win is having the county recognize their HCA date of hire (instead of date of acquisition of April 1, 2025) as their seniority. They also secured better set schedules with the aim of ending variable shifts. On day of negotiations, the county offered no assurances on recognizing approved vacations with minimal pro-rated accruals. After worker actions and by

time they concluded negotiations, workers won security on vacations plus over 64 hours of paid time off.

How they got here:

□ In November 2024, a united Bargaining Team was formed. Five RMC member leaders (from UHW & ESC), joined by our two Chapter Vice Presidents, our APT Vice Chair, our chief and assistant stewards from O'Connor supporting built a strong bond during negotiations, with the goal of improving the lives of RMC workers when they join SEIU 521 and improving the service that our community in East San Jose critically needs.

□ In January, we held our first joint (UHW, ESC, SEIU 521) membership meeting

□ We hosted a two-day Application Clinic to help workers fill out their county applications and answer questions. Chapter stewards came out to help.

□ February 5th – count tells our bargaining team that Seniority is the date of acquisition, which is April 1, 2025, and must serve a full probation without management oversight.

□ The following week, RMC workers took action: signed a petition, sent 100s of emails to James Willams, held a high-participation town hall meeting with Supervisor Betty Duong. Two days later, the county was suddenly changed their position on seniority and probation.

□ March 6 – RMC workers reached a deal!

Every step workers and leaders took and every conversation helped build a united union at RMC!

In August this year, Santa Clara County announced an agreement with HCA Healthcare to acquire Regional Medical Center. RMC is one of three trauma centers in Santa Clara County and serves as the primary emergency healthcare provider in East San Jose. Earlier this year, HCA downgraded RMC's trauma level, leaving the most vulnerable residents of East San Jose without access to top notch health care.

2. Social Services Agency: SSA workers won an estimated half a million dollars on Overtime Meal Allowance. In 2020, SSA stewards like Rosalinda Nunez and Mariann Waddel filed a grievance against Santa Clara County for violating their contract on meal allowances. Despite pushback from Labor Relations and a lengthy legal process, our stewards and members didn't give up and took their case all the way to arbitration.

3. Gardner Health Services: A new worker at Gardner Health Services was assaulted by a high-level client with a history of violence, and management's response was insufficient. Union members and leaders united in support of their coworker, organizing speeches, purpling up, and confronting the administration. Their collective action led to the creation of a new policy in the contract to protect workers, a detailed crisis handling plan, and a Rapid Response system, ensuring a safer workplace for all employees.

4. Public Health Department: Public Health workers had long suffered under a hostile manager, prompting them to organize. They held meetings to plan their actions, and circulated a petition that gained

widespread support. Member leaders presented the petition and shared their stories with the director. Their efforts paid off when the administration announced the departure of the problematic manager, marking a positive change and fostering a more respectful work environment.

5. District Attorney Victim Advocate Canine Handlers: After first securing late last year and side letter agreement to establish a differential for Victim Advocates that care and house canines that support teens and youth that are victims of crime, our Canine handlers then started working on ensuring retroactive payment of the differential for 2+ years that they conducted the work without pay. As a result four of our Victim Advocates, with support from the APT Bargaining Unit Vice Chair Trevor Gillis, achieved an agreement and final payout of over \$60k in retroactive payment. This was accomplished through their united voices at the Board and with department management to get across the finish line and be respected for this important work.

Looking Ahead in our Region:

These are key initiatives and goals in our region as prepare for 4 contract campaigns in our Non-Profit sector and preparing for our contract campaign in Santa Clara County:

1. In 2023 we lined up all contracts in our Non-Profit sector to have a common expiration date of October 30, 2025. at Community Solutions, Momentum, and Garder. We're unifying these 3 chapters together in an effort to win for the common good and be prepared to fight back against cuts from the Trump administration. This group is preparing their first-ever, joint Convention in mid-April 2025
2. In Santa Clara County, we're gearing up for this year's budget fight. We want to build the resiliency of our members to advocate and fight to keep services and address the ongoing staffing crisis. This campaign will take for us to focus on member education, building leadership capacity, public pressure, and community coalition-building. Outcomes of the budget fight will then build the foundation for a high-participation contract campaign. SCC Chapter contact expires June 2026.

Staffing Announcement

Marisa Olson – Internal Organizer

Marisa Olson is our newest addition to our SCC team. She brings valuable experience in organizing, with firsthand experience in what it takes to build power from the ground up. Having organized her own union at Barnes and Noble to fight for livable wages and workplace justice – and being part of their first bargaining team – she understands the challenges and victories that come from standing up for workers' rights.

Region 2VP's Report-Alicia Metters:

Our hard-won rights as Union workers are important, and we must make sure to fight back when those rights are taken away or violated. We have an amazing labor history in our country that continues to improve the lives of workers!

For these reasons, we fight when we see a contractual violation of our rights in our local. In Monterey County our leaders organized and fought to defend their rights and after a long process please find below the exciting outcome of two big issues that impact on Natividad Medical Center (NMC) workers:

Breaks-Senate Bill 1334

In January 2023, the meal and rest period requirements under Senate Bill 1334 were supposed to be implemented into workers' schedules. Our Union and Natividad Medical Center (NMC) had not finished the "meet and confer" process when NMC unilaterally changed the break time from 15 minutes to 10 minutes. Management also unilaterally created meal waiver forms that those employees felt intimidated to fill out and pressured to submit.

Senate Bill 1334 was clear: if an agreement with our Union on the duration of the break time was in place, there was no need to change the break time, and the employer **was obligated to negotiate over the waivers**. Furthermore, the implementation of the penalty to the employer would be assessed if the employee(s) were not provided with an opportunity to take a meal or rest period.

In response, we filed a labor charge against Monterey County with the Public Employee Labor Relations Board (PERB). The process is tedious and long but incredibly efficient when there is violation of workers' rights. We were informed that the PERB upheld the Administrative Law Judge's decision in our favor and adjusted the remedial order: PERB has ordered the County to:

1. Rescind its unilateral reduction of rest breaks and return them to 15 minutes
2. Rescind all the forms that were unilaterally created AND VOID such forms that were signed by SEIU-represented members since January 1, 2023
3. Bargain in good faith over these issues
4. Make SEIU-represented employees whole including (1) backpay for the 5 additional minutes worked; (2) back pay for waived meal/rest breaks (except for 12-hour employees who waived their second meal period); and/or (3) provide the Labor Code 512.1 penalty payment plus 7% interest
5. Electrically and physically post the notice to employees
6. As a result of the order, rest breaks and meal periods are returned to 15 minutes, the new management rest period forms are VOID, and as we negotiate with management over meal periods/breaks, back pay will be awarded "for the 5 additional minutes worked; (2) back pay for waived meal/rest breaks (except for 12-hour employees who waived their second meal period); and/or (3) provide the Labor Code 512.1 penalty payment plus 7% interest"!

We met on Wednesday, December 18 with NMC management to discuss the terms set by the Administrative Law Judge at PERB. We are currently reviewing some of the waiver forms that NMC implemented. Regarding back pay, the County is calculating how much they will award employees from January 2023, plus interest. When this information becomes available, we will promptly notify our membership.

Holiday Overtime:

In 2023, Natividad Medical Center management forced employees who worked an 8-5 pm schedule to **work on December 23rd, 2022, during a Monterey County observed holiday**. However, Monterey County refused to pay employees overtime for working on December 23rd. We are pleased to inform you that we reached a settlement agreement, but we are waiting for Board approval on this matter.

Impacted employees shall be contacted by our Union.

Social Worker Month in Santa Cruz County

Every March, National Social Work Month recognizes the dedication and empathy social workers across the country deliver while providing services to children, adults, and seniors in need. Social workers are advocates, advisors, counselors, and facilitators in schools, clinics, and government offices. This year the County of Santa Cruz employs nearly 150 social workers who work in various departments partnered with SEIU Local 521 to celebrate social workers on March 19. Jutin Cummings, board of Supervisors, joined the celebratory lunch.



Region 3 VP's Report-Eric Schwarzentraub:

3.23.2025

SEIU Region 3 Quarterly Report:

Region 3 has realized increased participation of current members. While we simultaneously continue with outreach efforts to build membership. Of note, are the increasingly well attended monthly membership luncheons held at the Community Services Agency. The attendance is markedly increasing as support and engagement from the Fresno office underpins our success. To be sure, these membership luncheons met with fierce resistance from the local-wide Stanislaus chapter, which only served to slow progress as we moved toward organizing a negotiations team that would be representative of our classifications. For example, just a few short months ago, the membership luncheon held at noon at the Community Services Agency was attended by 12 members. Through targeted engagement and one-on-one engagement, the numbers of members attending has grown to our most recent luncheon which was attended by 40 members. As this trend continues, I anticipate increasing engagement of current members as well as new employee enrollment. These targeted activities have been helped along to a great deal with consistent support from the Fresno office. Feedback from members who have attended the monthly membership luncheons at the Community Services Agency have been surprised at the support, consistency, and freely discussed information. My expectation is that this trend continues as we move into our Medical as well as negotiations concerning pay and benefits. We must also remain vigilant during the negotiations that we continue to support the programs and services we provide to our communities.

As we move forward with our grass-roots organizing, we are also gathering information through membership surveys as to the items that are important to our members. Our membership survey

resulted in a 30% response rate. We will continue to develop this feedback so as to inform our tactics at the bargaining table.

Key to communication between the membership and Executive leadership on the county side is consistently engaging management every third Wed of the month. I wish to highlight this meeting as a best-practice model in which early identification of workplace safety, labor/management concerns as well as individual issues can be addressed informally and quickly. Nevertheless, membership has been advised and is utilizing the Membership Resource Center as an adjunct to this informal process. To be sure, these meetings are open to membership including the local-wide President as well as Vice-President who have a standing invitation to attend.

As of today, we have an average over this quarters reporting time-period of 7 open cases which are mostly filed in Mariposa County.

I am submitting this report via email, as I will not be in attendance to present in person at our upcoming Quarterly meeting in Fresno on March 29, 2025.

Region 4 VP’s Report-Debbie Acosta:

Two major campaigns to highlight; First Student Bus Drivers for unsafe working conditions and harassment. On March 23rd we joined the Rally in the Valley in Valadao’s district. Members were in great spirits and it was a good experience for members. Presented a petition to FUSD, members organized and were able to terminate a bad bully boss. Happened because of the power of the members. I was personally a victim of the bad bully boss used this to gather more evidence against the bad boss. Federal cuts are definitely going to be impacting the Central Valley and we are ready and prepared to fight back.

MEETING ATTENDANCE:

Sworn Officers in Attendance in Fresno:

Mullissa Willette	President	Tammy Dhanota	Region 1 VP
Riley Talford	1 st Vice President	Alicia Metters	Region 2 VP
Kate Selover	Treasurer	Absent	Region 3 VP
Patricia Moran	Secretary	Debbie Acosta	Region 4 VP
Riko Mendez	CEO	Alicia Aleman	Region 5 V

Not Sworn or Present - Eric Schwarzentraub

Sworn Executive Board Delegates/Alternates in Attendance in Fresno:

REGION 1:

Ayanna Vanderbilt
Julie Barajas
Pa Chang
Stacy Schmidt
Catalina “Kelli” Guevara
Maisha Willis
Katherine O’Malley
Mercedes Segura
Elsa Lopez
Gregory Lorenai

REGION 2:

Esmeralda Nava
Cynthia Benitez
Yvette Carreon

REGION 3:

Renee Crawford

REGION 4:

Lucia Sapiens

REGION 5:

David Camacho
Deon Duffey
George Martinez
Maria Hernandez
Veronica Bertolucci
Ana Palacio
Todd Carey
Andrea Longoria
John Sanders

CAUCUS DELEGATES:

Bella Barela
Arvelia Cooper-Whigham
Rachel Subega

RETIREE DELEGATES:

Laura Basua

Eduviguez Ramirez

CHILDCARE DELEGATES:

Anita Vicini

Sworn Local 521 Trustees in Attendance in Fresno:

Tania Salina
Fredie Cenerno

Trevor Gillis
Karyn Clark

Executive Board Officers, Members/Alternates, and Trustees – Absent

NOT SWORN and Absent

Eric Schwarzentraub
Andre Oliveira
Andrew Pham
Jesus Flores Canchola **Alt**
Lilia Jacobo **Alt**
Isabel Okere **Alt**
Mollie Rodriguez **Alt**
Mark Blythe **Alt**
Sarah Gianocaró

Laura Escobedo
Iris Magana
Isabel Cardenas Rico
Carol Garvey
Janet Diaz **Alt**
Rosario Romero
(Sworn 4/22/25)

SWORN Absent

None

Local 521 Staff in Attendance in Fresno:

Angela Marlow
Liane Mazzella
Margarita Hernandez
Teneya Johnson

Magaly Vega
Yvonne Davila
Debbie Narvaez
Jackie Rinfrow

Victor Gam

Members in Attendance in Fresno:

15 Members attended the March 29, 2025, Executive Board Meeting in Fresno.

Guests:

Rocio Saenz, SEIU International Secretary-Treasurer.

Break for Lunch

Relationship Building breakout and report back.

Trustee Recognition: They do a very important job for the Local

Swore-in two additional Officers: Karyn Clark and Renee Crawford.

Consent Agendas: Motion A, Motion B, and Motion C from the March 29, 2025, Executive Board Meeting were all approved by a Motion, Second, and a Vote declaring each Consent Agenda Motions Passed/Carried.

Consent Agenda Motion A: Non-Political Report Consent Agenda
Committee Reports Requiring Approval/Confirmation are noted below:

1. **Approval of the Executive Board Minutes – December 7, 2024**
2. **EBd Political Email Motion Poll of 2/18/25 approved the two Motions below.**

Motion Number: 1

Date: 2/18/2025

Motion Title: Allocate \$100,000 from External organizing savings fund to the Fix Kern Campaign

Motion Number: 2

Date: 2/18/2025

Motion Title: Allocate \$150,000 from External organizing savings fund to the Federal Fight Back work

3. **Executive Board Email Motion Poll of the Political Motions** that were Passed by the Officers at their February 25, 2025, Officers Meeting.

Motion B/1 – \$10,000 contribution to the labor independent expenditure from the Independent Expenditure PAC to elect Gabby Chavez-Lopez for San Jose City Council

Motion B/2 – Sole endorsement for Gabby Chavez-Lopez for San Jose City Council and a \$700 contribution from the Candidates PAC

Motion B/3 – Contribute \$5,000 to the UC Berkeley Labor Center Fundraiser Gala from the Issues PAC

Motion B/4 – Contribute \$500 to the Valley Family Childcare Association Symposium from the Issues PAC

Motion B/5 – \$500.00 Contribution to Santa Cruz County Democratic Central Committee from Candidates PAC

Consent Agenda Motion B: Political Consent Agenda

These were passed at the March 29, 2025, Executive Board Meeting:

Motion B/1 – \$4000 contribution for MBCLC Labor Awards Dinner 2025 from Candidates PAC)

Motion B/2 – Contribution of \$2,000 to Claudia Cazares for Fresno Unified Trustee Area 6 from Candidate PAC

Motion B/3 – Contribute \$500 from Candidates PAC to Kings-Tulare Counties Central Committees

Motion B/4 – Motion for \$2,000.00 for Luis Alejo for Monterey County Board of Supervisors District 1 from Candidates PAC

Motion B/5 – Endorse City of Santa Cruz Workforce Housing Solutions Act 2025

Motion B/6 - Contribute \$5000.00 to the City of Santa Cruz Workforce Housing Solutions Act from Issues PAC

Motion B/7 - Endorse and Contribution of \$1,200.00 to Barbara Lee for Mayor of Oakland from the Candidates PAC

Motion B/8 - To contribute \$2,500 to paydown Nikki Fortunato-Bas campaign debt from the Candidate PAC

Motion B/9 - United Farm Workers San Francisco Reception \$5,000 from the Issues PAC

Motion B/10 - Endorse David Campos for CA Democratic Party Vice Chair and to contribute \$10,000 from the Candidates PAC

Consent Agenda Motion C: for January Financial Statements:

Because there was no Budget and Finance Committee appointed in March 2025, the January Financial Statements were approved by the Executive Board with a vote.

January 2025 Financials

- Bank Balances – **January 2025** - (DOCUMENT 1A)
- Income Statement – **January 2025** - (DOCUMENT 2A)
- Organizing Income – **January 2025** - (DOCUMENT 3)
- Dues Receipts – **January 2025** - (DOCUMENT 4)
- Per Capita Report – **January 2025** - (DOCUMENT 5)
- COPE Report – **January 2025** - (DOCUMENT 8)

Old Business

Membership Growth & New Member Experience Presentation: Alicia Aleman

Member Resource Center (MRC): Representational Excellence and Steward Central Report

MRC Call Stats Dec. 6th, 2024 – March 7th, 2025

Number of Answered Inbound Calls: 2183

	# of Member Callers	# of Steward Callers	Total
Dec 2024	431	23	454
January 2025	698	112	810
February 2025	622	68	690
March 1 st Week 2025	215	14	229

Cases MRC has opened Dec. 6th, 2024 – March 7th, 2025 = 612 (w/ Steward Assigned: 107 = 17%)

Cases Resolved/Settled: 341

Closed due to no contact/withdrawal: 107

On-going/open cases: 148

Lost/Referred to Field: 16

Cases range from providing representation in investigations, interactive process meetings, to discipline, to grievances, to resolving problems informally without filing a grievance.

Steward Central

2025 Mentorship Program and Training Updates

Membership Training – Building the Strength from within our Workplace

Moving Members

1. Non-members to members
2. Members to educated/active members
3. Active members to Stewards

- The MRC has held the first two pilot trains
 - 49 total attended, 23 members, 26 stewards
 - 3 non-members, one sign up
- These trainings are designed to assist Stewards in building their HOUSE of BRICKS as a resource to send their workers to
- We are also working to drive non-members that did not sign up at their NEO another chance to educate and obtain membership.
 - We will begin by hosting non-member New Hires in the past 90 days by region and will report back on this new pilot program.
- This is a one-hour training that is held monthly.

MENTORING PROGRAM –

2025 First Steps

- The MRC is meeting with new Stewards that have completed all 4 basic trainings.
- Reviewing their contract, personnel rules, review of cases, walk through of settled cases for exposure, assign mapping workplace, 10 non-member conversations for membership and 10 member conversations to rise to educated member.
- Had the first 8 initial meetings and currently are completing the in-person new stewards in groups by chapter.

Steward Development Program Mentoring our New Stewards

Dean Carter is a New Steward at CAP-K. He spoke about the Community Action Program of Kern. As an example of the program, he has: Completed all Steward trainings including the membership training, Invited Alicia Aleman to their general membership meeting to drive their members in training, mapped and charted his workplace, had conversations with co-workers, shadowed two investigations, and had a mentoring intake session.

2025 Zoom Weekly Module Trainings

56 individuals took both basic and advanced trainings

2025 In-Person Trainings:

SCC Steward Summit (Chiefs and Assets) = 24

Peninsula Basic Steward Training = 17

Region 2 Basic Steward Training = 58

TOTAL = 99 participants

2025 Steward Trainings Posted

*****New Member Training 101**

- What is a Union and who is SEIU
- History of our unions
- What power looks like
- Conversations to Build power.

Basic Trainings

Module 1 – Union Power and Legal Rights

Module 2 – Weingarten and Skelly Rights

Module 3 – Building Union Power

Module 4 – Problem Solving in the Workplace.

*** New Advanced Training

- What is Leadership/Steward
- What are styles of leadership
- How do we gain followers and credibility

Advanced Training

Leveraging Union Power
Meet and Confer
Reasonable Accommodations
Labor Management Committee
Case Scenarios
Leadership

Santa Clara Leadership Summit – Speaker Hannah Vu – February 22, 2025

Region 2 In-Person Steward Training – 3/7/2025

Peninsula In-Person Steward Training – 2/28/2025

There were many comments from Stewards who attended the Trainings. Here is one from Carlos Valenzuela, VTA “As a Steward it’s a great feeling to be on an equal level as management. Our House is made of Bricks.”

Another from Kevin Cisneros, Steward Santa Cruz County Health Services Agency, “In addition to the awesome training material, the in-person steward trainings also gave us an opportunity to meet stewards from different chapters and creates camaraderie and strengthens the union, you really get a sense of always being supported, that you’re not alone.”

Contract Enforcement Department: Localwide Representational Excellence : [Angela Marlow and Debbie Narvaez, Executive Representative to the Chief Elected Officer](#)

December 2024 **Contract Enforcement Department** = 141 Cases

January 2025 **Contract Enforcement Department** = 134 Cases

February 2025 **Contract Enforcement Department** = 126 Cases

Case Breakdown as of February 28, 2025

Group Grievances = 42 cases

Individual Grievances = 8 cases

Disciplines (Civil Service/Personnel Board) = 28

Special Projects = 14

Arbitrations in process = 32

The majority of cases continue to be settled at lowest level with MRC/Steward Assistance.

Where are the cases coming from?

Region 1 – Peninsula and SCCO - 97

Region 2 - 12

Region 3&4 - 9

Region 5 – 8

CED Priorities for 2025:

- Analyze and develop strategies for Artificial Intelligence (AI) in representation cases in collaboration with MRC.
- Build closer communication and collaboration with Field Directors and staff to ensure timely filing of Group Grievances and support organizing on the ground.
- Take on a more proactive approach to support Regions with proposed language changes for upcoming bargaining based on representational cases.
- Develop Strategies and relationships with Anti-Union Boards/Commissions in top 5 areas: Kern County, Fresno County, Santa Clara County and Monterey County.

Progress toward CED Priorities – Priority 2:

- **Increasing coordination and communication with the field is critical when enforcing a contract through a Group Grievance.**
 - Union bears the burden of proof to show actual impacted workers
 - Contract Negotiations can impact language
 - Achieving settlement for the benefit of the whole

Progress toward CED Priorities – Priority 3:

- **MRC/CED Sr. CES have provided contract language recommendations to Regional Directors for 26 chapters across the Local with contracts expiring between January 2025 through June 30, 2025.**

Progress toward CED Priorities – Priority 4:

- **Sr. CES actively monitoring and attending Personnel Boards & Commissions in Kern, Fresno and Santa Clara County**
- **Continue to ensure we have nominees for Boards and Commissions, where we can put people on that will uphold due process rights and values.**

Example of wins:

Overtime Meal Penalty changed unilaterally by County during Pandemic.

- Group Grievances (2) went through whole process without resolution
- Contract Negotiations contentious with County proposing takeaways as already imposed – WE FOUGHT BACK and COUNTY withdrew their proposal.
- Attempted settlement at mediation – County not willing to admit their unilateral action and make workers whole with payments
- **Arbitration – We WON**

Rosalinda Nunez, Eligibility Worker III and Steward

- “We joined forces to enforce our contract and hold the County accountable for their bad faith implementation. This win forces the County to respect us, protect us, and pay!”

James Foreman, Eligibility Worker II and Steward:

- “This was a wig win for the membership, and we will always prevail when we stand united and resolute on what we are entitled to. It’s also warming to see that everyone will be made whole and given what they earned and not have to settle for less.”

For information on the 2025 Local-Wide Election of Officers, Executive Board Delegates, Trustees, & Bylaws Amendments go to www.seiu521.org/521election.

Member Strength Report:

2025 Membership Growth Goal – 8,000 new Union members

Progress in First Quarter – 1,578 new Union members

Internal Chapters’ Growth Progress: 1,312 new Union members

CCPU Growth Progress: 228 new Childcare Provider Members

New Employee Orientation Membership Sign Ups: 724 new hire members

Progress Toward Annual Goal: 19.7%

Sign Ups by Member Leaders: 417 membership sign ups

COPE Contributors:

New COPE Contributors: 501

Total new contributions per month: \$5,982.13

Average Card: \$11.94

2025 SEIU Local 521 Priorities:

1. Accomplish priorities through member leaders
2. Local wide Program for Next Generation NEO
3. Staying at forefront of technology to connect with members and potential members
4. LW Next Generation Contract Campaign Program
5. Continue to engage members in every campaign
6. Continue to limit drops

7. Grow our union – Organize thousands of clinic workers into SEIU 521 as part of statewide SEIU campaign to organize a total of 50,000 workers at FQHC’s, as part of our Local’s contribution to the International goal of organizing 1 million new members.
8. Continue growing our Central Valley Power
9. Robust Retiree Engagement Program
10. Continue to build Community and Political Power
11. Prioritize Local wide Representational Excellence
12. Continue to fight for the health and safety of essential workers and investment in public health, social services and education.
13. Continue our journey in becoming an anti-racist organization
14. Stand united to defend workers rights, advocate for fair treatment for all people and resist the efforts to undermine the dignity and wellbeing of our community

New Business:

President Mullissa Willette gave a brief overview and explanation of the various Executive Board Committees. They are filled by recommendation of the Localwide President and vote by the Executive Board. Each Executive Board member will be sent an interest card to serve on the various Committees. There are two Committees that are waiting for a vote of the Executive Board now.

1. **Motion D/1: Appointment of Executive Board Members to the Budget and Finance Committee.** (This Committee is Chaired by the Local Treasurer, Staffed by the CEO or designee, and only Executive Board Members, 2 from each Region are appointed and approved by the Executive Board to be members of the Budget & Finance Committee)

Kate Selover	Region 3	Treasurer/Chair
Riko Mendez	CEO/ no voting rights	
Tammy Dhanota	Region 1	
Trevor Gillis replaced by Kellie Guevara because as Trustee he is not eligible		Region 1
Alicia Metters	Region 2	
Yvette Carreon	Region 2	
Eric Schwarzentraub	Region 3	
Vacant	Region 3	
Anita Vicini	CCPU	
Vacant	CCPU	
Riley Talford	Region 4	
Arvelia Cooper-Wigham	Region 4	
Alicia Aleman	Region 5	
Todd Carey	Region 5	

Motion D/1: To concur and approve the appointments of the above-named Executive Board Members to serve on the Budget & Finance Committee.
 Moved; Seconded; Motion Carries.

2. **Motion D/2: Appointment of Executive Board Members to the Localwide Trial Committee.** (This Committee is chaired by the Trustees at Large. All members must be Executive Board members. Any and all Trustees may serve on the Committee.)

Ferdie Centeno	Region 1	Chait/Co-Chair
Tania Salinas	Region 5	Chait/Co-Chair
Maisha Willis	Region 1	
Stacy Schmidt	Region 1	
Tammy Dhanota	Region 1	
Trevor Gillis	Region 1	
Cynthia Benitez	Region 2	
Yvette Carreon	Region 2	
Kate Selover	Region 3	
Arvelia Cooper	Region 4	
Riley Talford	Region 4	
David Camacho	Region 5	
Deon Duffey	Region 5	
Rosario Romero	Region 5	

Motion D/2: To concur and approve the appointments of the above-named Executive Board Members to serve on the Localwide Trial Committee.

Moved; Seconded; Motion Carries.

INFORMATIONAL ITEMS:

Staffing Report – Riko Mendez reported: We continue to recruit for IO positions. There is lots of great talent and good representation. We have rank and filers and new people joining, so good applicants. Recently Tyler Woodard was hired as researcher; he has been promoted to Director. He is filling his vacancy with another on his team.

Other informational items in the packet.

1. Political PAC Report.
2. 2025 Executive Board, Officers, and Budget & Finance Committee Meetings Schedules

WRITTEN REPORTS & CORRESPONDENCE REQUIRING NO ACTION BY THE EXECUTIVE BOARD:

1. Caucus written Reports.
2. Other Oral Reports – none.

NEXT EXECUTIVE BOARD MEETING – Next Executive Board Meeting is scheduled for Saturday, June 28, 2025. Currently Open Forum is scheduled to begin at 9:30. Location is the Fresno Office.

ADJOURNMENT: Moved; seconded; passed for adjournment of the Executive Board Meeting of March 29, 2025, at 3:58pm.

RM : kns SEIU 521 CTW/CLC

SEIU Local 521 Officer's Meeting Motion

* Motion Letter: B

Date: June 24, 2025

Motion Title: Political Consent Agenda - (pages 22-23)

The Following Items have been placed on the CONSENT AGENDA for approval without discussion. If you wish discussion on an item, pull the item from the CONSENT AGENDA

- **NO Motion is required to remove an item from the Consent Agenda.**
- **Political Motions approved by the Officers shall be forwarded to the SEIU Local 521 Executive Board for final approval.**

Motion B/1 – Sponsorship of a table for BWOPA “Her Legacy, Our Future: Black Women in Political Action 2025” event for \$480 from Issues PAC. – (page -24)

Motion B/2 – Bronze Sponsorship of Supervisor Luis Chavez for a Spring Social for \$2,500 from Candidates PAC. – (page -25)

Motion B/3 – Sole Endorsement of James Hackett for FCERA Retiree Alternate Seat.– (page -26)

Motion B/4 – Sole Endorsement of Laura Basua for FCERA Retiree Seat. – (page -27)

Motion B/5 – Contribute \$5,900 to Shoults for CA Assembly 2025 from the Candidates PAC – (page -28)

Motion B/6 – Contribute \$1,400 to Rob Bonta for Attorney General 2026 from the Candidates PAC.– (page -29)

Motion B/7 – Contribute \$10,000 to the South Bay CLC for its efforts to conduct independent expenditures to elect labor endorsed candidates from the Independent Expenditure PAC
– (page -30)

Motion B/8 – Contribute \$700 to Gabby Chavez Lopez for San Jose City Council District 3 from the Candidates PAC – (page -31)

Motion B/9 – Contribute \$500.00 to Monterey County Democratic Central Committee from Candidates PAC – (page -32)

Motion B/10 – Endorse Protect Salinas Renters June 2025 – (page -33)

Motion B/11 – Contribute \$1500.00 to Protect Salinas Renters from Issues PAC – (page -34)

* Motion Letter: B

Date: June 24, 2025

Follow Up:

Moved by: Mourd Second: Seondred

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

K Summers

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/1

Date: June 24, 2025

Motion Title: Sponsorship of a table for BWOPA “Her Legacy, Our Future: Black Women in Political Action 2025” event for \$480 from Issues PAC.

Recommended By: Fresno COPE

Background: Black Women in Political Action is hosting the “Her Legacy, Our Future” event. It is the 14th annual Salute to Sisterhood on Friday, June 6th 5:30-8PM at 1005 West Kearny Blvd, Fresno, CA. Guest speakers will include our own member leader Alysia Bonner, Dr. Elizabeth Davis-Russell, Stephanie Gaye-Johnson, D’Aungillque Jackson, Trustee Karla Kirk, and Shelisa Williams.

The Sponsorship will include a table for 8 for SEIU 521 members, our logo in the program and in their newsletter for the next 3 months.

Motion: Sponsorship of a table for BWOPA “Her Legacy, Our Future: Black Women in Political Action 2025” event for \$480 from Issues PAC.

BWOPA Fresno Chapter
Tax IDN: 88-3178076
1840 Shaw Ave, Ste 105-181
Clovis, CA 93611

Follow Up:

Moved by: _____ Second: _____

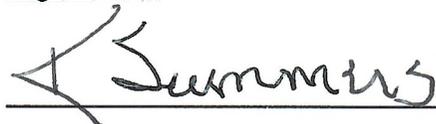
Amendment: _____

Amended By: _____

Votes in Favor: ____ Votes Opposed: ____ Abstentions: ____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures



Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/2

Date: June 24, 2025

Motion Title: Bronze Sponsorship of Supervisor Luis Chavez for a Spring Social for \$2,500 from Candidates PAC.

Recommended By: Fresno COPE

Background: Supervisor Luis Chavez was endorsed by SEIU 521 and won his election in 2024. He has been a huge supporter of labor and a champion on the Fresno County Board of Supervisors. After an uphill battle to win his election last year against an incumbent he has campaign debt remaining. Due to this he has invited SEIU 521 to a fundraising event: Supervisor Luis Chavez for a Spring Social on Thursday, May 22nd 5-7PM at Cosmopolitan Taven.

This event is a great event for our members to build a relationship with Supervisor Chavez and other Fresno County Supervisors. We had ten members attend the event and support our Labor Champion.

Motion: Bronze Sponsorship of Supervisor Luis Chavez for a Spring Social for \$2,500 from Candidates PAC.

Luis Chavez for Supervisor
FPPC # 1458392
5200 N Palm Ave. Ste 203
Fresno, CA 93704

Follow Up:

Moved by: _____ Second: _____

Amendment: _____

Amended By: _____

Votes in Favor: ____ Votes Opposed: ____ Abstentions: ____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures



Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/3

Date: June 24, 2025

Motion Title: Sole Endorsement of James Hackett for FCERA Retiree Alternate Seat.

Recommended By: Fresno County Members attending FCERA Retiree Town Hall

Background:

James Hackett is running for FCERA Retiree Alternate Seat. This seat is up for election on November 20th, 2025. James Hackett will serve on this Board as a representative of union workers voices and pledges to be in open communication with SEIU 521 and our members about the best ways to keep workers voices heard on the FCERA Board. It is important we support having strong labor voices on the FCERA Board.

On June 12th, a FCERA Retiree Town Hall was held, 31 Fresno County, Fresno Courts, and Retiree members were present to hear from candidates James Hackett and John Adams and vote on endorsement.

Motion: Sole Endorsement of James Hackett for FCERA Retiree Alternate Seat.

Follow Up:

Moved by: _____ Second: _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures



Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/4

Date: June 24, 2025

Motion Title: Sole Endorsement of Laura Basua for FCERA Retiree Seat.

Recommended By: Fresno County Members attending FCERA Retiree Town Hall

Background:

Laura Basua is the current incumbent to FCERA Retiree Seat and was endorsed by SEIU 521 and elected in 2019 and 2022. This seat is up for election on November 20th, 2025. Basua has served on this Board for the past six years as a representative of union workers voices and has been in open communication with SEIU 521 and our members about the best ways to keep workers voices heard on the FCERA Board. It is important we support having at least three strong labor voices on the FCERA Board.

On June 12th, a FCERA Retiree Town Hall was held, 31 Fresno County, Fresno Courts, and Retiree members were present to hear from candidate Basua and vote on endorsement.

Motion: Sole Endorsement of Laura Basua for FCERA Retiree Seat.

Follow Up:

Moved by: _____ Second: _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

 _____ Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Motion

Motion Letter: B/5

Date: June 24, 2025

Motion Title: To contribute \$5,900 to Shoults for CA Assembly 2025 from the Candidates PAC

Recommended By: East Bay COPE

Date: 5-23-2025

Background: Chris Shoults is running for election to Assembly District 63 in a special election to replace Bill Essayli, who Trump appointed to be a Federal Attorney. Chris is a member of CTA. He is married to a member of CCPU. Chris ran against Essayli in 2024. This would normally be considered a fairly safe Republican seat, but Chris has a chance to win because he is the only Democrat running against 2 Republicans and a Libertarian.

Motion: To contribute \$5,900 to Shoults for CA Assembly 2025 from the Candidates PAC

Checks payable to:
Shoults for Assembly 2025
c/o Deane and Company
1700 Tribute Rd., Suite 201
Sacramento, CA 95815
FPPC ID #1480096

Follow Up:

Moved by: _____ Second : _____

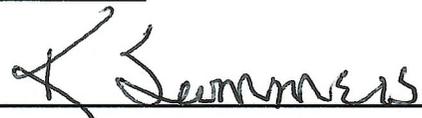
Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

 Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Motion

Motion Letter: B/6

Date: June 24, 2025

Motion Title: To contribute \$1,400 to Rob Bonta for Attorney General 2026 from the Candidates PAC

Recommended By: South Bay COPE

Date: 6-11-2025

Background: In 2024, Local 521 made a max contribution to Rob Bonta for Attorney General 2026. The max contribution limits increase each election cycle. The max contribution is now \$1,400 higher than the amount we contributed in 2024. As such, we can contribute \$1,400 more to elect Rob Bonta. The office of the Attorney General has broad powers to stand up for working class people. Rob Bonta has distinguished himself as an unapologetic champion for working people. It is therefore recommended that we make our unmitigated support of his reelection known by making our contribution to his reelection the maximum allowable amount.

Motion: To contribute \$1,400 to Rob Bonta for Attorney General 2026 from the Candidates PAC

Checks payable to:
ROB BONTA FOR CA ATTORNEY GENERAL 2026;
c/o Deane & Company
1700 Tribute Road, Suite 201
Sacramento, CA 95815
FPPC 1456428

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures



Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Motion

Motion Letter: B/7

Date: June 24, 2025

Motion Title: To contribute \$10,000 to the South Bay CLC for its efforts to conduct independent expenditures to elect labor endorsed candidates from the Independent Expenditure PAC

Recommended By: South Bay COPE

Date: 6-11-2025

Background: SEIU Local 521 frequently contributes funds from our independent expenditure PAC to the South Bay CLC's efforts to elect labor's endorsed candidates. In the primary election for San Jose City Council District 3 we contributed \$10,000. The CLC is currently conducting an Independent Expenditure to elect Gabby Chavez Lopez. We recommend matching the contribution that we made in the primary election.

Motion: To contribute \$10,000 to the South Bay CLC for its efforts to conduct independent expenditures to elect labor endorsed candidates from the Independent Expenditure PAC

Checks payable to:
SBLC COPE
2032 Zanker Road, San Jose, CA 95131
FPPC 744711

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

 Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Motion

Motion Letter: B/8

Date: June 24, 2025

Motion Title: To contribute \$700 to Gabby Chavez Lopez for San Jose City Council District 3 from the Candidates PAC

Recommended By: South Bay COPE

Date: 6-11-2025

Background: Gabby Chavez Lopez is our endorsed candidate for San Jose City Council District 3. In the primary election we contributed \$700 to her campaign. \$700 is a maximum contribution. We have the opportunity to contribute an additional \$700 to her campaign for the general election.

Motion: To contribute \$700 to Gabby Chavez Lopez for San Jose City Council District 3 from the Candidates PAC

Checks payable to:

Gabby Chavez-Lopez for San José City Council District 3 2025

Mail to: 105 N 1st Street #653 San Jose, CA 95106

FPPC 1477237

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

 Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Motion

Motion Letter: B/9

Date: June 24, 2025

Motion Title: Contribute \$500.00 to Monterey County Democratic Central Committee from Candidates PAC

Recommended By: Monterey COPE

Date: 06/12/25

Background: The Monterey DCC is hosting a summer 2025 fundraiser on Sunday 6/22 to gear up for the local electoral fights ahead in the critical mid-term 2026 election. Members brought forth a motion to contribute \$500.00 to the Monterey DCC to support their efforts and establish further solidarity with local pro-union community organizations in the Monterey Bay.

Motion: Contribute \$500.00 to Monterey County Democratic Central Committee from Candidates PAC

#	County/City	Title	Amount	PAC
1	Monterey County	Committee Name: Monterey County Democratic Central Committee Committee Address: P.O. Box 3024, Monterey, CA 93942 FPPC #: 782515	\$500.00	Candidates

Follow Up:

Moved by: _____ Second _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries: Fails: Tabled Until: Date: _____

Signatures



Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/10

Date: June 24, 2025

Motion Title: Endorse Protect Salinas Renters June 2025

Recommended By: Monterey COPE

Date: 6/20/25

Background: In 2024, SEIU 521 supported a Rent Stabilization Ordinance passed by our allies on the Salinas City Council. In 2025, those allies were replaced at the ballot box by a slate of anti-union candidates supported by landlords, and that hostile City Council promptly began the process to repeal the Rent Stabilization Ordinance. However, a coalition of community activists have started a campaign called Protect Salinas Renters that aims to use the referendum process to save the ordinance. Members hosted a special meeting on Friday 6/20/25 to hear from the organizers of Protect Salinas Renters and determine whether to get involved in the campaign. Though the timeline is tight and the path to victory difficult, members voted to endorse Protect Salinas Renters in solidarity with their community around housing justice.

Motion: Endorse Protect Salinas Renters June 2025

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries: Fails: Tabled Until: Date: _____

Signatures

 Passed under Motion B, Political Consent Agenda

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/11

Date: June 24, 2025

Motion Title: Contribute \$1500.00 to Protect Salinas Renters from Issues PAC

Recommended By: Monterey Special COPE & Endorsement Forum **Date:** 6/20/25

Background: In 2024, SEIU 521 supported a Rent Stabilization Ordinance passed by our allies on the Salinas City Council. In 2025, those allies were replaced at the ballot box by a slate of anti-union candidates supported by landlords, and this new hostile City Council promptly began the process to repeal the Rent Stabilization Ordinance. However, a coalition of community activists have started the Protect Salinas Renters campaign that aims to use the referendum process to save the ordinance. Members hosted a special meeting on Friday 6/20/25 to hear from the organizers of Protect Salinas Renters and determine whether to get involved in the campaign. Though the timeline is tight and the path to victory difficult, members voted to endorse Protect Salinas Renters and contribute \$1500 from the Issues PAC to support their signature-gathering efforts. Members are sending the message that renter issues are important to them, and they are in solidarity with their community around housing justice.

Motion: Contribute \$1500.00 to Protect Salinas Renters from Issues PAC

#	County/City	Title	Amount	PAC
1	Monterey County	Committee Name: Protect Salinas Renters 2026-to Support a Referendum of an Ordinance Repealing Rent Stabilization and Tenant Protections Committee Address: 1043 Rogge Rd, Salinas, CA 93906 FPPC #: 1481533	\$1500.00	Issues

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries: Fails: Tabled Until: Date: _____

Signatures

Passed under Motion B, Political Consent Agenda

K Summers

RM:kns SEIU 521 CTW/CLC

SEIU Local 521 Executive Board Meeting Motion

*** Motion Letter: B**

Date: July 19, 2025

Motion Title: Political Consent Agenda - (pages 31-39)

The Following Items have been placed on the CONSENT AGENDA for approval without discussion. If you wish discussion on an item, pull the item from the CONSENT AGENDA

- **NO Motion is required to remove an item from the Consent Agenda.**
- **Political Motions approved by the Officers shall be forwarded to the SEIU Local 521 Executive Board for final approval.**

Motion B/1 – Contribute \$500.00 to the South Bay Labor Council from the Candidates PAC.
– (page -33)

Motion B/2 – Contribute \$100,000 to SEIU Ca CalPERS Independent Expenditure from the Independent Expenditure PAC. – (page -34)

Motion B/3 – Contribute \$5,900 to Troy Johnson for CalPERS from the Candidates PAC.–
(page -35)

Motion B/4 – Contribute \$5,900 to David Miller for CalPERS from the Candidates PAC. –
(page -36)

Motion B/5 – Contribute \$500 to Silicon Valley Working Blue Democratic Club from the Issues PAC.
– (page -37)

Motion B/6 – Additions to the Fresno-Madera-Tulare-Kings Central Labor Council Delegates. – (page -38)

Motion B/7 – Contribute up to \$5,000 from the Candidates PAC for endorsed SEIU 521 Candidates Laura Basua and James Hackett campaign for FCERA Retiree and Retiree Alternate Seats. – (page -39)

*** Motion Letter: B**

Date: July 19, 2025

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/1

Date: July 19, 2025

Motion Title: To contribute \$500 to South Bay Labor Council from the Candidates PAC

Recommended By: South Bay COPE

Date: 7-8-2025

Background: South Bay Labor Council will host its annual Labor Day event on 8/30/25. Locals are asked to contribute \$500 to defray the cost of the event. All members are invited.

Motion: To contribute \$500 to the SBLC for the Labor Day Event from the Candidates PAC

Checks payable to:
SBLC COPE
2302 Zanker Road, San Jose, CA 95131
FPPC 744711
Make the check payable to: FPPC Committee Name - FPPC#
Address: FPPC Committee Address

Follow Up:

Moved by: Andre Oliveira Second : Nick Jacque

Amendment: _____

Amended By: _____

Votes in Favor: 6 Votes Opposed: 0 Abstentions: 1

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/2

Date: July 19, 2025

Motion Title: To contribute \$100,000 to SEIU CA CalPERS Independent Expenditure from the Independent Expenditure PAC

Recommended By: South Bay COPE

Date: 7-8-2025

Background: SEIU CA has endorsed Troy Johnson and David Miller for seats on the CalPERS Retirement Board. Protecting our pensions is a major priority for our members. To protect our pensions, we elect trustees to CalPERS who will put the needs of our members ahead of all else. SEIU members met at an endorsement town hall and overwhelmingly voted to endorse Troy Johnson and David Miller for the CalPERS Board. Our State Council has had an excellent track record of running successful independent expenditures to elect our endorsed candidates. With the pooled money of SEIU members and members from other unions, like California School Employees Association we will send mail, make phone calls, produce digital ads, and engage in many other proven election techniques to elect our chosen candidates. The election will be on September 20th, with ballots being mailed on August 29th.

Motion: To contribute \$100,000 to the SEIU CA independent expenditure for CalPERS

Checks payable to:

TBD

Make the check payable to: FPPC Committee Name - FPPC#

Address: FPPC Committee Address

Follow Up:

Moved by: Andre Oliveira Second : Nick Jacque

Amendment: _____

Amended By: _____

Votes in Favor: 6 Votes Opposed: 0 Abstentions: 1

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/3

Date: July 19, 2025

Motion Title: To contribute \$5,900 to Troy Johnson for CalPERS from the Candidates PAC

Recommended By: South Bay COPE

Date: 7-8-2025

Background: Troy Johnson is challenging an incumbent member of the CalPERS Board of Trustees who is no longer supported by SEIU and his own union, CSEA. He has been endorsed by SEIU CA. He faces two challengers, Sam Hasan Akkad - Retired From Department of Transportation and Jose Luis Pacheco – San Jose Evergreen Community College. SEIU has been able to protect our members pensions, and use the power of working peoples’ pension dollars to benefit working people. Electing Troy Johnson will keep on the board an ally to other SEIU endorsed pension trustees. He is also endorsed by California School Employees Association, AFSCME CA, and the CA Federation of Teachers, amongst others. The election will be on September 20th, with ballots being mailed on August 29th.

Motion: To contribute \$5,900 to Troy Johnson for CalPERS from the Candidates PAC

Checks payable to:

Johnson for CalPERS Board 2025

FPPC ID# [1479406](#)

N/A

Sacramento, CA 95814

Make the check payable to: FPPC Committee Name - FPPC#

Address: FPPC Committee Address

Follow Up:

Moved by: Andre Oliveira Second : Nick Jacque

Amendment: _____

Amended By: _____

Votes in Favor: 6 Votes Opposed: 0 Abstentions: 1

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/4

Date: July 19, 2025

Motion Title: To contribute \$5,900 to David Miller for CalPERS from the Candidates PAC

Recommended By: South Bay COPE

Date: 7-8-2025

Background: David Miller is an incumbent member of the CalPERS Board of Trustees, having won Member-at-Large Position A. He has been re-endorsed by SEIU CA. He faces two challengers, Dominick Bei – City of Santa Monica Fire Department, and Steve Mermell – City of Pasadena (retired). SEIU has been able to protect our members pensions, and use the power of working peoples' pension dollars to benefit working people. Re-electing David Miller will keep on the board an ally to other SEIU endorsed pension trustees. He is also endorsed by California School Employees Association, AFSCME CA, and the CA Federation of Teachers, amongst others. The election will be on September 20th, with ballots being mailed on August 29th.

Motion: To contribute \$5,900 to David Miller for CalPERS from the Candidates PAC

Checks payable to:

David Miller for CalPERS Board 2025

FPPC ID# 1479544

371 Lakeport Blvd., #391

Lakeport, CA 95453

Make the check payable to: FPPC Committee Name - FPPC#

Address: FPPC Committee Address

Follow Up:

Moved by: Andre Oliveira Second : Nick Jacque

Amendment: _____

Amended By: _____

Votes in Favor: 6 Votes Opposed: 0 Abstentions: 1

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/5

Date: July 19, 2025

Motion Title: To contribute \$500 to Silicon Valley Working Blue Democratic Club from the Issues PAC

Recommended By: South Bay COPE

Date: 7-8-2025

Background: Silicon Valley Working Blue Democratic Club is a club of the Democratic Party that many SEIU Local 521 members have joined. Each year it hosts an annual get together for all of the Democratic clubs on July 19th. This year they have a special guest, Candidate for CA Governor, Betty Yee. All members can attend.

Motion: To contribute \$500 to the Silicon Valley Working Blue All Dems Gathering from the Issues PAC

Checks payable to:

Silicon Valley Working Blue Democratic Club
716 Dalewood Court San Jose, CA 95120
EIN 37-1905401

Make the check payable to: FPPC Committee Name - FPPC#
Address: FPPC Committee Address

Follow Up:

Moved by: Andre Oliveira Second : Nick Jacque

Amendment: _____

Amended By: _____

Votes in Favor: 6 Votes Opposed: 0 Abstentions: 1

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/6

Date: July 19, 2025

Motion Title: Additions to Fresno-Madera-Tulare-Kings Central Labor Council Delegates

Recommended By: Fresno COPE

Background:

The Fresno COPE Committee recommends adding the following current FMTK CLC Delegates: Esther Rojas-Jasso and Darlyn Qualls.

Motion: Additions to Fresno-Madera-Tulare-Kings Central Labor Council Delegates

Follow Up:

Moved by: JaLeesah Otero Second: Laura Basua

Amendment: _____

Amended By: _____

Votes in Favor: 15 Votes Opposed: 0 Abstentions: 0

Motion: Carries X Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/7

Date: July 19, 2025

Motion Title: Motion to approve up to \$5,000 from the Candidates PAC for endorsed SEIU 521 candidates Laura Basua and James Hackett campaign for FCERA Retiree and FCERA Retiree Alternate Seats.

Recommended By: Fresno COPE

Background: There will be a November 20th FCERA election for the Retiree and Retiree Alternate Seats. Fresno County currently has three labor friendly and SEIU 521 endorsed candidates on their Board. One of these Board Member's seat is up for election. On Thursday, June 12th, 2025, an Endorsement Town Hall took place. COPE members voted on campaign funds for this race in the following COPE meeting on July 10th.

The strategy for this campaign will include sending two mailing pieces to high pertinacity FCERA Retiree voters, we are recommending up to \$4,000 to be spent on this.

We will be using the other \$1,000 on outreach to our 1,365 Retiree members in the FCERA voting universe. This will include reaching them by text, email, printing flyers social media, and phone banking.

Motion: Motion to approve up to \$5,000 from the Candidates PAC for endorsed SEIU 521 candidates Laura Basua and James Hackett campaign for FCERA Retiree and FCERA Retiree Alternate Seats.

Follow Up:

Moved by: Alysia Bonner Second: Esther Rojas-Jasso

Amendment: _____

Amended By: _____

Votes in Favor: 15 Votes Opposed: 0 Abstentions: 0

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Executive Board Motion C

Motion Letter: C

Date: July 19, 2025

Motion Title: Recommended Appointments to the SEIU Local 521 Executive Board Committees as follows:

Recommended By: Mullissa Willette, SEIU Local 521 President

Background:

- The Local 521 Constitution and Bylaws call for the President to appoint Executive Board Committees with the concurrence of the Executive Board.
- Executive Board Delegates and Officers have met today to express their interest in various Executive Board Committees.
- The President has made the following recommendations based on input from the CEO, Officers, Regional VPs, and Executive Board Delegates/Alternates.
- All Executive Board Committees must have a current Executive Board Officer, Delegate, or Trustee as its Chair. The Budget & Finance Committee, the Personnel Committee, the LocalWide Trial Committee, and the LocalWide Strike Hardship Committee must be entirely comprised of current Executive Board Officers, Delegates or Trustees.
- Some Executive Board Committees require a Trustee-at-Large and/or Regional Trustee to serve on the Committees.
- Some Executive Board Committees are limited to a minimum of three voting members and a maximum of 15 voting members. Exceptions would include the SEJ Committees, the COPE Committees, the Organizing Committee, the Retiree Committee, the Immigration Committee, and the Pension Committee. These are open to all SEIU members in good standing.
- Officers, Delegates, and Members may be added to Committees at a later time if necessary.

COMMUNICATIONS COMMITTEE: Composition: 3-15 Local 521 Members; Chair must be an Executive Board Officer or Executive Board Member.

SOCIAL/ECONOMIC JUSTICE COMMITTEE: Only the Chair must be an Executive Board Officer or Executive Board Member Committee Membership is unlimited to all SEIU Local 521 members in good standing.

LOCALWIDE RETIREE COMMITTEE: Only the Chair must be an Executive Board Officer or Executive Board Member Committee Membership is unlimited to all SEIU Local 521 Retiree members who meet the retiree chapter qualifications and are in good standing.

MEMBER ORGANIZING/MOC/NOC COMMITTEE: Only the Chair must be an Executive Board Officer or Executive Board Member Committee Membership is unlimited to all SEIU Local 521 members in good standing.

EDUCATION AND TRAINING COMMITTEE: Composition: 3-15 Local 521 Members; Chair must be an Executive Board Officer or Executive Board Member.

PERSONNEL/LABOR RELATIONS COMMITTEE: Composition: 3-10 Executive Board Officers and Delegates plus the CEO/designee.

PENSION COMMITTEE: Only the Chair must be an Executive Board Officer or Executive Board Member Committee Membership is unlimited to all SEIU Local 521 members in good standing.

IT COMMITTEE: Composition: 3-5 Local 521 Members; Chair must be an Executive Board Officer or Executive Board Member.

GOOD AND WELFARE COMMITTEE: Composition: at least 3 but no more than 10 SEIU Local 521 Members; each Committee member shall be from a different Chapter of the Local with the goal of including all Local Regions on the Committee. In Practice the Local Treasurer has served as the Chair of this Committee.

IMMIGRATION COMMITTEE: Only the Chair must be an Executive Board Officer or Executive Board Member Committee Membership is unlimited to all SEIU Local 521 members in good standing.

LOCALWIDE COPE COMMITTEE: Only the Chair must be an Executive Board Officer or Executive Board Member Committee Membership is unlimited to all SEIU Local 521 members in good standing.

BYLAWS COMMITTEE: Composition: the Chair will be a Trustee-at-Large; the Committee is staffed by the CEO/designee; at least one member of the Committee will be a Trustee-at-Large or Regional Trustee; and the Committee may have up to 15 members.

LOCALWIDE STRIKE HARDSHIP COMMITTEE: Composition: members per the Localwide Strike Hardship Guidelines: the 1st VP of the Local; a Trustee-at-Large the other Trustee-at-Large will serve as back-up as needed; one Executive Board member or Executive Board Officer from each of the Regions; a staff liaison for facilitation purposes appointed by the CEO. During the 3 year term, if a replacement is needed, it will be the Regional VP of the affected Region. Members can participate by being assigned to Hardship Action Teams by the Committee.

SCHOLARSHIP COMMITTEE: Composition: 3-15 Local 521 Members; Chair must be an Executive Board Officer or Executive Board Member.

CREDENTIALING COMMITTEE: Composition: 3-15 Local 521 Members; Chair must be an Executive Board Officer or Executive Board Member.

Motion: To Approve the following Appointments to the SEIU Local 521 Executive Board Committees:

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor _____ Votes Opposed _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU 521 Executive Board Committee Interest List

Committee	Chair	E-Board Delegate Interest
Communications	Mullissa Willette, President	Rosario Romero, Region 5 Delegate Kate Selover, Treasurer Eric Schwarzentraub, Region 3 Delegate Arvelia Via Cooper, AFRAM Delegate Sarah Gianocar, Region 1 Delegate Isabel Cardenas, CCPU Delegate
Bylaws	Kate Selover, Treasurer	Trevor Gillis, Region 1 Trustee Todd Carey, Region 5 Delegate Cynthia Benitez, Region 2 Delegate Vickie Ramirez, CCPU Delegate
Localwide Strike Hardship Committee	Tammy Dhanota, Region 1 Vice President	Mary D. Hernandez, Region 5 Delegate Rachel Subega, Latino Caucus Delegate Riley Talford, First Vice President Vickie Ramirez, CCPU Delegate
Personnel Committee	Riley Talford, First Vice President	Tammy Dhanota, Region 1 Vice President Kate Selover, Treasurer Riko Mendez, Chief Elected Officer Alicia Metters, Region 3 Vice President
C.O.P.E	David Camacho, Region 5 Delegate	Ayanna Vanderbilt, Region 1 Delegate Kate Selover, Treasurer Ana Palacio, Region 5 Delegate Rachel Subega, Latino Caucus Delegate Yvette Carreon, Region 2 Vice President Andre Oliveira, Region 1 Delegate Eric Schwarzentraub, Region 3 Vice President Tammy Dhanota, Region 1 Vice President
Pension	Mullissa Willette, President	Andre Oliveira, Region 1 Delegate Lilia Jacobo, Region 1 Alternate Delegate Laura P. Basua, Retiree Delegate Maisha Willis, Region 1 Delegate Riley Talford, First Vice President Ayanna Vanderbilt, Region 1 Delegate Rachel Subega, Latino Caucus Delegate Mary D. Hernandez, Region 5 Delegate
Member Organizing Committee	Mullissa Willette, President	Ana Palacio, Region 5 Delegate Arvelia Via Cooper, AFRAM Delegate Todd Carey, Region 5 Delegate Anita Vicini, CCPU Delegate
I.T. Committee	Ferdie Centeno, Trustee At Large	Mullissa Willette, President David Camacho, Region 5 Delegate

		Cynthia Benitez, Region 2 Delegate Lucia Sapiens, Region 4 Delegate
Good and Welfare Committee	Alicia Metters, Region 2 Vice President	Kate Selover, Treasurer Iris Magana, CCPU Delegate Greg Lorenzi, Region 1 Delegate Yvette Carreon, Region 2 Delegate Karyn Clark, Region 3 Delegate
Education and Training Committee	Patricia Moran, Secretary	Mullissa Willette, President Kate Selover, Treasurer Arvelia Via Cooper, AFRAM Delegate Yvette Carreon, Region 2 Vice President Anitia Vicini, CCPU Delegate Sarah Gianocar, Region 1 Delegate
Retiree	Kate Selover, Treasurer	Rachel Subega, Latino Caucus Delegate Laura P. Basua, Retiree Delegate Carol Garvey, Retiree Delegate
Scholarship Committee	Debbie Acosta, Region 4 Vice President	Elsa Lopez, Region 1 Delegate Tammy Dhanota, Region 1 Vice President Isabel Okere, Region 1 Alternate Delegate Anita Vicini, CCPU Delegate Sarah Gianocar, Region 1 Delegate
SEJ	Yvette Carreon, Region 2 Delegate	Ayanna Vanderbilt, Region 1 Delegate Maisha Willis, Region 1 Delegate Arvelia Via Cooper, AFRAM Delegate Iris Magana, CCPU Delegate
Immigration	Ana Palacio, Region 5 Delegate	Todd Carey, Region 5 Delegate Rachel Subega, Latino Caucus Delegate Pa Chang, Region 1 Delegate Stacy Schmidt, Region 1 Delegate
Credentialing	Rosario Romero, Region 5 Delegate	Kate Selover, Treasurer Maisha Willis, Region 1 Delegate Vickie Ramirez, CCPU Delegate Esmeralda Nava, Region 2 Delegate

General Fund Budget

Category	2025
TOTAL DUES RECEIPTS	3 7,750,000.00
TOTAL GENERAL FUND INCOME	3 9,142,933.14
TOTAL SALARIES	11,362,180.34
TOTAL SALARIES & PAYROLL RELATED	20,236,241.51
TOTAL MISCELLANEOUS	152,315.00
TOTAL ARBITRATIONS & LEGAL	847,857.29
TOTAL FACILITIES	1,633,899.86
TOTAL ADMIN - OFFICES	482,550.29
TOTAL INFORMATION TECHNOLOGY	573,000.00
TOTAL COMMUNICATIONS	1,123,386.86
TOTAL GENERAL GOVERNANCE MEETING & TRAINING	127,211.43
TOTAL POLITICAL/SOCIAL INVOLVEMENT	280,154.14
TOTAL SOCIAL & ECONOMIC JUSTICE	85,500.00
TOTAL MEMBER INVOLEMENT	150,000.00
TOTAL NEGOTIATIONS	192,020.57
TOTAL MEETINGS & EVENTS	35,000.00
TOTAL REPRESENTATIVE DUES	7,029,133.58
TOTAL GENERAL FUND EXPENSES	39,100,518.66
TOTAL INCOME LESS EXPENSES & TRANSFERS	2,414.48

Notes:

Using a probabilistic approach for membership growth, guidance from Chief Organizing Officer.

Lowered interest income expectations due to lower fed fund rates, will be highest revenue ever includes restructuring, salary increase and new employee positions. Highest allocation for lost timer in SEIU history includes benefit restructuring, increasing salaries increases benefits payments. This remains same, biggest allocation is toward capital funds.

Raised allocations to combat constant and new challenges.

Raised allocations to factor inflation and developing needs

Updated budget.

Includes professional.

Updated budget.

Updated Budget.

125K allocated for memorabilia.

Increased Budget for meetings and supplies for negotiations.

Highest ever showing strong membership growth.

Highest ever, revenues cover expenses.

BUDGET FROM	
GENERAL FUND	6,144,173
EXPENSES	
Legal - Org	200,000
Arbitration - Org	50,000
Salaries - Organizing	2,549,000
Salaries - Org / Intern / Lost Timer	-
Moving Allowance - Org	-
Workers Comp. Insurance Exp - Org	16,220
Payroll Tax Exp - Org	151,397
Employee Benefits Exp - Org	867,399
Pension Plan Exp - Org	535,290
401k Matching Exp - Org	101,960
Cash Outs - Org	10,884
Training Exp - Org	4000
Mileage Reimbursement Exp - Org	32,403
Vehicle Exp - Org	10000
Telephone Exp - Org	14,678
IT Supplies Exp - Org	-
IT Subscriptions - Org	-
IT Internet Exp - Org	-
Office Supplies Exp - Org	35000
Printing Exp - Org	4000
Communication Cost Exp - Org	70,935
Translation Exp - Org	22,223
Computer Database Services Exp - Org	9,855
Professional Fee Exp - Org	156,125
Subscriptions Exp - Org	1000
Travel Exp - Org	189,500
Conference Exp - Org (and Quarterly Retreats)	25000
Rally / Bus Rental Exp - Org	350000
Memorabilia / Give Away Exp - Org	25,000
Meeting Exp - Org	25,560
SEIU Int'l Share Cost	437,501
TOTAL ORGANIZING EXPENSES	5,894,927
NET INCOME	249,246

**SEIU Local 521
Bank Balances
as of 5/31/25**

DISCRETIONARY SAVINGS					
ITEMS	ACCOUNT NAME	Bank	Available as of 4/30/25	+/- Reason	Available as of 5/31/25
1	Contingency	Bank of The West #18986	688,935.51		691,877.22
2	Strike	Bank of The West #18978	1,791,961.64	+\$0.30 per capita	1,803,338.85
3	Capital	Bank of The West # 28667	808,547.92	\$10,000 per month	824,190.81
4	Building	Bank of The West # 28733	798,475.29	\$10,000 per month	811,926.05
5	Legal Defense	Bank of The West # 28691	692,830.04	+\$0.15 per capita, - motions to cover pending lawsuit	699,976.55
6	Good & Welfare	Bank of The West #28758	68,325.34		68,617.08
			\$ 4,849,075.74		\$ 4,899,926.56

POLITICAL					
7	PAC - Independent Expenditure	Wells Fargo Bank - Olson	13,626.54	Olson Statement Reconciled as of 5/31/25	13,626.54
8	PAC - Candidates	Wells Fargo Bank - Olson	126,669.59	Olson Statement Reconciled as of 5/31/25	85,317.09
9	PAC - Issues	Wells Fargo Bank - Olson	51,175.85	Olson Statement Reconciled as of 5/31/25	60,050.35
			\$ 191,471.98		\$ 158,993.98

MANDATORY SAVINGS					
10	Organizing	Bank of The West #18895	7,851,905.94		7,629,586.07
11	Agency Fee	Bank of The West #18960	37,105.19		37,263.63
			\$ 7,889,011.13		\$ 7,666,849.70

UNFUNDED RESERVES & LIABILITES					
12	Cervantes Scholarship	Unfunded Reserve	40,131.04	+\$1250 / mon	41,381.04
13	Accrued Vacation for General Fund	Liabilities	2,024,620.27		1,998,399.57
			\$ 2,064,751.31		\$ 2,039,780.61

	A	B	C	D	E	F	G	H	I	J	K
1	SEIU LOCAL 521										
2	Income Statement - Current and YTD										
3	For the Five Months Ending Saturday, May 31, 2025										
4											
5		Jan	Feb	Mar	Apr	May			Y-T-D		
6		Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
7											
8	GENERAL FUND INCOME										
9	DUES RECEIPTS	3,535,813	2,982,617	3,216,445	2,932,171	3,145,833	3,399,878	254,045	15,729,167	16,066,925	337,758
14	OTHER INCOME	107,531	125,870	101,185	102,696	116,077	102,695	(13,382)	580,389	539,979	(40,410)
15											
16	TOTAL GENERAL FUND INCOME	3,643,344	3,108,487	3,317,630	3,034,867	3,261,910	3,502,573	240,663	16,309,556	16,606,904	297,348
17											
18	GENERAL FUND EXPENSES										
19											
20	ORGANIZING OFFSET	512,014	512,014	512,014	512,014	512,014	512,014	-	2,560,072	2,560,072	-
21											
34	SALARIES	877,332	840,055	951,834	911,914	1,341,826	1,295,110	46,716	4,813,238	4,876,245	(63,007)
48	PAYROLL RELATED	853,415	816,123	624,582	672,549	852,290	771,769	80,521	3,720,083	3,738,436	(18,353)
57	MISCELLANEOUS	12,613	12,440	12,849	12,580	12,693	12,207	486	63,464	62,689	775
63	ARBITRATIONS & LEGAL	85,286	123,260	56,152	142,074	70,655	91,983	(21,328)	353,273	498,755	(145,482)
73	FACILITIES	107,538	137,627	150,541	170,216	136,159	191,223	(55,064)	680,791	757,144	(76,353)
83	ADMINISTRATIVE - OFFICES	36,648	37,113	56,329	30,903	40,213	55,694	(15,481)	201,062	216,684	(15,622)
91	INFORMATION TECHNOLOGY	45,032	30,078	46,278	26,805	47,750	48,466	(716)	238,750	196,657	42,093
100	COMMUNICATIONS	159,215	217,106	322,565	171,166	93,615	112,141	(18,526)	468,079	982,195	(514,116)
109	GENERAL GOVERNANCE MEETING & TRAINING	5,707	7,711	14,989	23,713	10,600	15,241	(4,641)	53,005	67,360	(14,355)
115	MEMBER & LEADER EDUCATION & TRAINING	-	8,000	-	-	256	663	(407)	1,282	8,663	(7,381)
123	POLITICAL/SOCIAL INVOLVEMENT	77,587	24,605	21,714	23,113	23,346	18,831	4,515	116,731	165,851	(49,120)
127	SOCIAL & ECONOMIC JUSTICE	1,246	8,927	2,640	12,296	7,125	3,784	3,341	35,625	28,893	6,732
133	MEMBER INVOLEMENT	26,700	4,229	21,658	19,431	10,416	111,320	(100,904)	52,084	183,339	(131,255)
140	NEGOTIATIONS	7,606	23,364	58,057	19,550	11,835	26,125	(14,290)	59,176	134,701	(75,525)
146	MEETINGS & EVENTS	92,525	428	100	-	2,916	64	2,852	14,584	93,117	(78,533)
161	REPRESENTATIVE DUES	616,035	609,098	645,987	583,153	585,759	625,960	(40,201)	2,928,804	3,080,231	(151,427)
162	TOTAL GENERAL FUND EXPENSES	3,516,499	3,412,178	3,498,289	3,331,477	3,759,468	3,892,595	(133,127)	16,360,103	17,651,032	(1,290,929)
163											
164	TOTAL INCOME LESS TOTAL EXPENSES	126,845	(303,691)	(180,659)	(296,610)	(497,558)	(390,022)	107,536	(50,547)	(1,044,128)	(993,581)
165											
168	VOLUNTARY TRANSFERS	10,000	10,000	10,000	10,000	10,000	10,000	-	50,000	50,000	-
169	TOTAL INCOME LESS EXPENSES & TRANSFERS	116,845	(313,691)	(190,659)	(306,610)	(507,558)	(400,022)	107,536	(100,547)	(1,094,128)	(993,581)
170											

	A	B	C	D	E	F	G	H	I	J	K
1	SEIU LOCAL 521										
2	Organizing										
3	Income Statement										
4	For the Five Months Ending Saturday, May 31, 2025										
5											
6		Jan	Feb	Mar	Apr	May			Y-T-D		
7		Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
8											
9	BUDGET FROM GENERAL FUND	512,014	512,014	512,014	512,014	512,014	512,014	-	2,560,072	2,560,072	-
10											
11	EXPENSES										
12	Legal - Org	10,567	10,567	10,567	10,567	16,667	10,567	6,100	83,333	52,836	(30,497)
13	Arbitration - Org	-	-	-	-	4,167	-	4,167	20,833	-	(20,833)
14	Salaries - Organizing	126,688	132,362	133,925	121,459	294,115	187,162	106,953	1,078,423	701,597	(376,826)
15	Workers Comp. Insurance Exp - Org	-	-	-	2,279	1,352	2,279	(927)	6,758	4,558	(2,200)
16	Payroll Tax Exp - Org	11,122	10,805	10,927	10,551	17,469	14,726	2,743	64,053	58,131	(5,922)
17	Employee Benefits Exp - Org	71,151	98,862	56,619	53,278	72,283	51,061	21,222	361,416	330,971	(30,445)
18	Pension Plan Exp - Org	24,677	25,908	25,639	24,900	61,764	38,238	23,526	226,469	139,362	(87,107)
19	401k Matching Exp - Org	2,762	2,939	3,006	2,862	8,497	4,102	4,395	42,483	15,670	(26,813)
20	Cash Outs - Org	7,240	-	-	-	907	-	907	4,535	7,240	2,705
21	Training Exp - Org	-	-	-	-	333	-	333	1,667	-	(1,667)
22	Mileage Reimbursement Exp - Org	799	2,750	2,695	585	2,700	100	2,600	13,501	6,928	(6,573)
23	Vehicle Exp - Org	-	316	984	45	833	788	45	4,167	2,132	(2,035)
24	Telephone Exp - Org	-	-	-	-	1,223	-	1,223	6,116	-	(6,116)
25	Office Supplies Exp - Org	9,370	1,008	1,008	-	2,917	993	1,924	14,583	12,378	(2,205)
26	Printing Exp - Org	-	-	-	-	333	-	333	1,667	-	(1,667)
27	Communication Cost Exp - Org	-	-	-	-	5,911	-	5,911	29,556	-	(29,556)
28	Translation Exp - Org	-	-	-	-	1,852	171	1,681	9,260	171	(9,089)
29	Computer Database Services Exp - Org	-	-	-	-	821	-	821	4,106	-	(4,106)
30	Professional Fee Exp - Org	300	400	-	-	13,010	-	13,010	65,052	700	(64,352)
31	Subscriptions Exp - Org	-	-	-	-	83	-	83	417	-	(417)
32	Travel Exp - Org	466	3,920	24,646	14,932	15,792	21,610	(5,818)	78,958	65,574	(13,384)
33	Conference Exp - Org (and Quarterly Retreats)	-	-	-	-	2,083	-	2,083	10,417	-	(10,417)
34	Rally / Bus Rental Exp - Org	-	-	-	-	29,167	-	29,167	145,833	-	(145,833)
35	Memorabilia / Give Away Exp - Org	-	-	-	-	2,083	-	2,083	10,417	-	(10,417)
36	Meeting Exp - Org	-	92	-	94	2,130	-	2,130	10,650	186	(10,464)
37	Donation Exp - Org	25,000	-	-	-	-	-	-	-	25,000	25,000
38	SEIU Int'l Share Cost	-	-	-	-	36,458	-	36,458	182,292	-	(182,292)
39											
40	TOTAL ORGANIZING EXPENSES	290,142	289,929	270,016	241,552	594,950	331,797	263,153	2,476,962	1,423,434	1,053,528
41											
42	NET INCOME	221,872	222,085	241,998	270,462	(82,936)	180,217	263,153	83,110	1,136,638	1,053,528
43											

	A	B	C	D	E	F	G	H	I	J	K
1	SEIU LOCAL 521										
2	Dues Receipts										
3	For the Five Months Ending Saturday, May 31, 2025										
4											
5		Jan	Feb	Mar	Apr	May			Y-T-D		
6		Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
7	Region 1										
8	Achievekids	5,383	8,479	5,685	5,628	4,998	5,726	728	24,989	30,901	5,912
9	Campbell Union High School District	-	7,249	6,739	6,971	5,815	6,682	867	29,074	27,641	(1,432)
10	City of East Palo Alto	4,066	2,783	-	5,233	3,366	2,500	(866)	16,830	14,582	(2,248)
11	City of Menlo Park	9,098	9,126	9,952	13,604	10,337	8,950	(1,387)	51,686	50,730	(956)
12	City of Mountain View	23,645	15,797	15,767	16,053	16,892	15,813	(1,079)	84,460	87,075	2,614
13	City of Palo Alto	52,698	52,696	79,442	56,937	57,231	56,998	(233)	286,157	298,771	12,614
14	City of Redwood City	22,465	22,582	22,372	22,846	24,790	22,809	(1,980)	123,948	113,073	(10,875)
15	City of San Mateo	16,543	11,284	11,329	5,555	12,185	16,978	4,793	60,924	61,690	766
16	City of Sunnyvale	1,349	1,347	1,344	1,319	1,389	2,002	613	6,945	7,362	417
17	Community Solutions	21,761	21,844	22,148	44,740	22,092	-	(22,092)	110,461	110,493	32
18	County - San Mateo	111,071	111,658	111,483	110,766	111,593	164,794	53,201	557,965	609,771	51,806
19	County - Santa Clara	1,425,204	944,656	943,816	945,167	1,069,211	987,842	(81,369)	5,346,053	5,246,685	(99,368)
20	Court - San Mateo County	14,452	14,471	14,167	13,848	15,653	20,954	5,301	78,263	77,892	(371)
21	Court - Santa Clara County	4,101	2,051	6,211	4,154	3,872	4,026	154	19,360	20,543	1,183
22	Cupertino Union School District	-	15,494	15,565	15,504	14,376	15,173	797	71,881	61,736	(10,145)
23	First 5 Santa Clara County	5,893	3,948	3,957	3,962	4,434	4,045	(389)	22,168	21,804	(365)
24	Gardner Family Care Corporation	16,095	24,163	15,839	15,773	16,558	16,031	(527)	82,788	87,901	5,113
25	Hope Services	6,519	6,695	6,739	6,707	4,153	6,684	2,531	20,766	33,344	12,578
26	Housing Authority of the County of Santa Clara	6,638	4,889	4,809	4,821	4,723	6,949	2,226	23,614	28,106	4,492
27	Humane Society of Silicon Valley	4,976	-	2,375	2,424	2,669	2,548	(120)	13,343	12,323	(1,020)
28	Law Foundation of Silicon Valley	5,630	5,017	5,133	2,766	4,405	5,121	717	22,024	23,668	1,644
29	Momentum for Health	26,626	26,857	26,454	26,901	27,804	39,836	12,031	139,021	146,674	7,653
30	Orchard School District	2,317	2,318	2,169	2,178	2,298	-	(2,298)	11,492	8,982	(2,510)
31	Peninsula Jewish Community Center	-	3,673	7,637	-	3,126	3,753	627	15,629	15,063	(566)
32	Rebekah Children's Services	5,526	3,711	3,784	3,582	3,858	3,567	(290)	19,289	20,170	881
33	Sacred Heart Community Service	2,558	2,456	2,410	2,385	2,291	2,301	10	11,454	12,110	656
34	San Andreas Regional Center	57,421	38,159	38,828	39,581	31,939	39,116	7,177	159,697	213,106	53,409
35	Santa Clara COE	68,824	70,541	69,588	71,571	61,566	72,854	11,288	307,830	353,377	45,547
36	Santa Clara Family Health Plan	16,433	10,885	16,500	-	11,966	23,113	11,147	59,830	66,931	7,101
37	Santa Clara Valley Transportation Authority	29,433	29,486	29,322	28,901	26,308	29,507	3,199	131,540	146,649	15,109
38	Starlight Community Services	9,823	6,222	5,141	5,077	4,524	4,778	254	22,621	31,042	8,420
39											
40	Total Region 1	1,976,547	1,480,537	1,506,704	1,484,955	1,586,421	1,591,452	5,031	7,932,104	8,040,195	108,091
41											
42	Region 2										
43	CHISPA Housing Management Inc	5,232	-	5,092	3,772	2,769	2,555	(214)	13,845	16,652	2,807

	A	B	C	D	E	F	G	H	I	J	K
1	SEIU LOCAL 521										
2	Dues Receipts										
3	For the Five Months Ending Saturday, May 31, 2025										
4											
5		Jan	Feb	Mar	Apr	May			Y-T-D		
6		Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
44	City of Greenfield	-	2,995	1,495	1,473	1,946	1,412	(534)	9,728	7,375	(2,353)
45	City of Hollister	3,840	3,898	3,933	3,985	3,770	6,216	2,446	18,848	21,873	3,025
46	City of King City	953	953	953	953	862	919	57	4,308	4,729	421
47	City of Salinas	22,943	14,994	22,473	14,981	16,166	14,937	(1,229)	80,829	90,329	9,499
48	City of Santa Cruz	29,644	30,464	30,743	31,214	33,157	47,469	14,312	165,786	169,535	3,749
49	City of Scotts Valley	642	611	509	505	542	509	(33)	2,709	2,776	66
50	City of Soledad	2,695	2,654	2,660	2,612	3,179	2,590	(589)	15,893	13,210	(2,683)
51	City of Watsonville	2,925	1,770	1,753	1,852	2,060	1,829	(231)	10,301	10,128	(173)
52	Community Bridges	6,494	6,958	6,061	6,730	5,916	7,115	1,199	29,580	33,359	3,778
53	County - Monterey	213,639	212,590	217,392	216,417	215,164	215,720	556	1,075,822	1,075,759	(63)
54	County - San Benito	16,173	16,224	16,435	16,589	17,106	8,325	(8,781)	85,532	73,747	(11,786)
55	County - Santa Cruz	153,251	153,363	152,877	153,606	158,420	230,076	71,656	792,099	843,173	51,073
56	Court - Monterey County	8,294	12,085	-	15,906	9,322	-	(9,322)	46,612	36,285	(10,327)
57	Court - San Benito County	984	926	1,276	860	1,044	803	(242)	5,221	4,848	(373)
58	Court - Santa Cruz County	4,060	4,328	4,422	4,504	5,010	4,611	(399)	25,050	21,925	(3,124)
59	Housing Authority of the County of Monterey	3,030	2,914	4,478	3,149	3,169	2,948	(221)	15,845	16,518	674
60	MAOF	5,263	5,637	4,795	7,663	5,182	5,404	222	25,912	28,761	2,849
61	Monterey Bay Unified Air Pollution Control District	3,558	1,190	3,665	2,514	2,725	2,455	(270)	13,625	13,382	(243)
62	Salud Para la Gente Inc	17,952	17,896	18,003	18,444	17,040	18,426	1,386	85,198	90,721	5,523
63	San Benito County Water District	1,000	1,055	1,058	1,058	959	1,063	105	4,793	5,234	441
64	San Lorenzo Valley Unified School District	-	4,986	4,986	4,954	4,458	4,803	344	22,292	19,729	(2,563)
65	Encompass CS	3,810	-	7,596	3,944	2,324	4,054	1,731	11,618	19,405	7,788
66	Santa Cruz County Regional Transportation Commission	1,681	1,798	1,900	1,983	1,841	3,061	1,220	9,206	10,423	1,217
67	Santa Cruz Metro	7,683	7,810	12,240	8,117	9,023	8,310	(713)	45,114	44,159	(955)
68	Soquel Creek Water District	1,806	1,810	1,810	1,953	1,768	1,953	185	8,841	9,332	491
69	Monarch Services	3,895	1,615	-	3,263	1,628	1,589	(39)	8,138	10,361	2,223
70											
71	Total Region 2	521,445	511,522	528,608	533,000	526,549	599,149	72,600	2,632,744	2,693,726	60,982
72											
73	Region 3										
74	County - Mariposa	15,847	-	7,955	7,727	8,100	7,707	(393)	40,499	39,237	(1,262)
75	County - Stanislaus	35,676	35,373	35,937	36,241	38,162	54,064	15,902	190,809	197,291	6,482
76	Court - Mariposa County	920	-	469	421	384	396	12	1,919	2,206	286
77	Golden Valley Health Center	30,771	31,176	46,803	30,783	31,873	31,606	(268)	159,367	171,140	11,772
78	Salida Union School District - Headstart	879	879	1,787	-	1,012	894	(118)	5,058	4,439	(619)
79											
80	Total Region 3	84,093	67,429	92,952	75,173	79,530	94,666	15,135	397,652	414,312	16,660

	A	B	C	D	E	F	G	H	I	J	K
1	SEIU LOCAL 521										
2	Dues Receipts										
3	For the Five Months Ending Saturday, May 31, 2025										
4											
5		Jan	Feb	Mar	Apr	May			Y-T-D		
6		Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
81											
82	Region 4										
83	Central California Legal Services	9,213	4,630	2,433	2,329	4,586	9,219	4,634	22,928	27,823	4,895
84	City of Coalinga	1,762	1,809	886	3,594	1,920	919	(1,001)	9,602	8,971	(631)
85	Community Action Partnership of Madera	9,903	3,448	9,728	3,233	6,835	4,916	(1,920)	34,176	31,226	(2,950)
86	County - Fresno	124,162	125,493	127,220	127,308	135,339	125,983	(9,356)	676,694	630,166	(46,528)
87	County - Madera	14,430	14,097	14,333	13,940	14,232	13,841	(391)	71,159	70,641	(518)
88	Court - Fresno County	20,772	7,136	21,548	14,497	16,094	14,842	(1,252)	80,472	78,794	(1,678)
89	Dental Source	53	-	106	53	169	169	-	844	380	(464)
90	FASTA	11,918	6,274	33,522	-	12,581	16,815	4,234	62,905	68,529	5,625
91	First Student	6,452	7,880	8,234	7,002	5,499	8,976	3,476	27,497	38,544	11,047
92	Fresno Housing Authority	5,614	2,840	2,772	8,405	5,708	5,229	(479)	28,538	24,860	(3,678)
93	Fresno Unified School District	40,506	40,766	81,277	-	40,843	38,292	(2,551)	204,217	200,841	(3,375)
94	Riverdale Unified School District	2,170	2,170	2,170	2,170	1,977	2,150	174	9,883	10,829	946
95											
96	Total Region 4	246,955	216,543	304,227	182,530	245,783	241,351	(4,432)	1,228,914	1,191,606	(37,308)
97											
98	Region 5										
99	BARC	760	806	1,106	711	1,162	758	(404)	5,809	4,140	(1,669)
100	City of Arvin	2,071	2,038	1,909	1,906	2,226	3,974	1,748	11,130	11,897	768
101	City of Bakersfield	47,770	47,170	47,085	70,184	51,982	23,551	(28,432)	259,911	235,760	(24,151)
102	City of Hanford	5,081	4,977	7,355	4,783	5,332	4,751	(581)	26,658	26,946	288
103	City of Lindsay	1,096	734	734	738	913	743	(170)	4,565	4,045	(520)
104	City of Shafter	1,191	1,875	1,250	1,266	1,360	635	(725)	6,802	6,218	(585)
105	City of Taft	27	81	54	54	110	54	(56)	549	269	(279)
106	City of Wasco	2,677	2,628	2,642	2,593	2,492	2,615	123	12,461	13,155	695
107	Community Action Partnership of Kern	19,029	19,207	38,715	19,621	17,889	-	(17,889)	89,445	96,571	7,127
108	County - Kern	187,199	186,617	182,979	186,460	203,491	283,483	79,991	1,017,457	1,026,737	9,281
109	County - Kings	828	774	738	720	858	720	(138)	4,290	3,780	(510)
110	County - Tulare	62,622	70,607	73,591	73,495	79,021	109,437	30,416	395,105	389,752	(5,352)
111	Court - Kern County	11,570	36,082	24,079	24,222	26,150	24,164	(1,986)	130,752	120,117	(10,635)
112	Court - Kings County	2,104	6,556	2,169	4,361	4,261	4,479	218	21,303	19,668	(1,635)
113	Court - Tulare County	10,854	10,754	10,688	10,398	11,919	15,827	3,908	59,593	58,522	(1,071)
114	Edison Elementary School District	2,802	2,627	8,244	175	2,191	2,513	322	10,956	16,362	5,406
115	First Student - Porterville	1,643	1,991	1,613	1,982	1,850	2,403	553	9,252	9,631	379
116	Kern County Water Agency	2,401	2,413	3,625	1,207	1,748	2,380	632	8,741	12,025	3,285
117	Kern Medical	104,898	103,919	105,397	107,852	99,268	160,943	61,675	496,339	583,008	86,668
118	Kern Regional Center	24,390	16,876	18,946	18,924	17,811	19,261	1,450	89,056	98,397	9,341

	A	B	C	D	E	F	G	H	I	J	K
1	SEIU LOCAL 521										
2	Dues Receipts										
3	For the Five Months Ending Saturday, May 31, 2025										
4											
5		Jan	Feb	Mar	Apr	May			Y-T-D		
6		Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
119	Kings Community Action Organization	636	690	587	612	481	532	50	2,407	3,057	650
120	Lindsay-Strathmore Irrigation District	251	261	392	261	263	261	(2)	1,317	1,425	108
121	North Kern Cemetery District	523	352	352	352	315	528	213	1,576	2,107	531
122	Standard School District	7,459	7,555	7,811	7,924	6,189	8,071	1,882	30,947	38,821	7,874
123	Student Transportation of America	-	-	-	-	-	-	-	-	-	-
124	Taft Union High School District	2,751	2,751	4,410	2,520	2,310	2,591	280	11,552	15,022	3,470
125											
126	Total Region 5	502,631	530,339	546,468	543,323	541,594	674,673	133,079	2,707,970	2,797,433	89,463
127											
128	Region Other										
129	Child Care Providers United California	196,613	168,437	229,740	106,675	159,409	188,940	29,531	797,046	890,405	93,359
130	Local 521 Staff & Officers	5,391	5,516	5,108	5,275	4,625	8,128	3,502	23,127	29,419	6,291
131	Retired Members Chapter (521)	2,097	2,190	2,352	1,084	1,922	1,487	(435)	9,610	9,211	(399)
132	Transitional Associate Members	41	104	287	156	-	31	31	-	619	619
133											
134	Total Region Other	204,143	176,247	237,487	113,190	165,957	198,586	32,630	829,783	929,653	99,870
135											
136	Total Dues Receipts	3,535,813	2,982,617	3,216,445	2,932,171	3,145,833	3,399,878	254,044	15,729,167	16,066,925	337,758
137											

**SEIU Local 521
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	A	B	C	D	E	CE	CF	CG	CH	CI	CJ	CK	CL	CM	CN	CO	CP	CQ
1	REGION 1																	
2	County	Office	B	C		Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	AVERAGE
3	SCC	SJC	12	M	Achievekids	69	72	73	79	74	76	76	75	78	78	78	76	75
4	SCC	SJC	12	A	Achievekids - Agency	1	1	-	2	-	2	-	-	-	-	-	-	1
7	SCC	SJC	12	M	Campbell Union High School District	96	97	52	72	101	100	98	-	98	97	96	95	84
8	SCC	SJC	26	M	City of East Palo Alto	36	35	35	34	34	34	34	32	31	-	29	28	30
9	SMC	SJC	26	M	City of Menlo Park	114	113	114	113	113	108	108	112	109	111	109	105	111
10	SCC	SJC	26	M	City of Mountain View	128	135	134	130	132	134	132	135	134	134	136	136	133
11	SCC	SJC	26	M	City of Palo Alto	434	430	433	439	434	437	439	435	434	440	440	439	436
12	SMC	SJC	26	M	City of Redwood City	210	207	207	208	205	206	207	204	205	202	201	200	205
13	SMC	SJC	26	M	City of San Mateo	154	171	183	174	176	170	171	174	166	166	161	168	170
14	SCC	SJC	26	M	City of Sunnyvale	24	24	24	24	25	25	25	25	25	25	25	25	25
15	SCC	SJC	26	M	Community Solutions	255	262	267	267	269	274	280	272	275	276	285	-	249
16	SMC	SJC	26	M	County - San Mateo	966	978	1,000	1,009	1,035	1,044	1,055	1,028	1,042	1,044	1,028	1,024	1,021
17	SCC	SJC	26	M	County - Santa Clara	9,524	9,470	9,521	9,493	9,568	9,721	9,388	9,388	9,231	9,233	9,251	9,667	9,455
18	SMC	SJC	26	M	Court - San Mateo County	141	143	140	140	139	139	140	136	138	138	133	133	138
19	SCC	SJC	26	M	Court - Santa Clara County	24	25	22	23	26	26	27	26	26	26	29	27	26
20	SCC	SJC	12	M	Cupertino Union School District	165	164	103	170	171	170	169	-	169	169	168	167	149
21	SCC	SJC	26	M	First 5 SCCO	37	35	35	37	36	37	36	34	34	34	34	35	35
22	SCC	SJC		M	Gardner Family Care Corporation	160	163	162	161	163	165	171	169	169	168	166	170	166
23	SCC	SJC	26	A	Gardner Family Care Corporation - Agency	6	6	6	9	5	5	5	5	5	5	5	4	6
24	SCC	SJC	24	M	Hope Services	79	80	81	82	82	84	83	82	82	85	81	83	82
25	SCC	SJC	24	A	Hope Services - Agency	68	67	67	63	58	57	59	58	60	58	60	59	61
26	SCC	SJC	26	M	Humane Society of Silicon Valley	46	45	45	44	49	52	53	50	-	44	45	44	43
27	SCC	SJC	26	A	Humane Society of Silicon Valley - Agency	8	7	7	6	6	6	6	7	-	7	7	7	6
28	SCC	SJC	24	M	Law Foundation of Silicon Valley	47	46	42	41	42	42	40	40	40	40	40	41	42
29	SCC	SJC	24	A	Law Foundation of Silicon Valley - Agency	14	14	13	13	11	11	11	12	12	12	13	13	12
30	SCC	SJC	26	M	Momentum for Health	352	361	351	349	351	348	359	349	353	356	356	365	354
31	SCC	SJC	26	A	Momentum for Health - Agency	3	2	2	2	2	2	2	2	2	2	2	2	2
32	SCC	SJC	12	M	Orchard School District	36	36	6	34	33	37	35	36	36	34	34	-	30
33	SMC	SJC	12	M	Peninsula Jewish Community Center	-	56	49	55	57	58	60	-	60	67	-	61	44
34	SCC	SJC	26	M	Rebekah Children's Services	58	59	59	58	56	58	57	59	59	59	58	55	58
35	SCC	SJC	26	A	Rebekah Children's Services - Agency	-	-	-	-	-	-	-	-	-	-	-	-	-
36	SCC	SJC		M	Sacred Heart Community Services	36	34	32	30	29	29	40	39	38	38	38	36	35
37	SCC	SJC	12	M	San Andreas Regional Center	-	-	340	-	375	-	383	383	390	387	392	390	253
38	SCC	SJC	12	A	San Andreas Regional Center - Agency	-	-	25	-	-	-	-	-	1	-	-	1	2
39	SCC	SJC	12	M	Santa Clara COE	880	874	468	865	877	882	882	886	886	878	886	888	846
40	SCC	SJC	26	M	Housing Authority of the County of Santa Clara	42	42	40	38	38	42	42	45	45	46	45	46	43
41	SCC	SJC	12	M	Santa Clara Family Health Plan	119	119	120	124	125	121	119	117	120	119	-	134	111
42	SCC	SJC	26	M	Santa Clara Valley Transportation Authority	239	243	237	244	239	239	240	243	239	241	236	234	240
43	SCC	SJC	24	M	Starlight Community Services	-	62	61	-	67	-	63	63	61	65	65	64	48
44	REGION 2																	
47	MRY	SNS	26	M	CHISPA Housing Management Inc	36	36	36	-	37	37	-	37	-	36	35	36	27
48	MRY	SNS	26	M	City of Greenfield	24	21	22	24	22	22	21	-	21	21	20	19	20
49	SBC	SNS	26	M	City of Hollister	39	39	40	42	43	43	44	43	44	44	44	46	43
50	MRY	SNS	26	M	City of King City	13	-	12	13	13	13	13	13	14	13	13	13	12
51	MRY	SNS	12	M	City of Salinas	185	193	185	189	188	193	194	196	188	188	188	187	190

**SEIU Local 521
Per Capita Analysis
12-Month Rolling Average**

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	A	B	C	D	E	CE	CF	CG	CH	CI	CJ	CK	CL	CM	CN	CO	CP	CQ	
2	County	Office	B	C		Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	AVERAGE	
52	SCR	SCR	26	M	City of Santa Cruz	459	456	453	437	445	413	422	410	412	428	438	466	437	
53	SCR	SCR	12	M	City of Scotts Valley	14	13	13	14	14	14	14	15	15	13	13	13	14	
54	MRY	SNS	26	M	City of Soledad	34	34	34	32	29	31	31	32	31	30	30	29	31	
55	SCR	SCR	24	M	City of Watsonville	29	27	27	27	30	30	29	28	26	25	26	26	28	
56	SCR	SCR	12	M	Community Bridges	98	98	-	-	101	96	104	97	98	99	101	101	83	
57	SCR	SCR	12	A	Community Bridges - Agency	17	18	-	-	14	12	13	12	12	13	14	13	12	
58	MRY	SNS	12	M	County - Monterey	2,021	2,030	2,101	2,109	2,115	2,103	2,095	2,073	2,052	2,101	2,092	2,087	2,082	
59	SBC	SNS	26	M	County - San Benito	189	193	191	190	190	195	194	192	195	195	198	198	193	
60	SCR	SCR	26	M	County - Santa Cruz	1,621	1,620	1,633	1,623	1,649	1,679	1,643	1,608	1,588	1,590	1,597	1,610	1,622	
61	MRY	SNS	12	M	Court - Monterey County	102	-	99	96	-	91	91	88	86	-	90	-	62	
62	SBC	SNS	26	M	Court - San Benito County	9	9	13	12	11	11	13	14	13	11	11	12	12	
63	SCR	SCR	26	M	Court - Santa Cruz County	62	64	61	59	59	59	57	56	55	58	58	60	59	
64	SCR	SCR	12	M	Encompass CS	-	73	62	-	65	66	63	62	-	67	65	65	49	
65	SCR	SCR	12	A	Encompass CS - Agency	-	7	6	-	6	2	4	4	-	5	4	4	4	
66	MRY	SNS	12	M	Housing Authority of the County of Monterey	-	36	37	37	36	37	38	37	36	36	37	35	34	
67	MRY	SNS	26	M	MAOF	93	93	90	89	93	99	97	97	100	94	97	96	95	
68	MRY	SNS	26	A	MAOF - Agency	3	4	4	4	-	-	-	-	-	-	-	-	1	
69	SCR	SCR	12	M	Monarch Services	30	-	33	30	29	29	-	31	30	-	31	31	23	
70	SCR	SCR	12	A	Monarch Services - Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	
71	MRY	SNS	26	M	Monterey Bay Air Resources District	20	20	20	20	19	19	18	19	19	21	21	20	20	
72	SCR	SCR	26	M	Salud Para la Gente Inc	264	265	270	269	259	273	280	275	275	272	273	274	271	
73	SCR	SCR	26	A	Salud Para la Gente Inc - Agency	-	-	-	2	-	-	-	-	-	-	-	-	0	
74	SBC	SNS	26	M	San Benito County Water District	11	11	12	12	12	13	13	13	13	13	13	13	12	
75	SCR	SCR	12	M	San Lorenzo Valley Unified School District	78	84	34	90	90	92	93	-	93	93	94	92	78	
76	SCR	SCR	26	M	Santa Cruz County Regional Transportation Co	15	15	15	15	15	15	14	15	16	17	17	17	16	
77	SCR	SCR	26	M	Santa Cruz Metro	93	92	89	94	86	91	87	86	89	92	95	94	91	
78	SCC	SCR	12	M	Soquel Creek Water District	15	15	15	14	14	14	14	15	15	15	16	16	15	
79	REGION 3																		
80	MAR	FAT	12	M	County - Mariposa	-	111	-	110	108	105	102	104	-	101	98	98	78	
81	STA	FAT	26	M	County - Stanislaus	414	412	418	409	417	416	415	410	411	420	422	432	416	
82	MAR	FAT	12	M	Court - Mariposa County	-	6	-	7	7	7	7	7	-	7	7	6	5	
83	MER	FAT	26	M	Golden Valley Health Center	481	482	479	480	504	497	508	504	493	507	505	495	495	
84	MER	FAT	26	A	Golden Valley Health Center - Agency	33	36	38	46	34	33	35	36	49	41	39	38	38	
85	STA	FAT	12	M	Salida Union School District - Headstart	22	22	21	21	21	20	24	19	19	20	-	20	19	
86	REGION 4																		
87	FAT	FAT	24	M	Central California Legal Services	65	65	-	66	67	67	-	68	68	67	67	69	56	
88	FAT	FAT	26	M	City of Coalinga	28	29	29	31	31	30	29	30	29	29	30	30	30	
89	MAD	FAT	26	M	Community Action Partnership of Madera	51	40	52	50	49	48	50	49	48	49	22	47	46	
90	MAD	FAT	26	A	Community Action Partnership of Madera - Ag	59	43	61	58	64	65	68	68	66	66	34	63	60	
91	FAT	FAT	26	M	County - Fresno	1,938	1,947	1,957	1,954	1,961	1,917	1,914	1,908	1,912	1,905	1,902	1,875	1,924	
92	MAD	FAT	12	M	County - Madera	179	177	175	176	174	175	168	176	170	173	169	167	173	
93	FAT	FAT	26	M	Court - Fresno County	212	209	216	208	207	205	200	207	203	205	208	214	208	
94	FAT	FAT	12	M	Dental Source	2	2	3	3	3	3	2	1	-	1	1	3	2	
95	FAT	FAT	12	M	FASTA	512	-	156	477	-	543	-	473	367	586	-	504	302	
96	FAT	FAT	26	M	First Student	174	174	185	186	190	211	210	208	214	206	211	211	198	
97	FAT	FAT	26	A	First Student - Agency	3	1	3	3	1	1	1	1	-	1	1	1	1	

**SEIU Local 521
Per Capita Analysis
12-Month Rolling Average**

DOC# 5

	A	B	C	D	E	CE	CF	CG	CH	CI	CJ	CK	CL	CM	CN	CO	CP	CQ
2	County	Office	B	C		Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	AVERAGE
98	FAT	FAT	24	M	Fresno Housing Authority	78	77	80	80	83	85	86	85	84	82	83	80	82
99	FAT	FAT	12	M	Fresno Unified School District	679	-	653	664	-	659	-	645	648	644	-	634	436
100	FAT	FAT	12	M	Riverdale Unified School District	46	45	46	42	42	41	45	47	47	47	47	46	45
101	REGION 5																	
102	KER	BFL	26	M	BARC	32	31	31	30	29	19	25	24	22	22	20	21	26
103	KER	BFL	26	M	City of Arvin	29	29	29	29	31	30	30	30	30	30	29	30	30
104	KER	BFL	26	M	City of Bakersfield	668	663	674	674	667	664	658	657	646	644	639	638	658
105	KIN	HJO	26	M	City of Hanford	77	76	74	73	74	76	76	75	73	72	71	70	74
106	TUL	VIS	26	M	City of Lindsay	15	14	-	15	15	12	12	12	12	12	12	12	12
107	KER	BFL	26	M	City of Shafter	17	17	17	16	16	16	16	15	15	15	15	15	16
108	KER	BFL	26	M	City of Taft	2	2	2	2	2	2	1	1	1	1	1	1	2
109	KER	BFL	26	M	City of Wasco	33	37	36	37	37	38	38	40	39	39	40	39	38
110	KER	BFL	26	M	Community Action Partnership of Kern	337	339	227	351	357	-	363	367	372	374	390	-	290
111	KER	BFL	26	A	Community Action Partnership of Kern - Agenc	1	-	-	-	-	-	-	-	-	-	-	-	0
112	KER	BFL	26	M	County - Kern	2,735	2,841	2,838	2,827	2,825	2,818	2,829	2,778	2,791	2,789	2,801	2,884	2,813
113	KIN	HJO	26	M	County - Kings	25	25	25	24	23	24	26	25	22	21	20	20	23
114	TUL	VIS	26	M	County - Tulare	1,133	1,144	1,128	1,136	1,129	1,158	1,138	1,146	1,136	1,148	1,148	1,152	1,141
115	KER	BFL	26	M	Court - Kern County	323	325	326	326	329	324	326	318	328	318	319	319	323
116	KIN	HJO	26	M	Court - Kings County	56	58	59	61	58	56	61	61	66	65	65	66	61
117	TUL	VIS	26	M	Court - Tulare County	159	154	153	153	159	156	154	147	147	146	144	147	152
118	KER	BFL	12	M	Edison Elementary School District	67	-	-	70	76	75	71	71	69	76	2	69	54
119	TUL	VIS	26	M	First Student - Porterville	40	18	35	37	38	40	40	43	43	42	39	40	38
120	KER	BFL	26	M	Kern County Water Agency	18	18	19	19	20	23	24	24	24	24	24	24	22
121	KER	BFL	26	M	Kern Medical	1,253	1,269	1,304	1,337	1,353	1,364	1,349	1,337	1,354	1,350	1,363	1,376	1,334
122	KER	BFL	26	M	Kern Regional Center	281	275	268	279	274	287	265	268	267	308	312	319	284
123	KER	BFL	26	A	Kern Regional Center - Agency	3	3	3	3	3	3	3	3	3	3	2	2	3
124	KIN	HJO	26	M	Kings Community Action Organization	11	12	12	12	13	13	13	14	14	13	13	12	13
125	TUL	VIS	24	M	Lindsay-Strathmore Irrigation District	6	5	5	5	5	5	5	5	4	6	5	5	5
126	KER	BFL	26	M	North Kern Cemetery District	5	5	6	6	6	6	6	6	6	6	6	6	6
128	KER	BFL	12	M	Standard School District	183	-	-	179	185	194	193	186	188	193	195	197	158
130	KER	BFL	12	M	Taft Union High School District	38	39	17	25	43	42	43	43	43	43	40	41	38
131	REGION OTHER																	
132	SCC	SJC	12	M	Child Care Providers United California	3,254	3,155	4,286	4,915	3,493	4,078	3,857	4,345	3,618	5,204	2,387	4,427	3,918
133	SCC	SJC	26	M	Local 521 Staff & Officers	32	36	43	34	38	41	48	48	48	39	46	42	41
134	SCC	SJC	12	M	Retired Members Chapter (521)	197	333	421	283	282	301	433	359	373	421	190	273	322
135		SJC	12	A	Transitional/Associate Members	10	6	11	8	7	8	6	6	18	54	28	4	14
136					Total Members	35,932	34,836	36,538	37,993	36,226	37,527	36,554	37,575	36,761	38,842	34,466	37,768	36,752
137					Total Agency Fee Payers	229	215	246	219	211	207	213	214	228	267	209	211	222
139					Total Count	36,161	35,051	36,784	38,212	36,437	37,734	36,767	37,789	36,989	39,109	34,675	37,979	36,974

SEIU Local 521
COPE Payments to IU
Rolling 14-Months

Month	COPE \$\$	
May-25	\$101,495.14	
April-25	\$80,626.25	
March-25	\$97,209.23	
February-25	\$85,672.43	
January-25	\$102,730.02	*
December-24	\$92,272.97	
November-24	\$96,590.80	
October-24	\$82,805.24	
September-24	\$95,845.60	
August-24	\$97,408.72	*
July-24	\$82,837.97	
June-24	\$82,313.98	
May-24	\$89,601.03	
April-24	\$82,153.91	

* *Three (3) Pay Periods*

1st Vice President Report: Riley Talford

A Comprehensive Overview of Achievements, Progress, and Future Plans

Introduction

In the course of our personal and professional journeys, it is essential to periodically reflect on our activities, evaluate our progress, and chart a course for future development. This report offers a comprehensive overview of my recent activities, highlighting key achievements, ongoing projects, challenges encountered, and objectives for the coming period. The aim of this report is to provide a transparent and thoughtful account of my efforts, while also serving as a tool for self-improvement and strategic planning.

Summary of Activities

Over the past several months, my activities have encompassed a range of domains, including professional development, educational advancement, community involvement, and personal growth. Below, I provide a detailed account of my endeavors within each of these spheres.

Professional Development

1. Training and New Leaders, Attending Workshops, Meetings, Seminars:

Since recovering from a medical issue, I have been actively engaged in various activities that focus on seeking justice for members, and our vulnerable communities. From hosting training sessions with new and potential Union Stewards, engaging in discussions on investments that can negatively impact on our community, assisting members with finding their voice to fight back from harmful acts by bad bosses, and meeting with allied politicians that aid our causes I can say that I am meeting a personal objective of being a fearless warrior in championing causes that embody the spirit of Local 521!

3. Networking:

To expand my professional network, I participated in our SEIU Justice Journey that took us across several states: Arizona, Texas, Louisiana where we met with other SEIU member leaders, and politicians allied in fighting back against harmful acts by this fascist regime in targeting peaceful immigrant families. I along with fellow 521 and SEIU members visited the JENA Mississippi ICE Detention facility where we led a peaceful demonstration speaking out against the wrongful detention of people whose only offence was lacking documentation. Documentation that is made impossible to obtain! The collaborations made have invigorated shared passions to continue to fight back against this authoritative regime until Justice is won for all law-abiding families!

Educational Advancement

1. Formal Education

I continued my academic growth in the financial field learning in depth knowledge on investments by attending several seminars. I have also been elected to the State Association of County Retirement Systems where I will continue to pursue Justice for working people and our communities by working with colleagues to assure that we hold firms to account for abuses that would otherwise go unscrutinized.

2. Independent Research:

I have begun undertaking research on how for-Profit Private Prison Industries treat clients with special interest on the treatment of immigrants who have not committed any crimes.

Community Involvement

1. Volunteering:

I have attended Community Based “No Kings Act” demonstrations, and I community events speaking out against the “Big Bad Bill” that will be devastating to our most vulnerable communities, and to the jobs that service them.

Challenges and Solutions

While there have been numerous successes, the journey has not been without obstacles. Managing time effectively amidst competing priorities was an ongoing challenge. To address this, I adopted scheduling tools and prioritized tasks based on urgency and importance. At times, balancing personal interests with professional and educational commitments proved demanding; however, setting clear boundaries and communicating openly with those around me facilitated a more harmonious integration of these aspects.

Key Achievements

- Led effort in securing lateral transfer opportunities for Substance Abuse Workers who were targeted for layoff by their department.
- I conduct quarterly Steward meetings nick named the “FIRM” on how to be dynamite advocates for workers.
- Elected to serve on the SACRS Board.
- Preparing for Contract Campaign.
- Multiple hours representing members in various classifications during investigative meetings, Skelly hearings, and Civil Service Hearings.
- Assisted on several member Representation Appeals Panels
- All Executive and Chapter Level Union Meetings attended.

Ongoing Projects

Currently, I am engaged in several projects that reflect my dedication to continuous improvement:

- Developing a workshop series on effective communication for emerging professionals.

- Conducting research on sustainable practices within my field of study.
- Collaborating with a multidisciplinary team to launch a community outreach program.
- Working towards achieving advanced certification in data analysis.

Future Goals

Looking ahead, my goals are guided by a commitment to Justice, and overcoming the evils projected upon the American People.

Conclusion

This report has provided a thorough overview of my recent activities, achievements, and plans. The process of reflecting on my experiences has highlighted the importance of adaptability, perseverance, and purposeful action. By remaining committed to growth in all areas of professional, academic, community, and personal—I aim to continue making a positive impact, both for myself and for those around me.

I look forward to building on these foundations, embracing new opportunities, and overcoming future challenges with optimism and determination.

Regional VP Report: Tammy Dhanota

SEIU Local 521 – Region 1: Peninsula County, Cities & Non-Profits

Quarter 2 Report – 2025

The Peninsula Region is proud to share our Q2 2025 report, highlighting the incredible progress and power we've built across counties, cities, and nonprofit employers. Rain or shine, our members continue to lead the way. Organizing in the field, growing our membership, developing strong union leaders, and preparing for critical political and workplace fights.

Highlights to shout out:

Membership Growth Non-Profits: We closed the second quarter of 2025 with 376 new memberships, bringing us over 50% for our quarterly goal. A testament to the organizing strength of our teams and member leaders.

2. Cope: Averaged \$14.18 per sign up. Our member leaders are at the heart of this transformation. Their voices, experiences, and relationships in our communities drive our strategy and shape our future. By investing in COPE, we empower our leaders to build political power, influence key decision-makers, and advance policies that uplift working families.

Building Political Strength

1. Santa Clara County Office of Education:
 - a. Members lobby city, county, state and federal politicians to advocate for early learning and Head Start programs to ensure the most vulnerable and youngest in our community are protected and cared for.
 - b. COPE: per card the average is \$ 14.18 for Q2.

Leadership Development

1. Steward growth and development:
 - Steward Growth:

We launched the year with robust steward training during San Mateo's Steward Council meeting. With support from the MRC, our stewards are more engaged, better equipped, and more active. We've added eight new stewards, strengthening our chapters through collective skill-building and team training.

2. Wins in the field:

- Our leaders are stepping up to defend jobs and demand fairness:
 - Santa Clara County Office of Education: Layoff fight led by active member engagement.
 - City of Menlo Park: Won a class and compensation study covering 12 classifications, a major step toward equity and recognition for city workers.

Contract Negotiations Underway:

We are actively supporting bargaining units across the region in critical negotiations, including:

- Santa Clara County Housing Authority
- Campbell Union High School District
- Rebekah Children’s Services
- San Mateo Courts
- Santa Clara County Office of Education
- Cupertino Union School District – Wage reopener

Key Regional Priorities for Region 1:

Key goals in our region as we prepare for SCCOE layoff fight. It isn’t over. Also preparing for the San Mateo Courts negotiation and working with Mark from the I.U. to establish a chase program for nonmember new hires.

1. Santa Clara County Office of Education – Layoff Fight

Our members are preparing for the upcoming budget battle to protect jobs and services. This campaign will center on:

- Member education and mobilization
- Leadership development
- Public pressure and coalition-building

This fight will lay the foundation for a member-driven contract campaign later this year.

2. San Mateo Courts Bargaining Preparation

Our team is organizing early to ensure a strong table and a united membership.

3. Chase Program for New Hires

We are partnering with Mark from the International Union to launch a chase program that will track and engage non-members at new hire orientations. Our goal is to enhance the **new member's experience** and drive deeper union participation from day one.

Staffing Announcement

Victor Cole Riche – Internal Organizer

We are excited to welcome Victor Cole Riche as the newest member of our Peninsula team. Victor brings a wealth of organizing experience from his work on external campaigns, where he successfully led efforts in challenging environments. His grassroots experience, organizing across multiple cities and counties for racial justice and workplace equity, brings value and new ideas to the team. This has shaped his deep understanding of how to build power from the ground up. Victor knows firsthand the challenges faced by non-union workers and is deeply committed to protecting and strengthening what we've built. He has integrated seamlessly with the team and has developed a strong work ethic, a passion for learning, and a growing dedication to the field of internal organizing.

Closing:

Together, we are building a stronger, more united Region 1. Where workers lead, communities rise, and power is built from the bottom up.



Region 1 Vice President Report – Tammy Dhanota

July 2025 – Quarter 2

Complementary slide deck:



I'm excited to share the Quarter 2 2025 report for Region 1 – Santa Clara County & Non-Profits, representing 14,441 workers in the region. This quarter, we've deepened our impact, expanded our reach, and continued building power to achieve our vision – all as we gear up for the fight of our lives in the coming year.



Here are some standout moments:

Vision

We will discover and build the next generation of members and leaders in our Region who will inspire and mobilize their co-workers to show up for each other, show up for our community, and build power to improve our lives.

THIS IS WHAT A POWERFUL REGION 1 LOOKS LIKE:



Building Leadership Strength:

1. Steward Recruitment on the Rise!

We recruited 25 additional stewards on the second quarter, 9 new stewards in our new Regional Medical Center, increasing our total number of stewards in our region to 353 across 8 chapters



2. M2M - Member-to-Member Mentorship & Empowerment

Stewards are teaming up to support and mentor each other as they fight the boss, organize workers, and grow their union:

- Nanette Salazar, Jesus Canchola, and Sahr Moiwa - Chief Stewards at Valley Medical Center are working as a team in addressing workplace issues like meet & confers and grievances. They also team up to cover our Hospital New Employee Orientations.
- Just like our VMC stewards, Clerical Unit Stewards Rebecca Arnold, Lilia Jacobo, Cecilia Campoy, and Chantha Ouk are teaming up to design a pilot program to improve workers' experience and make the transfer and promotional process in Santa Clara County easier, faster, and more equitable. When we win on this - workers' lives will be improved. Rebecca Arnold and Chanta Ouk are dynamic duo when it comes to welcoming new hires at our New Employee orientations.
- Pa Chang, Chief Steward for the Supervisor unit in DFCS has taken our newly elected Chief Steward for the SSU worker chapter, Mariam Wahab, under her wings. Together, along with other stewards in DFCS, they are fighting (and winning) for structural and systemic changes in DFCS to protect children and families.
- SCC Chapter VPs Joel Vrana and Andre Thomas are deepening their leadership in a period marked by volatility in the Chapter. Together they have fostered a sense of calm and stability.

3. The Next Generation of Good Troublemakers – Management, Watch Out!

- 15 Leaders joined our organizing & research staff to attend Labor Notes Troublemakers School in Oakland last month. This was a day-long conference that covered organizing skills and highlighted real-world examples of taking on the boss and winning.
- These leaders expressed their commitment to turn their workplaces around and engage their coworkers to take action and get results that build power.
- They learned practical organizing tools, how to map out their networks to assemble a dream team, and they learned how to sort through issues, bring people together and make a plan to solve them.

Building Membership & Worksite Strength:

Membership Growth

- We closed out second quarter achieving 132% of our goal! **809 new members joined our union**, 398 were signed by member leaders.
- Our region has signed up **1,142 new members who joined our union** since January 2025. Bringing our region to 77% membership combining all 8 chapters.
- In 2023 the Santa Clara County Contract Campaign started with 73% membership and ended with 80% membership.
- This year - we're going to start out strongly with 80% membership and with the infrastructure we're building in this chapter, we are confident we will reach this goal.

Campaigns and Actions

Eligibility Workers:

- Eligibility workers in the Department of Employment & Benefits Services have partnered with county management through the CalSAWS Innovation Committee to co-design pilot programs aimed at improving client service and creating a sustainable, equitable workload. Over the past year, this collaboration has led to meaningful improvements for workers by leveraging technology and testing innovative concepts.
- For Continuing Eligibility workers, their first pilot is already showing strong results: clients no longer face long callback times, in-person visits have decreased, and clients express satisfaction at having their issues resolved immediately over the phone. Workers report increased efficiencies, better work-life balance, and the ability to take “stress-free vacations”. Mistakes are now treated as learning opportunities rather than punishable offenses, and supervisors are more engaged in task distribution and support. This has fostered a culture of shared responsibility – something that didn't exist before the union-led pilot.
- Building on this data-driven success, the Continuing Eligibility Workers are preparing to expand the pilot to five additional units and are also exploring the launch of a new pilot program. Currently, six units are participating, each with eight EWs.

DFCS - Department of Family and Child Services

- In March, we reported how our leaders and members in DFCS fought to restore Social Workers' expertise in decision-making to protect Santa Clara County's most vulnerable children. They lobbied the board, they held press events, they wrote op-eds and testified at multiple Board of Supervisors hearings. These persistent drumbeat of actions ultimately led to the resignation of the DFCS director, Damion Wright, whose leadership had become a point of concern from staff and the community.

- Leaders like Pa Chang, Andree Patron, and Mariam Wahab, continue to organize and mobilize their co-workers because the work is far from over. On “521 Day” (May 21), more than one hundred Social Workers rallied in front of the Social Services building, then marched-on-their-new -boss, Wendy Kinnear. Their collective action brought management back to the table to address real reform and real structural change in DFCS.

Santa Clara County - Layoffs Averted

- While we didn’t see drastic budgetary impacts with The County’s 24-25 fiscal year budget, the county overall passed a budget that deleted 279 full time positions (FTE). All but 28 of these positions were vacancies. The 28 positions were held by SEIU-represented workers. We formed a “Lay-Off Workgroup” comprised of 7 experienced stewards (Xavier Dupree, Trevor Gillis, Pho Bui, Todd Naffziger, Andre Thomas). They engaged the county in saving all 18 jobs: majority of workers were transferred to other positions, some returned to their former classifications, some were placed in similar classification or pay. Because our steward lay-off workgroup got prepared, trained, and overall saved 28 workers from losing their jobs. This is an example of a “union difference”!

Building Political Strength

Budget Fight-Back



Let’s rewind to March 2025. At the time, our region was already bracing for a serious threat: proposed federal Medicaid cuts. While it was unclear at the time whether Congress would actually pass the bill, we took the threat seriously from the start.

We knew what was at stake: \$1.9 billion in funding that supports vital services like healthcare, behavioral health, and social services. We also knew the ripple effects: a deeper staffing crisis, hiring freezes, job losses, and resources for our most vulnerable communities.

So, we didn’t wait. We got into action mode early. We studied the potential cuts and connected the dots between the federal threat, the County’s budget, and the growing vacancy crisis.

Between April and June, we mobilized. We convened stewards and equipped them with facts and tools to talk to their co-workers. We launched [Budget Academy](#) meetings. Members filled out [Fight-Back Commitment Cards](#) and shared their stories, urging the Board of Supervisors protect services and jobs.



Now, the Big Bad Bill has passed. The threat is real. But because we prepared, our members are educated and inoculated. We will continue to fight back until our communities and our services are protected.

Connecting Santa Clara County’s Vacancy Crisis with the Budget Fight



On June 3rd, with the support of our Research team, Chapter leaders took our vacancy fight directly to the Santa Clara County Board of Supervisors. We presented data-driven, impactful testimonies about the vacancy crisis – backed by members filling the board chambers. Members delivered powerful testimonies about the devastating impact of staffing shortages and potential cuts on the services our communities depend on. We needed the presentation with a strong visual message: a member delegation hand-delivered hundreds of commitment cards and personal stories to the Board, making it clear that we are united and ready to fight for solutions.



- Our report highlighted over 2,600 vacant SEIU positions in the county. 1491 in healthcare, 382 in Justice, 243 in Social Services, 549 in other areas. Our report revealed a critical flaw in the County’s hiring system: on average, it takes the county 146 days or nearly 6 months to fill a vacancy.



We didn’t just name the problem, we offered 4 concrete, actionable solutions. Because we’ve been building real political power, supervisors followed up with us after the hearing, asking to discuss our recommendations further. Stay tuned for updates on this.



Growing our COPE

- In Quarter 2, we gained 166 new COPE contributors = \$1,992 new monthly contributions.
- Totaling 270 new COPE contributors this year = \$3,284 monthly contributions



Chapter Spotlight: Santa Clara Family Health Plan

Our region made a strategic decision to change the Internal Organizer of this chapter in April. Then – A small and mighty chapter has been awakened! Workers, for the first time in 15 years, took public action against their boss to win real wage increases. The boss has been pushing for the union to continue to take a merit-based raise - which management has discretion on who gets a raise and who doesn't. Year after year, workers have accepted their wage increase this way. **BUT NOT TODAY!** Workers are rising up with the leadership of Stewards Stacy Renteria, Mariah Hancock, Nancy Bustamante, and Juan Rivera. And you know what else – the Chapter's membership grew from 47% to 53% over 2 months - now bringing us to a majority!



Member Spotlight: Nanette Salazar, Diagnostic Imaging Tech **Relentless in the Fight for Justice**

Nanette Salazar, Radiology Clinical Instructor at Valley Medical Center.

As a chief steward, she has been the unwavering backbone at Valley Medical Center—tirelessly representing members, mentoring new stewards, and growing the movement by recruiting and welcoming new hires. Her leadership has echoed beyond the hospital walls, from Medicaid rallies to union halls, where she's stood at the forefront of advocacy and empowerment. Even with her packed schedule, she carved out time to attend the Troublemakers conference, sharpening her skills to continue building power for workers. Her commitment is not just inspiring, it's transformative.



Looking Ahead in our Region:

6 Contract Fights for 14,362 Workers

Momentum

Gardner

Community Solutions

First 5

Santa Clara Family Health Plan

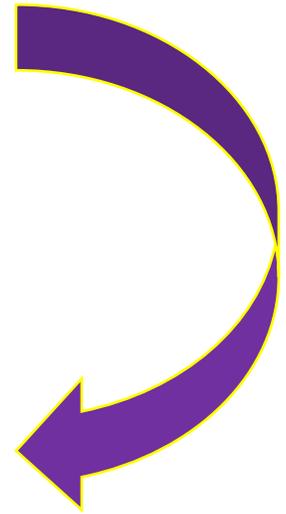
Santa Clara County

SEIU Local 521 Region 2 - Quarter Report-June 2025

Region2 Fight Against a 50-year legacy!

The Clinic labs and radiology have been providing services since 1972. During the meeting and conference about potential layoffs, it came to light that because of the mismanagement the County of Santa Cruz needed to close these two departments: Clinic Labs and X-ray department.

Leaders and Union Organizers moved a March on the boss as a first step.

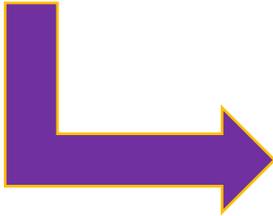


Our leaders continued to organize and filled and had doctors come to support our campaign. We created a slogan and image for our campaign. We had our researchers do an analysis of the County budget. Our research department found that there is money the County has money to absorb the cost of the clinics



We did a community petition: <https://www.seiu521.org/fight4santacruzhealth>

We went to the County Board of Supervisor meeting on June 3 and demanded a public hearing. The board also asked management to come back on June 10 with a different alternative to just cutting the clinic labs and x-ray department.



We Won our request to a public hearing by letting the board of their obligation un the law. We also had lots of new coverage through the campaign.

- <https://kion546.com/news/top-stories/2025/06/10/santa-cruz-county-may-cut-lab-and-radiology-services-extension-for-services-voted-until-september/>
- <https://lookout.co/people-will-die-local-doctors-clinicians-say-santa-cruz-county-health-cuts-pose-big-risk/story>
- <https://santacruzlocal.org/2025/06/07/county-could-scale-back-proposed-health-cuts/>
- <https://www.youtube.com/watch?v=nOcrkzU5ztw>

On June 10, 2025, we went back again to the public hearing, and we WON an extension until September 2025. The Union has the opportunity to propose alternative solutions to the County to avoid cuts.

Through our local leadership we have been able to work with a consultant, research and leaders to find solutions to save a legacy of providing critical services to the community.

7/15/25

SEIU Region 3 Report

As we are in protracted contract negotiations, we continue to hold truth to power in our engagement activities with the Board of Supervisors, Managers. The workers within SEIU 521 are resilient yet dumbfounded at the lack of return engagement from the Board of Supervisors contract negotiations team.

While Executive leadership has enjoyed a reclassification of job titles, and a pay increase of 15%, our negotiations teams struggle to find footing to address medical, pay and benefits. Stanislaus is in an unusual position in that both the medical and pay / benefits are being negotiated at the same time.

For example, a recent health report conducted by Stanislaus County revealed that 61% less mental health providers than the State average, and while there has been a combined effort to address Fentanyl, Stanislaus in particular saw overdoses that are 2.67% higher than the State average. As of now we are asking for a three-year contract at 15% and in recent meetings between pairs of Board of Supervisors meeting with our negotiations team, we were given some indication that proposal “may” be met. Also of high priority in our proposals as identified through staff survey’s is telecommuting / remote work. We have been able to communicate this high priority need to the Executive Leadership Team through our Labor Management Meeting (occurring every 3rd Wed morning) that telecommuting / remote work will be supported by the Executive Leadership Team with the expectation that the Board of Supervisors will positively respond to the continued support of Telecommute / remote work of which the Board of Supervisors may leave that need as “up to the management team” of those departments under SEIU 521. We have also communicated the following: Bereavement with the county stating they would support only 3 days (24 hours) of paid leave. The county has rejected bi-lingual pay as stating the current rate is fair. SEIU 521 members also demanded the observation of Cesar Chavez Day which was rejected even though Stanislaus County Hispanic population is around 49.2% of all ethnicities. Members also highlighted a priority of caseloads in which consistent standards could be jointly developed along with measurable outcomes in a data driven effort. This demand was rejected. And our last priority ask is to address differential, on-call, training, SUD certification pay and Continuing Education Units which the county also rejected.

Our membership outreach has included routine evening and lunch time informational meetings to keep our membership informed and reinforce the importance of building each other up as we combine our thoughts and ideas as well as support in our demands for better pay and benefits. We offer the ability to participate in the meetings either through Zoom or in-person. By far the most

attended of these informational meetings occur over lunch at the Main Community Services Agency Building were we routinely see membership attendance at 30-35 co-workers. Aiding in our organizing efforts is a new Internal Organizer of whom the membership welcomed in last month's meeting.

This concludes the Region 3 Report to SEIU 521 Executive Board. I will be more than happy to address individual questions at our next Executive Board meeting.

In Solidarity,

Eric Schwarzentraub, M.S.W.

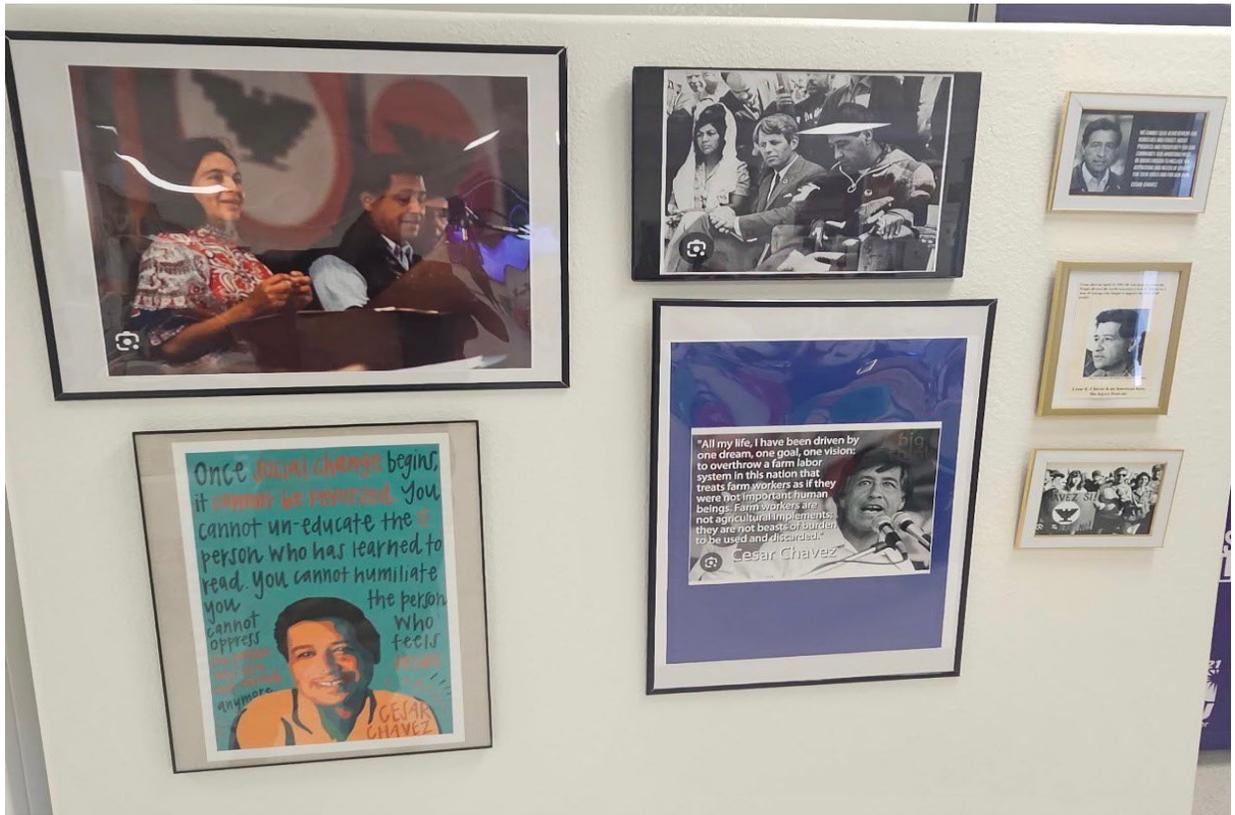
Region 3 Vice-President

Region 4 VP Report-Debbie Acosta

"Hello, my name is Debbie. I apologize for my absence today, but summertime is my busiest season. However, I'm eager to share our recent activities.

- In an effort to support immigration rights, we participated in the Primero de Mayo. We also participated in the No Kings Day event and marched to the Tesla dealership in protest. Met a lot of great people in solidarity.
-
- We also launched a successful BBQ campaign to educate our members on bargaining principles and the crucial role of the CAT team and also signed up members at our event.
-
- We also had Neo's and signed up 40 plus members thank you Carlos Fonseca and Richard Streets. Additionally, our presence at the Bakersfield event, alongside Rep. Ro Khanna, was impactful, with a focus on Medicare and Medi-Cal cuts. We're proud of our involvement in political events and immigration rights campaigns.
-
- In April, our Latino caucus hosted a meeting at our union office thanks to all who participated in making this happen. We watched an educational video about Cesar Chavez's movement for farm workers' rights. This was a very insightful meeting that gave us a peek into his humble and peaceful approaches to fighting for workers' rights. Guest speakers, Veva Islas and Elizabeth Rosas, spoke about how they identified with this movement based on their personal backgrounds. They also discussed their support for our Fresno Unified members in their bargaining principles which is great as we move forward in our Contract Negotiations.
-
- I recall this experience to remind us of the importance of considering workers' rights and helping them voice their opinions on critical policy changes. At a Labor Man meeting management presented us with a form that would change policy for our workers. Our Director stated that our members did not want to sign. He is well aware that we never sign anything that will impact changes in the work place. In response to the new policy management wants to implement, which will result in write-ups for our grounds department, we organized a meeting to educate members and get their input. I would like to thank Lucas Cha and Andrew Martinez, our shop stewards in the grounds department, for their assistance in disseminating information about the policy changes. To accommodate the department, we scheduled the site building to host a meeting and sent an email to management informing them that we would be discussing the new policy changes. We are now able to use the grounds workers' input to present at our meet and confer. One of their main issue if this is not implemented across the board o to all then we are not interested.

Thank you for your time."





Region 5 Vice President's Report July 19, 2025

Next Generation Contract Campaigns Highlights

- Blitz
- Kern County Contract Negotiations
- City Of Bakersfield
- Fix Kern

Growing Central Valley Power New Hire Orientations Fix Kern

Engage Members in Every Campaign:

- Ana
- Genevieve
- Patricia
- George
- David
- Todd
- Rosario
- Mike
- Mary
- Lydia
- Tania

TREASURER REPORT



Balance Sheet

Balance sheet shows a slight increase from Jan to May.

Cash & Short Term Investments	May 2025	Jan 2024
General Fund	8,079,998	9,007,251
Organizing	8,129,586	7,990,735
Agency	37,264	36,654
Contingency	691,877	680,559
Strike	1,803,339	1,759,428
Capital	1,327,507	1,266,045
Building	811,926	758,898
Legal	804,302	776,654
Good & Welfare	68,617	67,495
Total Cash & Short Term Investments	22,454,416	22,343,719

**SEIU Local 521
PAC Report
5/31/2025**

Independent Expenditures		
Bank Balance as of 5/31/25	\$	49,977.66
<i>Outstanding Deposits: None</i>		-
<i>Outstanding Motions:</i>		
Kristen Brown for Supervisor 2024 - OVERSPENT	6.29.24-B17	20,825.00
Salinas Candidates for City Council	8.27.24-B32	(30,250.00)
Emily Ann Ramos for Mountain View 2024 - OVERSPENT	8.27.24-B42	4,041.74
Kamala Harris Swing State Efforts	9.28.24-B14	(45,000.00)
GF Reimbursement; ck# 1308	unknown	14,032.14
<i>Available Funds - PAC</i>		13,626.54
		(0.00)

Candidates		
Bank Balance as of 5/31/25	\$	74,162.19
<i>Outstanding Deposits: Apr, May</i>		18,412.50
<i>Outstanding Motions:</i>		
Lisa Middleton for State Senate 2024	2.15.24email	(1,500.00)
Ty Inman TCERA	9.28.24-B29	(257.60)
Friend of Paul Fong for WVCCD 2024	1.21.25-B6	(500.00)
MBCLC Labo Awards 2025	3.29.25-B1	(4,000.00)
Glenn Church for Supervisor 2026	5.27.25-B2	(500.00)
Democratic Women of Kern	5.27.25-B3	(500.00)
<i>Available Funds - PAC</i>		63,321.09
<i>Available Funds - RETIREE</i>		21,996.00
		(0.00)

Issues		
Bank Balance as of 5/31/25	\$	51,100.85
<i>Outstanding Deposits: Apr, May</i>		17,949.50
<i>Outstanding Motions:</i>		
Bay Area Pride	8.27.24-B41	(500.00)
UC Regent Fundraiser Gala	2.25.25-B3	(5,000.00)
Cinco de Mayo Event	4.22.25-B1	(2,500.00)
Collins Foundation May Day Event 2025	4.22.25-B2	(500.00)
African American Community Services Agency	5.27.25-B1	(500.00)
<i>Available Funds - PAC</i>		60,050.35
		0.00

Schedule for 2025 Officers’ and Executive Board Meetings

It is suggested that the Executive Board meet quarterly on the following dates. All efforts are made to limit all meetings to Saturday only, but on occasion two days may be necessary:

March 29 – 30, 2025	@9:30am Saturday – end of business	Fresno
June 28 – 29, 2025	@9:30am Saturday – end of business	Fresno
Sept. 27 – 28, 2025	@9:30am Saturday – end of business	Fresno
December 6 – 7, 2025	@9:30am Saturday – end of business	Fresno

It is suggested that Officers’ meetings be the 4th Tuesday each month by undecided means.

EXCEPTIONS: **1.** Officers will usually not meet in months when the Executive Board meets. **2.** Officers usually will not meet in November because of Thanksgiving and because the December Executive Board meeting will be the first weekend in December.

Tuesday	January 21, 2025	6:00pm
Tuesday	February 25, 2025	6:00pm
Tuesday	April 22, 2025	6:00pm
Tuesday	May 27, 2025	6:00pm
Tuesday	July 22, 2025	6:00pm
Tuesday	August 26, 2025	6:00pm
Tuesday	October 28, 2025	6:00pm

Budget & Finance Committee Meetings for 2025

The Treasurer has scheduled the Budget & Finance Committee meetings for 2025. Meetings have usually been the 3rd Wednesday of the Month. This schedule may be changed if that is the desire of the Budget & Finance Committee.

Wednesday	January 15, 2025	6:00pm
Wednesday	February 19, 2025	6:00pm
Wednesday	March 19, 2025	6:00pm
Wednesday	April 16, 2025	6:00pm
Wednesday	May 21, 2025	6:00pm
Wednesday	June 18, 2025	6:00pm
Wednesday	July 16, 2025	6:00pm
Wednesday	August 20, 2025	6:00pm
Wednesday	September 17, 2025	6:00pm
Wednesday	October 15, 2025	6:00pm
Wednesday	November 19, 2025	6:00pm

Exception: No Budget and Finance Meeting in December



API CAUCUS FRESNO QUARTERLY REPORT



APRIL - JUNE 2025

April: API had their regular meeting the 3rd Tuesday of the month. There were 15 members present. Four members attended the Cesar Chavez celebration in San Jose hosted by Latino Caucus. (S.J.)

May: API event planning committee met on the 6th of May to finalize all the details for the Heritage Day Celebration. Due to the absence of the secretary Diana Vasquez volunteered to take the minutes. The mayor of Clovis canceled as our guest speaker due to the change of time of the other event he was committed to first. The Filipino Martial Arts Group (Arnis) from Stockton came down to demonstrate how to defend yourself. Also Hmong Dance Group came to perform a traditional Hmong dance. They come and join us every year with their families. There were 105 members and their families and friends that attended this event, also the Latino Caucus of San Jose headed by Rachel Subega joined in. We were also very happy and enjoyed the presence of Council Woman Annalisa Perea of Fresno. API also joined the rally in front of the Federal Court Building in Fresno for Lewelyn Dixon (known as Auntie Lynn) on May 29, 2025. We donated to the NAMI Walk cause were not able to join the walk cause it was the same day of the Asian Heritage Day Celebration at SEIU 521 FRESNO. Many thanks to DENTAL SOURCE and CENTRAL LABOR COUNCIL for their generosity and supporting API Heritage day event year after year.

June: API met on the 17th of June to submit all the detailed and expenses on the Heritage Day Celebration. Few members also attended the Retiree Leadership Retreat June 21, 2025 and attended the Juneteenth Celebration hosted by AFRAM Caucus on June 26.



LATINO & PWD CAUCUS SAN JOSE QUARTERLY REPORT

APRIL - JUNE 2025

Latino Caucus



Fresno



The Latino Caucus and Disability Committee convened in April to celebrate Cesar Chavez and Dolores Huerta, attracting over 100 members to the event. Our keynote speaker was the director of Somos Mayfair, and we provided a translator for our hard-of-hearing attendees. The festivities also featured dancers showcasing traditional Mexican dances, while delicious food was catered by Corona Restaurant. Overall, the event was a tremendous success. In May and June, we continued with our regular meetings.



LATINO CAUCUS FRESNO QUARTERLY REPORT

APRIL - JUNE 2025

Latino Caucus



Fresno

The goal of the Latino Caucus is to organize, educate and develop Latino and community members' involvement to achieve power, respect, and social justice for the working class. This caucus promotes an annual Cesar Chavez event, voter registration, and other cultural activities.

The Latino Caucus (Fresno) held monthly Hybrid meetings from April to June 2025.

In April 2025, the Fresno Latino Caucus membership elected to participate in the Annual National Alliance for Mental Illness (NAMI) fundraising walk along with other Fresno Caucuses to be held in May. Members from Latino Caucus also volunteered to help API Caucus in their Heritage event to be held on May 10 and voted to donate a Gift basket for their event. Latino Caucus members came together to plan the Cesar Chavez event held on April 12, 2025. The event was open to SEIU members and community, there were several speakers and entertainment. Special thanks to Liz Camarena, Fresno SEIU Director, for her support and assistance and all the Caucus members that helped in making this a successful event.

In May 2025, Latino Caucus (Fresno) members held Nominations and an Election for Caucus officers. Latino Caucus donated waters to the Primero de Mayo Event held in Fresno, several members attended the event and marched with other Community activists on Stop of Deportations and Separation of families. Fresno Caucus members and Retiree's were proud to be one of the eight echo actions across the nation standing against the injustice and cruelty of ICE deportation system that unfairly detained one of our members Tia Lun – she is now FREE!

In June 2025, Latino Caucus (Fresno) swore in the newly elected officers: Diana Vasquez, Chair, Elva Fonseca, Co-Chair, Jennifer Jensen, Secretary and Carlos Fonseca, Treasurer. Members of Latino Caucus voted to send several Caucus members to attend the Annual Central California Women's Conference held in Fresno, tickets have been purchased. A few members participated in various lobby days held in Sacramento. Members voted to support AFRAM caucus on their Juneteenth Event by donating a gift basket. Caucus members participated in the Fresno County Retirement Town Hall for the Retiree seat. Caucus members are currently participating in the planning for the Backpack giveaway to be held in August 2025 for Caucus members in Region 4.



PWD CAUCUS FRESNO QUARTERLY REPORT



APRIL - JUNE 2025

Our **People Working with Disabilities (PWD) Caucus** is a group of workers who have physical or mental disabilities and/or work with or are interested in issues about people with disabilities.

PWD Caucus (Fresno) held monthly meetings from April 2025 to June 2025.

In April 2025, the Fresno PWD Caucus membership held a meeting on ZOOM. The PWD Election Committee reported on dates for nominations and election for the PWD Caucus officers. Members voted to donate a Gift basket to API Heritage event in May. Francis Coronado reported on the Planning for Bingo at Belmar Convalescent in June. Review of 2025 Budget was made and members voted to reallocate funds from several budget line items to Harvest Fest, FASTA Glove Drive for schools, End of the Year Event and Backpack Drive.

In May 2025, Members participated in the Annual National Alliance for Mental Illness (NAMI) fundraising walk along with other Fresno Caucuses. PWD (Fresno) members held Nominations and an Election for Caucus officers. PWD members volunteered to help API Caucus in their Heritage event to be held on May 10. Several members attended the Stop of Deportations and Separation of families' event. A few members participated in various lobby days held in Sacramento. Caucus members participated in the Fresno County Retirement FCERA Town Hall for the Retiree seat. PWD members are currently participating in the planning for the Backpack giveaway to be held in August 2025 for (K-12) Children of SEIU 521 members in Region 4. PWD showed support to AFRAM caucus on their Juneteenth Event by donating a gift basket. Various PWD Caucus members are Retirees and attended the Retiree Summit held in Fresno.



WOMEN'S CAUCUS FRESNO QUARTERLY REPORT

APRIL - JUNE 2025



The purpose of the Women's Caucus is to empower women and develop leaders. The members of the women's caucus of SEIU 521 and our allies recognize the common bond we share. We recognize the importance of organizing, educating, and empowering ourselves and our allies. Our focus is membership engagement and cultural diversity.

The women's caucus had monthly meetings in the office from April 2025 to June 2025.

In April 2025. New Women's Caucus officers are as follows: Darlynn Qualls, Chair, Diana Vasquez, Co-chair, Jennifer Jensen, Secretary and Via Cooper-Whigham, Treasurer, they were sworn at the March 5, 2025 meeting. Special thanks to SEJ Committee Chair, Via Cooper Whigham for taking on the responsibility of Interim Chair for Women's Caucus while the election process was completed. Caucus members attended the Rally in the Valley held in Bakersfield and reported back on the event and the fight we are all in, to protect cuts to Medicare/Medical due to the changes in Washington, U.S. Congressman Ro Khana was the keynote speaker. Francis Coronado discussed going to Del Mar Convalescent Home to play Bingo with the residents. Some of the members from Women's Caucus volunteered to help. A motion was made to donate \$100 to purchase items needed for the event. The Diaper Drive was discussed, and members were asked to bring back suggestions to the May 2025 meeting to determine what Community non-profit organizations will receive the Diapers and Baby Wipes this year. The Women's Caucus has been providing diapers, baby wipes and feminine hygiene items to local non-profit organizations for those in need in our community for over ten years. Caucus members reviewed the planned activities for the 2025 year and made a commitment to focus on Region 4 membership engagement and Caucus membership growth.

In May 2025, Women's Caucus members were reminded of the May Day event -Primero de Mayo. The Diaper Drive was discussed, and local non-profit organizations were identified for donations. A \$100 donation was made to the National Alliance for Mental Illness (NAMI) fundraising Walk to be held in May, Caucus members signed up to attend the event. An update was given on the API Annual Heritage Event to be held in May, several Caucus members will help at the event. A Planning Committee was established for the Women's Equality Day event to be held in August 2025. The draft budget for Women's Caucus was discussed and will be presented for review at the June meeting for member input and suggestions. Darlynn Qualls – Caucus Chair led a discussion on Membership Building, the following ideas were presented: (1) tabling at different sites, (2) tabling at events at office (3) do a short Caucus presentation for recruitment at general/chapter meetings. Esther Riojas-Jasso – Chapter President for FASTA Chapter invited Women's Caucus invited to do a presentation at the FASTA Chapter June Meeting.



WOMEN'S CAUCUS FRESNO QUARTERLY REPORT

APRIL - JUNE 2025



In June 2025, Members reviewed donations made by other Caucuses for the Diaper Drive. Special thanks to the following Caucuses in Fresno: AFRAM, API, Latino, Native American, PWD, SEJ, Women's and Retiree's Caucuses for their support in helping those in need within our community. Women's Caucus voted to send some members to the Central Valley Women's Conference (CVWC) held Annually in Fresno, interested members signed up. Members were informed that the determination of members selected to attend would be based on member participation in attending meetings and volunteering to help in Caucus events and other events sponsored by Local 521. Darlynn Qualls and Diana Vasquez attended the FASTA General Membership meeting and gave a brief presentation on all Caucuses in Fresno, two (2) FASTA Members signed up to join Latino and Women's Caucus.