



EXECUTIVE BOARD MEETING AGENDA

Saturday, March 29, 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 30 mins	<p><u>Swearing-in of the New Executive Board Officers, Delegates, and Trustees by Rocio Saenz, Secretary-Treasurer of the SEIU International Union</u> - (Oath – pages 4-5 and last 2 pages of the packet pages 104-105)</p> <p>Speech by Secretary-Treasurer Rocio Saenz with q&a and photo op</p>
C.	<p><u>Call to Order</u> of the March 2025 Executive Board Meeting: President Mullissa Willette</p> <ul style="list-style-type: none"> ▪ Flag Salute. ▪ Quorum
D.	<p><u>CEO's Report, Riko Mendez, including Region 5 VP's Report, Alicia Aleman.</u></p>
E.	<p><u>President's Report: Mullissa Willette</u></p>
F.	<p><u>1st VP's Report: Riley Talford</u></p>
G.	<p><u>Treasurer's Report: Kate Selover</u></p>
H.	<p><u>Secretary's Report: Patricia Moran</u></p>
I.	<p><u>Region 1 VP's Report: Tammy Dhanota</u></p>
J.	<p><u>Region 2 VP's Report: Alicia Metters</u></p>
K.	<p><u>Region 3 VP's Report: Eric Schwartztraub</u> - (page 6)</p>

L.	<u>Region 4 VP's Report: Debbie Acosta</u>
12-12:45	<u>LUNCH:</u> Full Executive Board group photo outside before we break for lunch.
M. 90 mins	<u>Breakout and Debrief.</u>
N.	<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 7-10)</p> <ol style="list-style-type: none"> 1. Approval of the Executive Board Minutes – December 7, 2024 – (pages 11-56) 2. SEIU Local 521 Executive Board Email Motion Poll – (See Motion A – pages 7-8 for full motion) <u>Motion Number:</u> 1 <u>Date:</u> 2/18/2025 <u>Motion Title:</u> Allocate \$100,000 from External organizing savings fund to the Fix Kern Campaign <p>SEIU Local 521 Executive Board Email Motion Poll – (See Motion A – pages 8-9 for full motion)</p> <p><u>Motion Number:</u> 2 <u>Date:</u> 2/18/2025</p> <p><u>Motion Title:</u> Allocate \$150,000 from External organizing savings fund to the Federal Fight Back work</p> <ol style="list-style-type: none"> 3. Executive Board Email Motion Poll of the Political Motions that were Passed by the Officers at their February 25, 2025, Officers Meeting. All Motions passed. – (See Motion A – page 9 for motion titles) <p><u>CONSENT AGENDA Motion B – Political Consent Agenda: Motions B-B/10</u> (pages 57-72)</p> <p><u>CONSENT AGENDA Motion C – Approval of the Budget and Finance January 2025 Financials</u> – (pages 73-85)</p> <p><u>OLD BUSINESS:</u></p> <ol style="list-style-type: none"> 1. Membership Growth & New Member Experience Presentation – Alicia Aleman - (oral) 2. Localwide Representation Excellence Presentation: Angela Marlow and Debbie Narvaez - (oral)

NEW BUSINESS:

1. A Brief Overview of Executive Board Committees. - (pages 86-87)
 - Appointments to the Executive Board Budget and Finance Committee - (page 88)
 - Appointments to the Executive Board LocalWide Trial Committee - (page 89)

INFORMATIONAL REPORTS:

1. Staffing Report – Riko Mendez - (oral)
2. Political PAC Report - (page 90)
3. 2025 Executive Board and Officers Meeting Dates - (pages 91-92)

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 93-103)
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 APRIL 22, 2025: starting at 6:00pm with Open Forum. Meeting is virtual.

NEXT EXECUTIVE BOARD MEETING is scheduled for Saturday June 28, 2025. Meeting currently starting at 9:30am with Open Forum at the Fresno SEIU 521 Office.

O. ADJOURNMENT



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: _____

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 were 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 a 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 survey's 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.

SEIU Local 521 Executive Board Meeting Motion

* **Motion Letter: A**

Date March 29, 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

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 7-10)

1. Approval of the Executive Board Minutes – December 7, 2024 – (pages 11-56)
2. EBd Political Email Motion Poll of 2/18/25 of the two Motions below. There were zero No votes and zero abstentions. Voting YES were the following qualified EBd members: Sarah Gianocaró, Carol Garvey, Eric Schwarzentraub, Jim Heaney, Lucia Sapiens, Kate Selover, Rachel Subega, Mullissa Willette, Laura Basua, Tammy Dhanota, Xavier Dupree, Cynthia Benitez, Debbie Acosta, Alicia Metters, Riley Talford, Catalina Guevara, Via Cooper, and Patricia Moran.

SEIU Local 521 Executive Board Email Motion Poll – (Motion 1 – Below pages 7-8)

Motion Number: 1

Date: 2/18/2025

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

Recommended By: Chief Elected Officer Riko Mendez, President Mullissa Willette, Vice President Riley, Talford, Treasurer Kate Selover, Region 1 Vice President Tammy Dhanota, Region 2 Vice President Alicia Metters, Region 3 Vice President Eric Schwarzentraub, and Region 5 Vice President Alicia Aleman

Background:

The members of SEIU Local 521 from the Kern County Chapter are fighting for a contract that meets the needs of workers and that addresses the deep unmet needs of the people of Kern County.

Frankly, Kern County is broken. Unsafe roads and streets, untreated addiction and mental illness and a county government unwilling to tackle our biggest problems. Kern County roads are among the most dangerous in California. Bakersfield ranks 2nd in California for car crash fatalities and 4th in the U.S. for pedestrian fatalities. Opioid deaths in Kern County are 83% above the state

average. Our suicide rate is 30% higher than the state average. And 2 of Kern County's small towns were just ranked the worst place to live in America.

The Kern County workers are at the front lines of addressing these problems, but Kern County leaders refuse to invest in the county workforce to address short staffing and high turnover. The workers have authorized a strike. These funds will be used to apply public pressure on Kern County leadership in the build up to a potential strike. Examples of uses of these funds include:

- Purchasing digital/print/radio/television media ads
- Purchasing lawn signs and other visual advertisements
- Purchasing leaflets/door hangers
- Purchasing phone banking or robo-calls

When SEIU 521 contributes External Organizing resources to the SEIU International priority organizing campaigns we are allowed to use an equal amount of external organizing funds for internal / campaign purposes. Last year we contributed \$250,000 to International Union priority campaigns. As a result, we are allowed to use \$250,000 for internal. campaign purposes. This motion proposes to allocate \$100,000 from the external organizing budget to the Fix Kern campaign.

Motion: To Allocate \$100,000 from the external organizing savings fund to the Fix Kern campaign

SEIU Local 521 Executive Board Email Motion Poll – **(Motion 2 – Below pages 8-9)**

Motion Number: 2

Date: 2/18/2025

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

Recommended By: Chief Elected Officer Riko Mendez, President Mullissa Willette, Vice President Riley, Talford, Treasurer Kate Selover, Region 1 Vice President Tammy Dhanota, Region 2 Vice President Alicia Metters, Region 3 Vice President Eric Schwarzentraub, and Region 5 Vice President Alicia Aleman

Date: 2/18/2025

Background:

The Trump administration threatens SEIU 521 members, their families, and funding for our members jobs. There are three particular areas that have been identified as clear areas in which SEIU Local 521 can fight back. They are:

- Stopping \$880 billion in budget cuts to Medicaid (Medi-Cal),
- Educating members of their rights around immigration, participating in lawsuits about Trump's unconstitutional birthright citizenship executive order, and mobilizing members to protest immigration enforcement, and

- Organizing members to oppose Elon Musk’s unconstitutional impoundment of federal funds

We have a plan to fight back against these attacks. To carry out this plan we will need a source of funds. This motion proposes allocating \$150,000 from the external organizing budget to the our Federal Fight Back work. When SEIU 521 contributes External Organizing resources to the SEIU International priority organizing campaigns we are allowed to use an equal amount of external organizing funds for internal / campaign purposes. Last year we contributed \$250,000 to Internation Union priority campaigns. As a result, we are allowed to use \$250,000 for internal. campaign purposes.

Examples of the types of activities these funds could cover include, but are not limited to:

- Transporting members to mass mobilization actions
- Purchasing digital/print/radio/television media ads
- Purchasing phone banking or robo-calls
- Collaborating with SEIU CA, California SEIU Locals, and the International Union on other types of persuasion
- Legal assistance

Motion: To allocate \$150,000 from the external organizing savings fund to our 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. All Motions passed.
Voting YES on all Motions were: Laura Basua, Mullissa Willette, Tammy Dhanota, Riley Talford, Eric Schwarzentraub, Patricia Moran, Rachel Subega, and Xavier Dupree. Abstaining of B/1 and B/2 and voting YES on B/3-B/5 was Mercedes Sequora. There were Zero NO Votes received and no other abstain votes received.

SEIU Local 521 Officers Meeting Motion

*** Motion Letter: B**

Date: February 25, 2025 (Here pages 9)

Motion Title: Political Consent Agenda

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

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



December 7, 2024, Executive Board Meeting Minutes

9:30am with Open Forum.

Meeting called to order at 9:54am – adjourned at 1:49pm

Review of Meeting Protocols

OPEN FORUM – RULES FOR OPEN FORUM: Mullissa Willette

1. Rachel Subega, Latino Caucus Chair in San Jose – New member who is very active, Carlos Murillo, asked how many members do you want to sign up? Rachel answered, 3 would be great. Carlos said he could get 10 and then signed up 15 members to join the Latino Caucus. Kellie Guevara said that she would bring in 20 members. Thank you both for your new sign-ups.
2. Rosario Romero – bargaining team member and steward from Kern County. She stated that this is her first time on a bargaining team in the middle of the battle of a strike and she has learned that we are the union. Definition: we are one, we support each other, we are loyal and we are fighting for the same cause. Love it! We went to the BOS and members talked about their needs and the effects of the 3% and how it trickles down and doesn't support community and the work we do. When my director walked out, we all walked out and supported her as one. Members I have spoken with loved it and lit that fire. I am grateful to be on a strong fighting team. Thanks to my leaders and for learning so much from all of you and going to conference and Union where you are welcomed and supported. I want to start a Latino Caucus in Kern and love the support we give. I am behind you and the people that follow me are behind you.
3. Arvelia Cooper, AFRAM Delegate, SEJ Chair. We had a busy quarter starting off in October with the SEJ Summit bringing the Caucuses together. Our theme this year was to ignite the fire and we had a blast. Our people from Tulare/Visalia brought 10, San Jose brought 10 people: Guest speakers former mayor of Stockton and Steve Tsou. November: we had our Day of Dead Celebration, Latino celebration, Harvest Fest, and Native American Celebration. We ended the month celebrating our members with the End of the Year event in the Fresno Office.
4. Tania Salinas, Kern County. Follow up to what Rosario stated. In a member led union. We support our Director, Yvonne Davila. Since she has been on board we have asked for transparency, alignment of chapters, we want greater participation of workers, and winnable contracts. Kern has gained momentum, and it has been very visible. More member involvement, more IOs - this is the direction we want for our chapter. It has not been easy; people have choices, and they get to decide. I, along with leadership, thank you, Yvonne, for believing in us and strengthening us.
5. Laura Basua – Fresno County Retirement and Vice Chair of County Leadership. Thanks to Mullissa, we invited her in November and October for the Retirement Leadership Meeting with Michael Wring and were educated on capital stewards. Thank you for the time you gave us.
6. Karyn Clark - Stanislaus County – I came and stood up to speak to ask for information for bargaining. I know this union has executed and developed awesome contracts and Stanislaus County is beginning its contract process now. We are asking where in the Union

we can find up-to-date legal and governmental standards, policies, etc. for employee benefits that may be newly adopted elsewhere with the hope of finding policies, etc., and language that will allow us to ask for additional employee benefits that already exist so getting those benefits into our contracts might be easier. If the Union doesn't have this information readily available, where can we go to find this type of information before it is time to submit our benefit proposals for contract negotiations. We wish to say that our current contract does not meet the already accepted standards found in other contracts elsewhere.

7. Joanne Hutton, Retiree, Kern County, Chair of the Retiree Chapter - this morning I wanted to speak about an event we recently had to try and grow our Retiree Chapter. We had a Meet and Greet - it was a successful event. We focused on people already paying dues but not active. We got new people to attend. Main focus: we help other chapters with actions. We see we have some problems maintaining the retiree membership list. Maybe we can work on improving that-maintaining current information so we can grow our chapter a little more.
8. Roseanne Dominguez, Fresno Housing Authority - Been a member since 94, former Local Treasurer. I have a current question for the current Treasurer and Executive Board. I am a numbers person, is this the format for our budget going forward, end numbers-no breakdown. This is great it tells us the end number but now how do we got there, and I wanted to ask that question.
9. Karen Bussard Kern County – in order to grow a strong union, we need trust and respect for the presiding leader. Making derogatory comments in public and membership meetings is unacceptable. Having membership meetings and no voice is not acceptable. In negotiations you should listen to both sides and at the BOS they shut it down and they keep trying to negotiate winter recess and that was not discussed, and I advocated against it. Member voices not heard of what is being said. Leaders not talking. Emails and questions go unanswered, and we can do better by listening to our members regardless if we agree or not. Delete videos and throw away years of what leaders did before does not mean it did not happen. Former bargaining team negotiated during a pandemic and we were scared like everyone else and we never turned our back on our members. Thank you.
10. John Adams, Fresno County - Chapter 4, BU 22. On Monday, I represent the planners and library workers. What happened in our County is a warning to your different counties. We had a supervisor who wanted to push an agenda along in the code enforcement unit; that planners serving doing code enforcement functions. They pushed a new position on us that was unrepresented, tried to work with labor relations and the board, and have labor management issues. the board wouldn't have that and they approved it. On Monday, I will be unrepresented by the union. The Counties talk to each other and this is a way they could open up a new similar position and be kicked out of the union. Impacts my co-workers as they are still working; I will be retiring.
11. Jenneifer Jensen – I am retiree chapter chair which covers all regions. I just wanted to recap that we have gotten all of our regions active and they are holding meet and greets and working on increasing membership. The retirees who pay dues and not active are helping that along. We come out to support active members and support the bargaining. We did get Turlock John Duarte had wanted to be one of those groups that decrease our Medicare and social security. 2 different years in a row our retirees and current members picketed on their birthdays at social security. When you see our shirts that say returned but

active, believe that we are and have all our retirees raise their hand. Thank you and happy holidays and see you soon.

12. Eloise Coleman – retiree from CAPK. Active in retirees. I wanted to say we have forgotten what unions have done and we have to remember child labor laws 40-hour work week, there are a lot of things unions have done for this county, and we have to be on the same page to accomplish anything. Divided teams cannot prosper, and we have to be there for each other and remind young people what we are losing. We need to increase membership: both retirees and actives, or you may be pushed out of town because of color. We need to make things safe for everyone.
13. Carol Garvey, Retiree - Want to thank the union for allowing me to work for working people this year as a volunteer. It was great, in Santa Clara County we elected some really progressive people, my supervisor Betty Duong, we worked to get her elected. Luis Chavez in Fresno elected to BOS. We have done get work and there is more work to do. In the spirit of the holidays I have brought some things to sell that benefit the retiree group.

Quorum: There was a quorum present at the meeting when it was called to order by President Mullissa Willette at 9:54am on December 7, 2024. She reminded those in attendance about the SEIU Local 521 NO Recording Policy.

Moment of Silence for those who passed in the last 3 months – Tammy Dhanota. The **Salute to the Flag** of the United States of America, and **The Land Acknowledgement** of the indigenous peoples to appreciate the people who took care of this land that we stand on. The Yokuts. – both by Alicia Metters.

There were **No Open Forum Responses** from the December Executive Board Meeting to address. The appropriate people have received their answers.

Resignations and Promotions out of the Bargaining Unit: None

Swearing-in of new Executive Board Officers, Delegates/Alternates not previously sworn: Riko Mendez, Chief Elected Officer

Cynthia Benitez – Monterey County, and Katherine O’Malley – San Mateo County.

Appointment and Swearing-in of a Vacant Trustee at Large Position – Freddie Centeno – VTA and Nedra Millwood – SCCO were present for consideration. Freddie Centeno was selected by the Executive Board as Trustee at Large and was immediately sworn-in by Riko Mendez, Chief Elected Officer. He then took his seat at the Trustee table.

Recognitions and Acknowledgements: by Various Regional Vice President:

Labor Day – September 2, 2024

Hispanic Heritage Month – September 15 – October 15, 2024

Fall Begins – September 22, 2024

Indigenous Peoples’ Day – October 14, 2024

Halloween – October 31, 2024

Election Day – November 5, 2024

Veterans’ Day – November 11, 2024

Consent Agendas:

Motion Title A: Non-Political Report Consent Agenda

Committee Reports Requiring Approval/Confirmation are noted below:

- 1. Approval of the Executive Board Minutes of September 28, 2024.**
One Correction: Alicia Aleman was present and Alicia Metters was absent.
- 2. Budget & Finance Committee Report – November 20, 2024 –** Kate Selover, LocalWide 521 Treasurer chaired the meeting.

2024 Approved Budgets

September 2024 Financial Documents

Item 01 – 06 – Approved – September 2024 Financial Documents.

- Bank Balances – **September 2024** - (DOCUMENT 1A)
- Income Statement – **September 2024** - (DOCUMENT 2A)
- Organizing Income Statement – **September 2024** - (DOCUMENT 3)
- Dues Receipts – **September 2024** - (DOCUMENT 4)
- Per Capita Report – **September 2024** - (DOCUMENT 5)
- COPE Report - **September 2024** - (DOCUMENT 8)

Signed Motions Items 01-06

- 3. Executive Board Email Political Motion Poll** from the Officers Meeting of October 22, 2024, 2024. Voting yes were: Kate Selover, Tammy Dhanota, Jennifer Jensen, Jim Heaney, Lucia Sapiens, Via Cooper, Yvette Carreon, Patricia Moran, Andre Thomas, and Rachel Subega. None abstained. None voted NO.

Motion Letter B: Campaign Contribution to Dave Cortese for State Senate 2024: \$5,500 from the Candidates PAC. The Motion Passed.

- 4. Executive Board Email Political Motion Poll of October 30-31, 2024.** The Motion below passed. Voting yes were: Mullissa Willette, Andre Thomas, Jim Heaney, Sarah Gianocar, Kate Selover, Via Cooper, Eric Schwarzentraub, Patricia Moran, Connie Chew, Yvette Carreon, Rachel Subega, Lucia Sapiens, Mercedes Segura, Robin Walters, Xavier Dupree, and Tammy Dhanota. There were zero NO Votes and Zero Abstentions.

Motion Title: Independent Expenditure South Bay Labor Council

Recommended By: South Bay COPE

Date: 10/29/2024

Background:

As Election Day nears, additional resources are needed for our priority campaigns. The fast-food industry has thrown \$800,000 into Santa Clara County races. Anti-growth proponents in San Benito County have dumped thousands into a measure that will cost San Benito County \$15 million per year. To combat this influx of late money, we need to increase our contribution to the Independent Expenditure work being done by The South Bay Labor Council and ensure that our members in Santa Clara County get out to vote.

The cost to send mail to our members will be approximately \$10,000. We would like to contribute the balance of this \$60,000 expenditure to the South Bay Labor Council to support their independent expenditures to elect Betty Duong, Pamela Campos, Domingo Candelas, and defeat Measure A in San Benito County.

Motion: To contribute up to \$60,000 from the Independent Expenditure PAC to the Labor Independent Expenditure

Make the check payable to: South Bay AFL-CIO Labor Council Committee on Political Education
Sponsored by South Bay AFL-CIO Labor Council - FPPC# 744711
2302 Zanker Rd, San Jose, CA 95131

Motion A including items 1-4 above was Moved, Seconded, and Passed under Consent Agenda Motion A

Motion Title B: Political Consent Agenda – Motion B includes B/1 and B/2

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 – To contribute \$1,000 to the Bananas 50th Anniversary Fundraiser and purchase 4 tickets from the Issues PAC – (page -52)

Motion B/2 – Contributions for State Elected Champions: \$2,500 each to the named candidates for Assembly from the Candidate PAC – (page -53-54)

Political Consent Agenda Motion B includes B/1 and B/2 was Moved; Seconded; and Passed as Presented.

Localwide Officers' Reports:

Localwide President's Report – Mullissa Willette –

“What can we do now in order to be able to do tomorrow what we are unable to do today. What are we doing now so that next time we are stronger, next time in our contract campaigns we are stronger.” This quote seemed really relevant today upon reflection. I spent the last two months emphasizing my time spent on representational excellence. I am still representing workers as a steward, as well as membership engagement. I was invited to talk to Campbell Unified District workers, talking and engaging with the workers on leadership development and developing the next batch of leaders. Contract campaigns: Sacred Heart is in negotiations with some really nasty workers. We went out to support the workers who were passing out food boxes and turkeys. They were short volunteers, so Tammy and I stepped in to help. Worked with others volunteering the day before Thanksgiving, really fulfilling work to support the community and the workers. She shared pictures of union members engaged in their union-MPO's, went out to talk to our chapters and engaged them on politics. After this we had a worker come out and volunteer to walk. Building political power, pdi app, and tracking those houses. Tammy and I went out and hit 96 doors in (1) day. We got lawn signs out and talked to voters and it was really powerful. Spent most of the last two months doing outside talking to voters. Looking to the future (Rethinking Collaboration)-Some of the things we did differently looking towards the future, some of us participated in a focus group interview with our International Union on how we are going to work together in this new age. What are the things we need moving forward, how are we going to continue to be a strong, powerful union. Growing our union at SEIU we have a goal of organizing a million members in the next ten years. We will really need to be intentional to reach this goal. Was in a meeting with fast food workers, deplorable working conditions for fast food workers, in partnership with other SEIU locals and allies. I have also been engaging with McDonalds as a shareholder (CALPERS). Asking SCCO to create the environment that allows fast food workers to organize and be treated fairly. Also, the Airport Workers United Campaign. No surprise the airports treat their workers really badly. We had workers take time off and engage in a discussion through the lens of capital stewardship. We worked with those workers and heard their stories. We created a letter of support for the Airport Workers - this is workers across the country and 521 is leading on this. This is how public sector supports the Airport Workers campaign and this is how we are leading the way. Retirement Security: participated in a lot of events and seeing a lot of familiar faces. Completed all the courses to get my accredited fiduciary certification. Really important to share with the finance industry that we work and stand together.

Localwide 1st Vice President's Report – Riley Talford

Like many of you, I am disheartened with the results of the presidential election. Like many of you I spent many hours participating in events and donating funds to support VP Harris and a host of local and federal candidates for election. As we have already seen the incoming President has begun to install sycophants ready to initiate his bidding and planned Project 2025 initiatives. Yet I say, Be Not Dismayed! As a Phoenix arises from the Ashes!

As we in 521 stand as Leaders many of our city, county, state, and federally endorsed candidates were elected based in large part from our efforts as well as those of fellow Unionized Brothers and Sisters. We must leverage the united power that we possess to protect against attempts to enact draconian laws that seek to weaken Unions, and strip us of our hard-fought rights and benefits! My fight, as should be 521's, is a fight against injustice, as injustice anywhere is a crime against justice everywhere....

In closing, as we wind down 2024, I look forward to 2025 imbued by the Spirit that God has given me a Labor Warrior ready to ensure that the words Liberty and Justice for all continues to be manifested in our Union, Communities, and Country!

Localwide Treasurer's Report – Kate Selover–

This quarterly meeting we'll be reviewing and passing a budget for 2025 which is a strong and balanced budget. Our budget is based on membership, membership growth and winning strong contracts. I want to thank all leaders as this has been a growth year and productive contract year. It's been a great year, enjoy the holidays and family time. Thank you, I've had a great time.

Kate Selover
Treasurer

Localwide Secretary's Report – Jim Heaney –

He was unable to attend the meeting.

Chief Elected Officer's Report – Riko Mendez – CEO

Many slides were shared throughout his presentation.

Really spectacular to be at our final meeting of 2024. At the last meeting we had some really serious campaigns that were right in the middle of full escalation. Since then, a lot of those campaigns have turned into tremendous victories.

This last few months there was a major political election, we went through our budget process, and I spent the time out in the field with members.

Kern Medical: Our union stopped the privatizing of the hospital. We got two good contracts in a row, but the employer continues to be a bad employer; we have multiple charges filed against them, a lawsuit, and we passed a transparency bill specific to this hospital. They were hiding millions of public dollars that were supposed to help those needing care in Kern County. The reason it succeeded was because the members that work every single day in that hospital organizing and mobilizing every day.

County of San Mateo: We have 2 Executive Board members from this chapter, have come a long way with growing their engagement. They were able to accomplish major contract wins including 15% over three years.

Erik Poicon, member SCCO, ran a very strong campaign for City Council in MTV, walked precincts for our own SEIU 521 member. Members canvassing and door knocking in Las Vegas. Members work so hard turning out low propensity workers to have a conversation and encourage them to vote. We put in resources and grant from the International to support sending our members out there to have this experience. We had childcare providers go to Pennsylvania.

911 Dispatchers in SCCO, member Priscilla Jones who passed away, tragic loss for the membership. In a real serious time of need, the labor community surrounded her and her family with support. The legacy she is leaving is one of unity, support, and love.

Shared pictures of members GOTV in San Jose, and precinct walks for Betty Duong. Critical race, biggest champion and ally Cindy Chavez is termed out and she chose Betty to be her successor. Madison Nguyen was running against her and anti-labor. Originally, she was pro-labor on City Council and then she got recalled in her own community and we helped her block it. Then the economic downturn happened, and they blamed the union and pensions and our pensions were under attack. Mayor at the time, Chuck Reed, came after us. Madison wanted to approach the Labor Council and she said the union supported me but public turned their backs against you and I am joining Chuck Reed and going to be anti-labor from now on. She ran for other things and lost and ran IE against labor all this time and this is the person running against Betty. She was ahead and because of the Fast Food and with Cindy, and Betty, Fast Food put \$800k in anti Betty materials with lies to attack Betty and it did not work and we won with a serious majority because of our members so congrats to SCCO. We put in a lot of resources into this and in the end, we got it. I referenced Cindy Chavez and she is a true labor champion and big loss having her off the board but having Betty to be her replacement. Cindy is the County Executive in New Mexico and helping people in her community. These are great moments in the election

Stanislaus County: we had an awesome lunch there with workers in the cafeteria.

Childcare providers: They had their Holiday event in San Jose and so much food and amazing they are organizers. Magaly and our members and some are in the room today. Childcare is the 2nd largest Chapter in SEIU with 4500+ members and the potential to grow larger. They are good organizers and turned potluck into information assignment around healthcare and what we won. They are going into contract negotiations with the state on Mondays and Mullissa and I will be there.

Kern County: Here is photo of Dolores Huerta who shows up on the regular for the actions at 6am. 94 years old and she is still out there and active. Proud to say that I am friends with her and she gives me advise and great thing to have her there for us.

First Student: action lots of news coverage and it was spectacular. The situation was very different. This is a for-profit coop that contracts with schools to bus children. We represent FUSD/FASTA and we represent First Student. They are contracted to bus students with special needs from elementary to high school. They are making money off of this and not treating workers well. Most anti-union with workers. These workers are amazing human beings, and they love working with the children and they don't get full time employment. Mullissa and I went out there to support them in a press conference that there is harassment and sexual harassment, and we won't stand for that. We decided to hold them accountable. It was the most well-attended media event and all because the workers were sharing their truth to power. Not over yet since there is wage theft, and we are not giving up and we know we have a lot of support from Debbie at FUSD and we can get across the finish line and a lot more power to the workers to hold bosses accountable. Lots of elected official support, Luis Chavez who we elected to Fresno County BOS.

Recognitions that our Union has earned: The Human Rights award, tonight we are receiving the Equity Award, so congrats to all of you. We also got a card from the White house from President Biden and first dog. I was surprised and saw that this came from Whitehouse. Got a commendation from City of San Jose and not really for me but really because of you all. This one was around Hispanic heritage month from Peter Ortiz. Alex Le gave us a commendation also for Latino heritage and all of these awards are for you, not for me.

With Trump announcing his immigration reforms, we know we have to be ready. I was in my office looking through old stuff and I found this sign of no deportations. It brought back all the memories from that time and families hurt. Made me think about you all and the families you represent and how we have to stay united and stay focused on fighting bosses, holding accountable federal administrations to uphold our values. We will never hunker down and take hits in the hopes of surviving. In order to thrive we have to fight back and win. With our region, we have made the most awesome fighters in the labor movement. We have to stay strong and be ready. We have more resources and more

members than in the past and we are prepared for the fight ahead. Shared some photos and events from family. Happy holidays.

Regional Officer's Reports:

Region 1 Vice President Report – Tammy Dhanota

Tammy Dhanota: We signed up 390 new members in 2 months of quarter 4 and 30% were signed up by member leaders. Grew extra help from 11% to 21%. Community Solutions moved membership from 6% to 99.3%, First 5, Momentum 96% membership. COPE: Quarter 4, 122 new cope average of 12.76 p/month. COPE is growing. Two new BOS in SCCO Betty and Margaret will share more in political report. For regional medical center acquisition, SCCO signed agreement to acquire the old regional medical center. Effects families in East San Jose. The County projects that the transition will be completed in first quarter of 2025. Fourth hospital the County has purchased. Big deal for the community. For social services and eligibility workers CalSaws workgroup almost complete with first year of strategic planning. Community Solutions closed the wage and benefits reopener. Members ratified with 3.5% wage increase and no changes in their benefits. For the PEN region 168 new members. City of San Mateo increased their membership over 22%. San Mateo County added 58 new members in November. COE, after 11 months of bargaining they completed their contract overwhelmingly approved by the membership. Last contract they got 27% wages. They were able to get a new contract for 3 years with 2.5%, and reopeners for wages and benefits. Other highlights-management was dead set they would not have a work from home program able to accomplish a committee with 45 people who will be able to work from home. Also increased their longevity raises. For County of San Mateo, historic, they got a 15% increase over a 3-year contract. VTA is getting ready for negotiations, just completed their survey. Got a strong CAT Team of 24 people.

Maisha, VTA-We are getting ready to going into negotiations. Elected Officers and negotiations team all brand new leaders. We have done two trainings with the leaders, everyone is excited and engaged. We are currently surveying our members; we are going to focus on psychological and physical safety-mental health is the top thing coming up with members and cat team and flexible work schedules. One training session with the CAT Team. Outside of negotiations, we do have a committee called SB129. What we talked about at our last meeting is replacing EAP with a better program called LARA. Through EAP we get 5 counseling sessions per year including our family members; with LARA it would be 12 and live unlimited messaging with your provider. Another concern is having clinicians that can write a note and take off work if need be. This new company would be able to do that because all counselors and therapists are in-house. 24-hour crisis support, unlimited hours for on-site support, (counselors would be on site within 3 hours). For years we have been trying to get an apprenticeship for Signal maintainers, are trying to get a program to bring in new signal maintainers-for the first time at VTA SEIU will have apprenticeship program for the signal maintainers. Sacred Heart-third contract since being unionized with an anti-union employer. One tactic they used was not collecting union dues in accordance with the contract. SEIU is demanding they abide by the contract, helping the team to organize and get all the workers involved. We share copies of management's proposal and share with all the workers. They also don't have a salary schedule, something else we are fighting for. This last session management brought back a salary schedule, it is a step in the right direction, and we are happy about that.

SEIU Local 521 Region 2 - Quarter Report-November 2024

Alicia Metters – Region 2 VP

Region 2 recently settled the below contract. We are still pending MAOF and Encompass to reach an agreement.

Salud Para La Gente Unit size: 296 Membership: 99%	<ul style="list-style-type: none"> ✓ 4% Cost of living increase ✓ Added Step 6 at 2%
Natividad Hospital Residents	<p style="text-align: center;">HIGHLIGHTS OF AGREEMENT</p> <ul style="list-style-type: none"> ✓ 3-year agreement ✓ 15% wage increase over the term ✓ one-time payment per year of service up to \$2500, \$250 per year of service ✓ Increase reimbursement for work clothes and boots ✓ Increase off-site residents to \$2.00 ✓ Reimbursement for obtaining and maintaining California real estate license
MAOF	Still pending to reach an agreement
Encompass	Still pending to reach an agreement

Membership:

Region 2 is working to create 80 new members into our bargaining unit. Salud Para La Gente created new classifications without notifying the union. We recently sent them a letter and met. We have reviewed all classifications and hopefully by January we will have 80 new members into our bargaining increase Salud’s unit to over 300.

Racial Justice!

An African American woman (member) came forward after years of being discriminated against by a worker that was unjustly promoted to an upper management position. When we first started working with this worker she had to go on medical leave. She was in fear because this man has affiliation to a white supremacist group. After two months on medical leave and filing a civil right complaint and her union pushing for a third-party investigation she came back. We went with her to meet with the third-party investigator, and she was a new person. More empowered and not willing to be silent! We don’t know the outcome of the investigation yet but the one thing we know is: we won her voice again!

Region 3 Vice President’s Report – Eric Schwarzentraub –

Region 3 continues with an emphasis on supporting dues paying members as well as reaching out to new enrollments. As the region moves forward considering the rapidly changing political landscape, we continue undeterred in our efforts to protect our membership and grow enrollments. For example, last quarter we had poorly attended meetings, however, as SEIU 521 moves to support outreach and recruitment activities, the number of member attendance has grown from 4 or 5 members to our most recent meeting which was attended by 25 members with potential signups ticking up slightly. With this continued support, Region 3 will continue to grow its membership.

During the past quarter, Region 3 continues an educational outreach to members by referring workplace complaints to the Member Resource Center (MRC), however, referrals for member Steward support at the local wide level continue, particularly with Mariposa County. Nevertheless, the total number of referrals remain nearly at the same number as last quarter. Membership have reported satisfaction with the MRC as a quick response to their workplace concerns. Within Stanislaus County, strong efforts at building membership continue at a recently rapid pace. Specifically, Stanislaus County continues with monthly membership meetings during workers’ lunchtime. Membership have reported their satisfaction with these meetings. In addition, Stanislaus County meets

with Executive Leadership and Human Resources every third Wednesday of the month. These meetings continue to be an outstanding means to address work place issues at an early stage, often with the outcome of resolving concerns prior to utilizing the MRC. Region 3 continues to move forward with aggressive and consistent membership engagement through these meetings as well as Work Place Wellness activities as provided by our MOU.

Region 3 continues to build momentum towards our upcoming contract negotiations with the emphasis on building a diversified negotiation team that includes outreach to each membership representative locations.

Region 4 Vice President's Report – Vacant

Region 5 Vice President's Report – Alicia Aleman

Taft High we got a contract with 5% increase which is amazing. Wasco 2-year contract with 4%/4% and 2k bonus and retro to July. We currently have CAPK comp and class with 5% for teachers and dietary. Kern County, since the last time I was here, a lot has occurred. We are still in negotiations and a lot is going on. 1st time we were doing pickets at each of the departments, since then they have given us a Last Best Final Offer and with us putting 26 proposals to table they have stuck with their proposal. With that said we are currently voting to accept or reject the Last Best Final Offer and seek authorization for a strike. We will know the results of the vote next week. We are preparing for pickets. The power comes from the field. Without members, member leaders and cats we have no momentum for the table. Dec 3rd, we had a picket and were out there at 5am in the cold with Riko and Mullissa. Dolores was there at 6am to increase the power on the line. We had our picketers out there and up to now, we had speakers at the BOS. It's been amazing to see employees step up to the plate and own this fight. This is affecting them and we want them to be heard and encourage them to go to BOS to speak. At the end of day BOS holds our raises. We have had over 80 speakers at the BOS throughout this negotiations. On Tuesday at 9am after a press conference we went inside and had multiple speakers and community allies as well. One of them was Dolores and those who follow our IU president, said she gave us a shout out on her page yesterday. With that we are getting recognition and I keep hearing members and the community say good things about the work we're doing and how they get stopped with our purple t-shirts and the media exposure we are getting. It has been amazing and we are doing something completely different and it takes all of us to do it. We went inside to the BOS and Dolores spoke and looked at the utube of the live stream. A lot of our members thought that the board was rude to Dolores when she spoke and comments were not pleasant and that makes us stronger. As they were speaking one of our members had to leave and Council made a point to tell us to hear their comments when we finished. When we did speak, they repeated their words of how this is a good contract and how this is fair. As we were sitting in front, we saw the disappointment of our members and they had already sent an email and our members that they felt disrespected and so we got up and walked out and everyone followed. Because of that the members and employees outside said that BOS was disrespectful and how could the BOS think we are only worth 3%. Kern County looks at a wage re-opener, but our members see that as a zero. I encourage you to look at that utube video and their true colors came out on that video and how they feel of our members. And one of the BOS members said as we walked out saying pathetic and saying Dolores has done more damage than good or take it to Sacramento. We have had to do something completely difference and we have to continue to change strategies. What worked in the past can't be done again. We have to continue to engage our members and give them power. The power comes from the field, not the table. We are not going to be able to budge that table with the members. I have been honored and left speechless to see the members leaders and cats like Tania, Rosario, Ana at Kern medical and see them step up and unite. We have had Kern County and other chapter leaders including City, C, Kern medical, CAPK and leaders step up in solidarity with us. Ana

spoke at the BOS in solidarity with us. Bringing all of us together – one thing affects one, it affects all of us. The leadership we have has been amazing. Rosario, her dept is at 90% membership. It's been amazing to see the CATS step up to the plate and it takes all of us to unite and fight. Kern County does not know what to do with us since this is new and they are seeing us grow and unite. It's not about me in the newspaper it's about all our members. We want them to read the article and quotes from our members. Our fight affects all of Kern County. That is one of the things we continue to drive and we have different members speak to the media roads, PD, BH, different people from different areas. This is not about employees but also the community we serve, live in, and love. I can name so many leaders, and I wish I could give recognition and why I like to bring in members so that you can see faces and not everyone can be here. I want to thank all of you. Every time our members from Kern County have come to support us, we follow up with them. The officers you send, they do not go unheard and when Kate tells us that we are making so much raucous and causing earthquakes, it's about all of us and regardless of what chapter, we are one as SIEU 521. We have to stick together. We get results next week and we will let you know. Si se puede.

Unfinished Business –

COPE Report - COPE Report-Tammy Dhanota

Cope has grown from \$77,877 per month in 12/29/2023 to \$88,274 per month in 10/31/24. 23% of members signed up to cope. Members in action-members have been engaging since last year to support candidates across the local. Political volunteers, members across the local were volunteering to get our labor friendly candidates elected. Each region turned out 100s of members to walk and phonebank to make sure our labor endorsed candidates won. We also had postcard making parties where we sent out 6,000 postcards to voters, this is something we want to continue going forward. These were fun and engaging. Highlighted Santa Clara Member and Political Organizers helped us win Betty's seat through having conversations with workers. Retirees went to Pennsylvania and Nevada to work on the election and it was amazing and they talked to hundreds of workers and knocked on over 1000 doors in NV where Jackie Rosen was re-elected. SCCO had a major victory with Betty Doung winning after Cindy's seat was lost. In Monterey County Measure AA was a success, in Santa Cruz County BOS Monic Martinez won District 5 Supervisor, and in Fresno County Luis Chavez won. Everyone who went to Las Vegas was recognized. A video was shown showing all the work that was done to win. It was a great experience. I hope we do more trips like this; we had fun. Members met and had a great time.

Membership Growth and New Member Experience Presentation – Alicia Aleman and Vicky from CCPU

Alicia- This year we set a goal to have a net gain of 2,000 new union members. In order to achieve that goal we needed to sign up 8,800 workers to join our union.

As of December 6th, we have achieved 79% of our goal signing up 6,938 new members to join this union, our union, SEIU 521.

Out of the 6,938 new union members, 1502 of those workers signed up because they had a 1 on 1 conversation with their coworkers like you and me, about joining our union.

3,569 of the workers who joined were new hires, who joined through our new member experience program, either through new employee orientations led by member leaders or in follow up conversations. As our union continues to grow we must make sure to connect with new hires to tell them about our powerful union and get them to sign up to join us on day one.

This builds our strength and our power.

Congratulations to everyone who got involved in growing our membership strength this year.

As a result of this work we have increased our membership density to 63.5% and growing!

Vicki-referred to slides: We are going to change this local. When we Fight, We win. We are now going to say “When We Fight, We have Fun”. I am proud to present our membership and cope numbers to you today. The goal for 2024 was 1,000 new members but we signed up 1,467 new members. I feel proud this is big work and effort with our members and negotiators growing our union. COPE-we have 1004 new cope contributions. 56% of CCPU members signed up for COPE. We pushed COPE because it moves our contracts. Our membership strength is 25.1% and the density is 5,634 Union members. The net membership gain is 659 new CCPU members.

Localwide Representation Excellence Presentation – Angela Marlow

Member Resource Center:

Steward Central & Representational Excellence

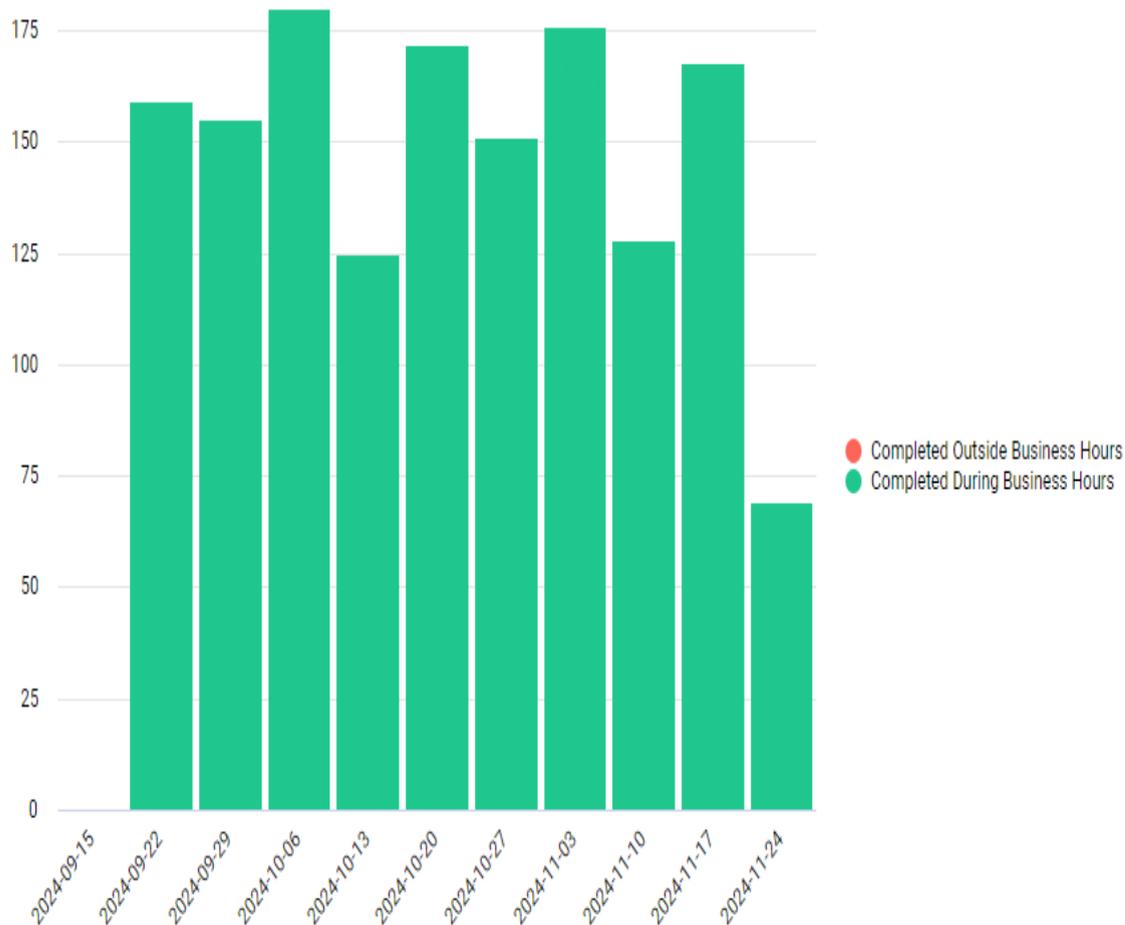
MRC Call Stats 2024 Year End Numbers

Number of Answered Inbound Calls **8222**

Number of Answered Inbound Calls



› Number of inbound calls answered during a specific time frame segmented by their outcome.



	# Member Callers	# Steward Callers	Total
First Qtr 2024	2153	263	2416
Second Qtr 2024	1831	306	2137
Third Qtr 2024	1863	323	2186
Fourth Qtr 2024	1202	281	1483

Total # Workers that have called since June 2021: 12403

Total # Stewards that have called since June 2021: 1935

Cases Our MRC has Opened in 2024

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

Cases opened at MRC: 1867 (w/Steward Assigned: 432) = 23%

Cases Resolved/Settled: 981

Closed due to no contact/withdrawal: 460

On-going/open cases: 328

Lost/Referred to Field: 98

MRC Goals and Priorities for 2025

- **Continue to build out our Steward**
- **Development Program** based on feedback from stewards.
- **2 In-Person trainings per Region** next year.
- Addition of exposure/experience components through **intentional one on one assignments of CES with new stewards.**
- **Develop Lost Time program that builds upon worksite organizing** while develop stewards to be strategic and experienced.
- Continue to **enhance relationships and communication with the Field and Employers** to maximize representational outcomes at the lowest level.
- **Achieve 40-50% of all MRC cases with Stewards** partnering in all regions.

Steward Training Headquarters: Progress Reports, New Trainings, and Stories from our new Stewards

Accomplishing Priorities through Member Leaders

- MRC has shared steward training space 46 times this year including 10 in person trainings across the Local.
- MRC has facilitated 258 steward training sessions since January 2021.
- 1205 individuals have taken at least one MRC steward training session since 2021.
- 432 this year have completed all basic steward trainings this year

2025 Posted Steward Trainings – 2 per Region

****NEW Trainings****

Member Training 101

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

***NEW* Advanced Training: Leadership**

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

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

Advanced Trainings

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

What is a UNION REVIEW: An Educated Collective that builds and leverages **POWER** for and with a majority of workers in a workplace.

Power is built through a Collective of educated workers that is leveraged at the Table and when meeting with the boss!

1. Educate all workers.
2. Activate when there is an issue that is widespread and serious.
3. Capable Stewards LEVERAGE POWER at the Table for and with a majority of workers.

The MRC trains and equips stewards to understand the POWER of our Union. The follow-up check in ensures that those trained understand the policies, rules, and MOUs and where to find answers when co-workers need help.

Contract Enforcement Department: [Debbie Narvaez, Executive Representative to the Chief Elected Officer](#)

September 2024 **Contract Enforcement Department** = 135 Cases

October 2024 **Contract Enforcement Department** = 132 Cases

November 2024 **Contract Enforcement Department** = 134 Cases

Case Breakdown as of November 30, 2024

Group Grievances = 41 cases

Individual Grievances = 12 cases

Disciplines (Civil Service/Personnel Board) = 38

Special Projects = 15

Arbitrations in process = 26

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 - 105

Region 2 - 14

Region 3&4 - 12

Region 5 – 10

CED Goals for 2025:

- Creating powerful experience with members that is collaborative, supportive, and empowering.
- Providing leadership and mentorship opportunities to leaders and stewards.

- Continuous Communication and Collaboration with the MRC to improve members' representational experience.
- Continuously coordinate with the field staff on group grievances in order to build our union.
- Celebrating our collective wins with members that build our union and increase member engagement.
- Support staff to be successful and win with members through organizing and bargaining.
- Educating and empowering leaders and members in the power of their contract and enforcing it at the worksite.
- Employers feel the power of our members and resolve issues at the lowest level.

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.

CED Mission Statement:

Through representational excellence, we will empower and develop our members to organize at the worksite and enforce our contracts through a collaboration of collective action and zealous representation. We build our Union by holding employers accountable and shifting power from employers to workers.

Member Strength Report - Net Membership Gain: 1,484 New Union Members

2024 Internal Membership Strength Report

2024 Membership Sign Up Goal: 8,800 New Members

2024 Membership Sign Ups: 6,938 New Members

of Membership Sign Ups by Leaders: 1,502

of New Hire Sign Ups: 3,569 New Hires

Membership Strength: 35,537 Union Members

Membership Density: 63.5%

Progress to Goal – 79%

2024 CCPU Membership Strength Report – Surpassed Goal!

2024 Membership Sign Up Goal: 1,000 New Members

2024 Membership Sign Ups: 1467 New Members
COPE Contributors: 1004 New COPE Contributors;
56% of CCPU Membership
Membership Strength: 25.1%
Membership Density: 5,534 Childcare Union Members
Net Membership Gain: 659 New CCCPU Members

Update on the Localwide Executive Board, Officers, Trustees, and Delegates Election: Riko Mendez

For further information about the SEIU 521 election including updates, visit www.seiu521.org/521election

New Business:

Motion C: Acceptance of the 2025 SEIU Local 521 Priorities and Plan.

After presentation, discussion, and questions the Motion was moved, seconded, and passed as presented.

Motion D: Acceptance of the 2025 SEIU Local 521 General Fund and Organizing Budgets.

After presentation, discussion, and questions the Motion was moved, seconded, and passed as presented.

Motion E: Acceptance of the SEIU Local 521 Annual Audit for 2023.

After presentation, discussion, and questions the Motion was moved, seconded, and passed as presented.

Motion F: Approval of Contracting with JayStar Group for our 2024 LM2 filing.

After presentation and any questions, the Motion was moved, seconded, and passed as presented.

Motion G: Approval of Contracting with Calibre Group for our 2024 Audits and necessary filings.

After presentation and any questions, the Motion was moved, seconded, and passed as presented.

Purpose of the SEIU Local 521 Amendments

Adding language that ensures the inclusion of workers who might otherwise be disenfranchised;

- **Transitional Associate Members:** Gives the Executive Board the authority to approve transitional associate member status to an entire group of employees so that they are eligible to vote in local-wide elections and participate in union committees/activities.
- **Qualification of Candidates for Office:** Updating language regarding the waiver of two-year requirement for continuous membership to reflect the time the member began paying dues rather than when their chapter affiliated; *this is more logical because many chapters affiliate long before they begin paying dues.*

Expand the Geographic Boundaries to include CCPU and new organizing;

- **Preamble:** Adding “beyond” to give SEIU 521 the ability to organize new industries outside of California.
- **Jurisdiction:** Expanding geographical boundaries to 19 counties to include San Joaquin & Alameda to incorporate areas where we represent Childcare Providers.
- **Regional Vice Presidents:** Expanding the counties in the designated regions for the Regional Vice Presidents to include Alameda in Region 1 and San Joaquin in Region 3.
- **Small Chapter Executive Board Delegates:** Designating the Union Office for workers in small chapters for the purpose of electing delegates to the executive board in San Joaquin County as the Fresno Office, and the San Jose Office for Alameda and San Mateo Counties.
- **Committee on Political Education (COPE):** Adding Alameda County to the Coastal Region for the purpose of electing Regional COPE Chairs.

Updating SEIU Code of Ethics and Conflict of Interest Policy;

- The current SEIU Code of Ethics and Conflict of Interest Policy in our bylaws is outdated. This code and policy were revised by the SEIU International Executive Board on January 21, 2016.
- Per our own bylaws, SEIU 521 is required to abide by the International Union’s code of ethics.
- This update is necessary to be in full compliance with the SEIU International

Deleting Obsolete language for clarity;

- **Campaigning:** Deleting outdated language referencing regional volunteers for the 2010 election.
- **Small Chapter Executive Board Delegates:** Deleting language referencing the Redwood City Office that no longer exists.
- **Guidelines for Chapter Governance:** Deleting outdated language requiring chapters to comply with the governance structure by March of 2012.

INFORMATIONAL ITEMS:

Staffing Report – Riko Mendez reported:

- Last meeting we rescheduled the Executive Session about OPEIU. They had voted down our LBFO and since then we have reached an agreement, and it has been ratified and is a good deal for both sides.
- We are actively filling positions. Teneya is transitioning to Deputy Organizing so we have the CT&O and are doing a national search for this important role.
- We have someone interviewing for Research Director as an internal promotion.
- We are adding these position to this budget and will be posted on January 1st and adding one FTE to CPPU for a total of 4 with director and adding 1 CES in MRC and we have a lot of traction for trainings and support.

Other informational items in the packet.

1. Update on Localwide Election preparations – The mailer notice of the election has gone out in English and Spanish. Petition forms are in the works.
2. 2025 Executive Board and Officers Meetings Schedule
3. December 2024 Budget for New Normal Funds
4. PAC Report

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, March 29, 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 December 7, 2024, at 1:49pm.

RM : kns SEIU 521 CTW/CLC

SEIU Local 521 Executive Board Meeting Motion

* **Motion Letter: A**

Date December 7, 2024

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 4-5)

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

Committee Reports Requiring Approval/Confirmation: (as noted below)

1. **Approval of the Executive Board Minutes of September 28, 2024.** – (pages 6-29)

2. **Budget & Finance Committee Report – November 20, 2024** – Kate Selover,

LocalWide 521 Treasurer chaired the meeting. – (pages 30-48)

2024 Approved Budgets – (pages 30-33)(page 34)

September 2024 Financial Documents – (pages 35-44)

Item 01 – 06 – Approved – September 2024 Financial Documents. - (page –45-50)

- Bank Balances – **September 2024** - (DOCUMENT 1A) - (page –35)
- Income Statement – **September 2024** - (DOCUMENT 2A) - (page –36)
- Organizing Income Statement – **September 2024** - (DOCUMENT 3) - (page –37)
- Dues Receipts – **September 2024** - (DOCUMENT 4) - (pages 38-40)
- Per Capita Report – **September 2024** - (DOCUMENT 5) - (pages 41-43)
- COPE Report - **September 2024** - (DOCUMENT 8) - (page –44)

Signed Motions Items 01-06– (page – 45-50)

3. **Executive Board Email Political Motion Poll** from the Officers Meeting of October 22, 2024, 2024. Voting yes were: Kate Selover, Tammy Dhanota, Jennifer Jensen, Jim Heaney, Lucia Sapiens, Via Cooper, Yvette Carreon, Patricia Moran, Andre Thomas, and Rachel Subega. None abstained. None voted NO.

Motion Letter B: Campaign Contribution to Dave Cortese for State Senate 2024: \$5,500 from the Candidates PAC. The Motion Passed.

4. **Executive Board Email Political Motion Poll of October 30-31, 2024.** The Motion below passed. Voting yes were: Mullissa Willette, Andre Thomas, Jim Heaney, Sarah Gianocar, Kate Selover, Via Cooper, Eric Schwarzentraub, Patricia Moran, Connie Chew, Yvette Carreon, Rachel Subega, Lucia Sapiens, Mercedes Segura, Robin Walters, Xavier Dupree, and Tammy Dhanota. There were zero NO Votes and Zero Abstentions.

Motion Title: Independent Expenditure South Bay Labor Council

Recommended By: South Bay COPE

Date: 10/29/2024

Background:

As Election Day nears, additional resources are needed for our priority campaigns. The fast-food industry has thrown \$800,000 into Santa Clara County races. Anti-growth proponents in San Benito County have dumped thousands into a measure that will cost San Benito County \$15 million per year. To combat this influx of late money, we need to

increase our contribution to the Independent Expenditure work being done by The South Bay Labor Council and ensure that our members in Santa Clara County get out to vote.

The cost to send mail to our members will be approximately \$10,000. We would like to contribute the balance of this \$60,000 expenditure to the South Bay Labor Council to support their independent expenditures to elect Betty Duong, Pamela Campos, Domingo Candelas, and defeat Measure A in San Benito County.

Motion: To contribute up to \$60,000 from the Independent Expenditure PAC to the Labor Independent Expenditure

Make the check payable to: South Bay AFL-CIO Labor Council Committee on Political Education
Sponsored by South Bay AFL-CIO Labor Council - FPPC# 744711
2302 Zanker Rd, San Jose, CA 95131

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



September 28, 2024, Executive Board Meeting Minutes

9:31am with Open Forum;

Meeting called to order at 9:58am – adjourned at 4:13pm

Review of Meeting Protocols

OPEN FORUM – RULES FOR OPEN FORUM: Mullissa Willette

1. Rachel Subega – gave a report on the Latino and Disabilities Caucus.
2. Mary Hernandez – spoke on the family and pet policy change. The limited access now is an issue.
3. Cristina Durant and Cecilia Vela - spoke about the Union not hearing the issues they have in the workplace. They sent a Letter of no confidence to the City Arvin and got only retaliation and harassment back from the City. They feel they are working in a hostile environment.
4. Edith Cabrera spoke about BADC (Bakersfield Arc. Inc.)
5. Tania Salinas spoke about Trustees’ responsibilities.
6. Yvette Carreon thanked people for their help during the County of Monterey Negotiations.
7. Carol Garvey spoke about issues with the OPEIU Contract.
8. Gil Garcia, Region 5 Trustee said he feels that helping members in trouble is part of a Trustee’s duties.
9. Jennifer Jensen spoke about what retirees in the Retiree Chapter do for the Union.

Quorum: There was a quorum present at the meeting when it was called to order by President Mullissa Willette at 9:58am on September 28,2024.

Moment of Silence for Ernest Harris and others who have passed in the last 3 months – Tammy Dhanota. The **Salute to the Flag** of the United States of America, and **The Land Acknowledgement** of the indigenous peoples to appreciate the people who took care of this land that we stand on. The Yokuts. – both by Alicia Metters.

There were **No Open Forum Responses** from the December Executive Board Meeting to address. The appropriate people have received their answers.

Resignations and Promotions out of the Bargaining Unit: None

Swearing-in of new Executive Board Officers, Delegates/Alternates not previously sworn: Riko Mendez, Chief Elected Officer

Cynthia Benitez – Monterey County, and Katherine O’Malley – San Mateo County.

Appointment and Swearing-in of a Vacant Trustee at Large Position – Freddie Centeno – VTA and Nedra Millwood – SCCO were present for consideration. Freddie Centeno was selected by the Executive Board as Trustee at Large and was immediately sworn-in by Riko Mendez, Chief Elected Officer. He then took his seat at the Trustee table.

Recognitions and Acknowledgements: by Various Regional Vice President:

Labor Day – September 2, 2024

Hispanic Heritage Month – September 15 – October 15, 2024
 Fall Begins – September 22, 2024
 Indigenous Peoples’ Day – October 14, 2024
 Halloween – October 31, 2024
 Election Day – November 5, 2024
 Veterans’ Day – November 11, 2024

MEETING ATTENDANCE:

Sworn Officers in Attendance in Fresno:

Mullissa Willette	President		
Kate Selover	Treasurer	Tammy Dhanota	Region 1 VP
Jim Heaney	Secretary	Alicia Metters	Region 2 VP
Riko Mendez	CEO - via Zoom	Vacant	Region 4 VP
Absent - Riley Talford	1 st Vice President	Absent - Eric Schwarzentraub	Region 3 VP
		Absent - Alicia Aleman	Region 5 VP

Sworn Executive Board Delegates/Alternates in Attendance in Fresno:

REGION 1:

Catalina “Kelli” Guevara
 Katherine O’Malley
 Maisha Willis
 Mercedes Segura
 Sarah Gianocarò
 Xavier Dupree

REGION 3:

Rachel Subega
 Jennifer Jensen

REGION 4:

Lucia Sapiens

RETIREE DELEGATES:

Carol Garvey

REGION 5:

CAUCUS DELEGATES:

Bella Barela
 Arvelia Cooper

ChildCare Delegates:

Patricia Moran

REGION 2:

Cynthia Benitez
 Yvette Carreon

Sworn Local 521 Trustees in Attendance in Fresno:

Tania Salina
 Freddie Centeno
 Trevor Gillis
 Karyn Clark
 Gilbert Garcia

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

NOT SWORN

Amalia Johns

Andre Thomas
 Janet Diaz
 Lorena Briones
 Natasha Sims
 Natisha Williams
 Ocean Beverly

LaShaka Pleasant Davis
 Debbie Acosta
 Robin Heber
 Robin Walters
 Laura Basua

SWORN

Angela Ballou
 Alex Lesniak

Local 521 Staff in Attendance in Fresno:

Karen Summers
Angela Marlow
Robert Klimczak

Teneya Johnson
Adam Urrutia
Victor Gamiz

Yvonne Davila
Michael Carter
Julie Ford

Local 521 Members in Attendance in Fresno:

Sonja Bennett
Cecilia Vela
Cristina Duran
Joanne Hutton
Edith Cabera
Mary Hernandez

Tammy Huckaby
Socorro Velandra
Fabiola Benitez
Elora Coleman
Rosemary Freitas
Julie Barajas

Maria Diguin
Edwyer Remez
Diane Vasquez
Dalula Reyes
Nedra Millwood

Guests in Attendance in Fresno or on Zoom: California Lt. Governor. Eleni Kounalakis

Consent Agendas:

Motion Title A: Non-Political Report Consent Agenda

- **Approval of the Executive Board Minutes of March 23, 2024.**
- **Budget & Finance Committee Report – June 12, 2024** – Kate Selover, LocalWide 521 Treasurer chaired the meeting.

2024 Approved Budgets

April 2024 Financial Documents

Item 01 – Approved – July 2024 Financial Documents.

- Bank Balances – **July 2024** - (DOCUMENT 1A)
- Income Statement – **July 2024** - (DOCUMENT 2A)
- Organizing Income Statement – **July 2024** - (DOCUMENT 3)
- Dues Receipts – **July 2024** - (DOCUMENT 4)
- Per Capita Report – **July 2024** - (DOCUMENT 5)
- COPE Report - **July 2024** - (DOCUMENT 8)

Signed Motions

- **Executive Board Email Political Motion Poll August 21, 2024, Officer's Meeting.** Vote ending August 30, 2024, **All 43 Political Motions PASSED.** Voting YES on ALL 43 Political Motions: Riley Talford, Rachel Subega, Mullissa Willette, Kate Selover, Laura Basua, Robin Walters, Tammy Dhanota, Yvette Carreon, Via Cooper, and Patricia Moran. Andre Thomas and Lucia Sapiens voted YES on all Motions except NO on Motion 42. Alex Lesniak voted YES on Motions B/1-B/4, B/6-B/10, B/12, B/14, B/16-B/19, B21-B/23, B/27-B/31, B/34-B/37, B/40-B/41, and B/43. Abstained on Motions B/5, B13, B/15, and B/38. Voted NO on Motions B/11, B/20, B/24-B/26, B/32-B/33, B/39, and B/42. The Motions are attached.
- **Executive Board Email Political Motion Poll 6 new political motions sent out on August 22nd with a Yes recommendation from the Officers.** Vote ending August 30, 2024, **All 6 New Political Motions PASSED.** Voting YES on all 6 Motions: Robin Walters, Jennifer Jensen, Via Cooper, Jim Heaney, Andre Thomas, Mullissa Willette, Kate Selover, Eric Schwarzentraub, Laura Basua, Lucia Sapiens, and Tammy Dhanota. Rachel Subega abstained. There were zero NO Votes.

Reports Consent Agenda A was Moved; Seconded; and Passed as Presented.

Motion Title: Political Consent Agenda

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 to Margaret Abe-Koga for Santa Clara Board of Supervisors District 5 from the Candidates PAC

Motion B/2 – Contribute \$500 to Sally Lieber for Santa Clara Board of Supervisors District 5 from the Candidate PAC

Motion B/3 – Contribute \$1,000 to Betty Duong for Santa Clara County Supervisor District 2 from the Candidate PAC

Motion B/4 – Contributions \$700 to Pamela Campos for San Jose City Council from the Candidate PAC

Motion B/5 – Contribute \$700 to Domingo Candelas for San Jose City Council District 8 from the Candidate PAC

Motion B/6 – Contribute \$700 to Olivia Navarro for San Jose City Council District 6 from the Candidate PAC

Motion B/7 – Contribute \$500 to Grace Mah for Santa Clara County Office of Education District 1 from the Candidate PAC

Motion B/8 – Contribute \$500 to Don Rocha for Santa Clara County Office of Education District 3 from the Candidate PAC

Motion B/9 – Contribute \$500 to Jorge Pacheco Jr. for SCCOE Trustee Area 4 from the Candidate PAC

Motion B/10 – Contribute \$500 to Tomara Hall for SCCOE Trustee Area 4 from the Candidate PAC

Motion B/11 – Endorse Katie Causey, George Lu, and Cari Templeton for Palo Alto City Council

Motion B/12 – Contribute \$1,000 to Mia Casey for Hollister Mayor from the Candidate PAC

Motion B/13 – Contribute \$500 to Rick Perez for Hollister City Council from the Candidate PAC

Motion B/14 – Contribute up to \$45,000 in kind to Kamala Harris SEIU Swing State Efforts from the IE PAC

Motion B/15 – Contribute \$500 to Monterey County Democratic Central Committee from the Candidate PAC

Motion B/16 – Contribute \$500 to San Benito County Democratic Central Committee from the Candidate PAC

Motion B/17 – Contribute \$2k to Measure X City of Scotts Valley from the Issues PAC

Motion B/18 – Contribute \$1k to Measure R Santa Cruz County from the Issues PAC

Motion B/19 – Contribute \$5k to SBCLC for San Benito & Hollister Campaigns from the IE PAC

Motion B/20 – Update MBCLC Delegate list

Motion B/21 – Endorse Measure Q Santa Cruz County 2024

Motion B/22 – Endorse Measure R Santa Cruz County 2024

Motion B/23 – Endorse Measure X City of Scotts Valley 2024

Motion B/24 – Contribute \$25,000 from the IE PAC to the Opportunity PAC

Motion B/25 – Contribute \$50,000 from the IE PAC to elect Michelle Chambers for Senate

Motion B/26 – Contribute \$1,000 to elect Daniel Bordona for Fresno Unified School Board Trustee Area 6 from the IE PAC

Motion B/27 – \$5015 for Central Labor Council Labor Day Festival and Tailgate from the Issues PAC

Motion B/28 - Endorse Ty (Brian) Inman for TCERA Tulare County Employment Retirement Association

Motion B/29 - Contribute \$2,000 to Ty Inman’s campaign for TCERA Tulare County Employment Retirement Association from Candidates PAC

Motion B/30 - Place CLC Endorsement recommendations on the Local SEIU 521 website

Motion B/31 - Additional \$50,000 contribution from the IE PAC to elect Michelle Chambers for Senate

Political Consent Agenda B was Moved; Seconded; and Passed as Presented.

Time Specific: California Lt. Governor, Eleni Kounalakis

Eleni Kounalakis will be running for California Governor in 2026. She is a daughter of Greek immigrants and a native Californian. As governor, Eleni will work to make sure every Californian has the opportunities her family had. She has helped Californians by making college more accessible to working families, building more affordable student housing, fighting tuition increases, and making it easier to transfer to a 4-year university from a community college. She has been a proud leader in California’s fight against climate change and has showcased California’s progress and leadership on a global level. Eleni is a champion for women and gender equality, fighting for laws to protect women from sexual assault and expanding access to reproductive choice in California.

She supports the expansion of unions and supports union wages, benefits, and retirement security. She is for keeping the American Dream acquirable and affordable.

Localwide Officers’ Reports:

Localwide President’s Report – Mullissa Willette –

- Localwide Next Generation Contract Campaign support and Growing Central Valley Power
 - a. San Mateo County Cats
 - b. City of Palo Alto Negotiations
 - c. Kern County Rally at DHS
- Continue to Build Political and Community Power
 - a. Labor Day Picnic
 - b. November Election Endorsement Town Halls
 - c. Champions for Change, presented award to our law firm
 - d. Localwide Virtual Couch Party
 - e. Elect Erik Poicon to Mountain View City Council
- Prioritize Localwide Representational Excellence – Implementation
 - a. Steward Trainings in Region 1
- Continue to Engage Members in Every Campaign
 - a. Santa Clara County Office of Education Back-to-School Event
 - b. Santa Clara Valley Transportation Authority Press Conference for new funding

- Grow our Union
 - a. Make a Circle, film Documentary Screening in San Jose

Localwide 1st Vice President's Report – Riley Talford – He was unable to attend the meeting.

Localwide Treasurer's Report – Kate Selover –

Financial Overview:

1. Our Dues have trended positively over the last 3 years.
2. Changes have been made in how we invest our money by taking advantage of higher interest rates.
3. Expenses have been rising similarly.
4. Net income this year is the best among all 3-year period
5. The better financial results have improved the cash balances over the last 3 years.
6. We are projecting almost \$1,000,000 from investments in 2024
7. All these investments are zero risk taking advantage of higher interest rates
8. As Fed cuts rates, we will adapt but we are hoping higher balances will offset lower rates
9. Goals are to get the General Fund to 10 m in the next few years, the building fund to 1 m as our buildings get older and at some point paying off the mortgage at Zanker Road HQ.
10. Replenish Contingency Fund and increase it to 1 m.

Localwide Secretary's Report – Jim Heaney –

We represent working families unionized or not: We need to encourage workers to join the union and to serve. We are doing this.

Chief Elected Officer's Report – Riko Mendez –

This is a serious time with lots at stake – Deficit Budgets and Elections have a significant impact on our Union's future. Deficit Budgets of \$ - 73 Billion and \$ - 38 Billion.

Supporting our leaders in Next Generation Contract Campaigns

Major fights to build Union Power

- Monterey County
- Kern County
- Kern Medical
- VTA
- SCCOE
- San Mateo City
- Santa Cruz County
- And More!!!

SEIU 521 Child Care

Changing the World alongside our leaders

- Free Healthcare
- State Paid / Union Administered Retirement Plan
- State Paid / Union Administered Training Fund

- Currently entering into our 3rd contract negotiations
- Make a Circle Documentary

Members Leading the Way

- Transparency and Accountability at Kern Medical
- Using ground level organizing and state legislation to move accountability
- Eligibility Worker Organizing
- Social Worker Organizing
- Union Growth at its highest levels since 2019 pre-pandemic levels! Congratulations!

Elections and Member Engagement

- State Council matching funds
- Democratic National Convention
- Walks/Phone Banks/Text Banking

Regional Officer's Reports:

Region 1 Vice President Report – Tammy Dhanota **September 2024**

I am pleased to present the Q3 2024 report for Region 1. Over the past three months, we have witnessed remarkable growth across Region 1 **and** our Local.

Here are some key highlights:

Membership Growth:

1. **Santa Clara County & Non-Profits:** We signed up 393 new members in Quarter 3 of this year; of these sign ups, 251 are New Hires (74% New Hire Conversion). Since May 2024, we've recruited and trained 27 NMX Leaders who are committed to welcoming our new hires, signing up new members, and conducting our New Employee Orientations.

Growth Highlights in other Chapters in Santa Clara Region

- i. **Community Solutions:** grew from 93.5% in January 2024 to 96.3% in August 2024
 - ii. **Law Foundation:** grew from 69% in January 2024 to 78% membership in August 2024
 - iii. **First 5:** maintaining their membership at 85.4%
 - iv. **Gardner:** is currently at 97% membership
 - v. **Momentum:** is currently at 96%
2. **Peninsula:** The Peninsula team has successfully enrolled 211 new members during the third quarter, contributing over \$900 to the Committee on Political Education (COPE).

Key chapters demonstrating membership growth include:

City of San Mateo: Membership has increased by over 20% this quarter.

Santa Clara Valley Transportation Authority: Currently at a membership rate of 96.4%.

Redwood City: Maintaining a strong membership rate of 88.5%.

Building Political Strength

1. Santa Clara County Chapters:

- **COPE:** In Quarter 3, our region signed up 110 new COPE Contributors. Each contributor, on average, pledged \$16.76 per month, resulting in a total of \$1,844 in new monthly contributions to our political education fund.
- **Santa Clara County BOS Election:**
 - **Betty Duong for Board of Supervisor:** our team, in collaboration with the Political Department, have developed a plan to mobilize our efforts for the 2024 General Election, leveraging the excitement around the Presidential race and local elections to build political power, elect labor champions, and influence the BOS that vote on our members' contract. Our plan includes bringing 3 member leaders on lost time who are motivating and activating their coworkers around our Political Campaign and building our union.

2. Peninsula:

- COPE contributions have totaled over \$900 in the past three months, with an average of over \$16 per contributor.
- As we approach a significant election season in the Peninsula region, we are preparing for multiple crucial races, including San Mateo County Board of Supervisors (District 4), SCCOE, Palo Alto, San Mateo County College, Redwood City, and Mountain View (including our 521 member Eric Poicon) Our political team has developed a comprehensive plan, which includes phone banking and door-to-door outreach to support these races.
- **Eric Poicon for Mountain View City Council:** This November we are very excited to have our very own 521 member, Eric Poicon, running for Mountain View City Council. Eric is endorsed by the South bay Labor Council, the Democratic Party and many other community organizations. This win would not only help our members who work for the City of Mountain View as the city council votes on our members' contract. This win would also help all of our VTA members as Mountain View City Council members are also appointed to serve (on a rotational basis) on the VTA Board of Directors as well.

Member Engagement & Leadership Development

1. Santa Clara Region:

- **Building Leadership Strength:** With the recent completion of our Stewards Election in the Santa Clara County Chapter and our continued focus on building an army of leaders in our region, we now have 303 Stewards in our

region, 270 are in the Santa Clara County. We gained 44 new stewards from Quarter 2.

2. Peninsula:

- b. The I.O's are committed to holding monthly steward council meetings in every chapter, ensuring continuous communication and collaboration beyond negotiations. This initiative fosters cohesion and empowers members to address and resolve workplace issues collectively.
- c. VTA: We're about to launch our contract negotiations and CAT elections at VTA. Planning a strong campaign with all new leaders throughout our chapter. Half of our members are brand new hires who weren't there 4 years ago.

1. Santa Clara & Other Non-Profits: Santa Clara County:

The following are campaigns we're currently in or launching soon that wedge an innovative, investigative, exploratory approach. These campaigns aim to enhance the quality of our members' work and overall life environment

- **Social Services – Eligibility Workers:** As a result of our contract negotiations, we have formed the CalSAWS Innovation Committee that aims to address workload and CalSAWS-related issues. Part of our committee work is analyzing existing processes, researching other counties and developing pilot programs to improve client services while workers experience a sustainable workload in DEBS.
- **Clerical Unit** – As a result of our contract negotiations, we are gearing up to build a campaign that will develop a pilot program within Clerical Bargaining Unit, that will help workers identify, in advance, transfer opportunities to streamline and move transfer process quickly to avoid delays in posting and filling vacant positions. This would be a model to utilize with the remaining bargaining units, should the BU members decide is best to pilot while we analyze the success and areas of improvements within the bargaining units. We're currently conducting a series of Empathy Interviews amongst our clerical workers to gain insights from them.
- **Social Services – Reform Efforts in Children and Family Services:** Since the publicity around the tragic death of “Baby Phoenix” in late 2023, the public and the board has been paying more attention to what is going in DFCS. And because so many SEIU 521 members have spoken out – alongside allies in the community—we took this opportunity to bring needed change to the Department of Family & Children Services. So far, our social workers and supervisors have been able to impact the following:
 - Ensure social workers and supervisors are included in legal consultation

- Due to our credibility, we successfully persuaded BOS to unfreeze 37 positions to address the shortage of qualified frontline staff.
 - Giving social workers and supervisors ongoing, proactive voice in their department
- d. **Community Solutions:** The Community Solutions Chapter is getting ready for their Wages and Benefits reopener. The Chapter recently elected their bargaining team representatives and is now launching their bargaining survey soon.

2. Peninsula:

1. **City of San Mateo:** Members still must vote but we TA'd at the table (Vote will occur next week) a general wage increase of 13%, with at least 44 members out of the 94-member group receiving a 15% increase. Additionally, they are receiving a one-time training payment of \$1,500. Throughout the contract campaign, membership grew by 20%, reflecting the unity and commitment of the team. Moving forward, we will continue to work with this leadership team to strengthen their organization and prepare for future negotiations.
2. **Hope Services:** Members achieved a 15% wage increase over a three-year contract, successfully resisting management's proposed takeaways and unfavorable language. The leadership team is now focused on rebuilding their steward team and enhancing leadership engagement following the contract ratification.
3. **Cupertino Union School District:** Members overwhelmingly approved their contract by 99%. Great contract includes:
 - 5% wage increase for 24/25 school year.
 - Added one discretionary day off for all members,
 - Split shift increase by 75%,
 - Boot allowances increase by \$40
 - Increased bereavement from 3 to 5 days with no proof of services or loss
 - Reopener for wages, reclassification and 2 non-economic items
 - Guaranteed protection from unsafe work conditions
 - New Labor Management Committee
 - In this coming school year a full classification and compensation study for all seiu classifications
 - Kept side letter which prevents management from doing SEIU work
 - NO More Fill-Time Duties for Bus Drivers! (Been fighting for this since 2019)

- **Sacred Heart Community Services:** These workers are learning how to speak up at their worksites as well as the bargaining table. In addition to wearing their purple shirts, they recently brought purple balloons to their cubicles and now cute little purple bags filled with candy and purple swag and the stickers with the slogan “Poverty isn’t inevitable... unless you work at Sacred Heart” This is a play on their mission statement which talks about helping people in the community to come out of poverty, which is great but this company but also walk the walk and provide more than a \$25.00 per hour pay rate in their contract. There is no pay scale printed in their contract so nobody knows when they get their next raise. In addition to management is constantly playing dumb and pretending not to know things like when someone has a leave of absence for a medical leave... Management failed to offer them FMLA until the organizer stepped in to ask management why they haven’t offered that? The team just started and already signed 4 TA’s, which includes their first official lactation room. The photos show their fearlessness.
 - **County of San Mateo:** Their bargaining team is working hard to bring their members out to actions and fight for a strong contract. Their current contract expires October 5th. The chapter is making a concerted effort to rebuild power and bring in new energetic member leaders. Their next action is Tuesday, October 8th at 9am if anyone is able to join.
 - **SCCOE:** This chapter has been working very hard for almost 9 months on a contract campaign with many member actions. This contract they are fighting for improvements in several departments to stop the toxic work culture that has lead to some bullying, harassment, micro-managing and retaliation. They also had a goal of winning longevity pay, work from home and increased staffing levels in the classrooms (to prevent the staggering of shifts), interpretation stipend and bilingual/biliterate stipend, as well as training for OT/PT’s. They have been really good about focusing their campaign on 4 main pillars: Safety, equity, accountability and transparency. Our next step in our campaign will be a sticker campaign urging management to give us the longevity increases in percentages like they do for management.
4. In summary, Region 1 has made great strides this quarter in growing membership, building political power, and enhancing leadership development. We are well-positioned for continued success in the months ahead.

SEIU Local 521 Region 2 - Quarter Report-September 2024

Alicia Metters, Region 2 Vice President, added to this report a Big Shout Out and Thank you to all of the Monterey County Bargaining Team, and our very capable Chief Negotiator, Olivia Martinez. To our Santa Cruz and San Benito County Chapters and Officers. To SEIU Staff and To Our Entire Region. The best is yet to come. Si Se Puede. To All My Union Siblings, in all Regions, a win for one is a win for all. Riko Mendez and the Executive Board of SEIU 521.

This Union, Our Union

Alicia Metters
Proud Member of SEIU 521, the best Union, this side of the stratosphere.

Regions has 26 Chapter in 2024 we had the below contract negotiations.

Chapter	WIN
Monterey County Unit size: 3459 Membership: 64%	<ul style="list-style-type: none"> ✓ 12% increase over three years ✓ Longevity Pay 2.5% at 10 years; 3.5% at 15 years and 5.5% at 20 years. ✓ Increase in Health Insurance
City of Scotts Valley Unit size: 17 Membership: 82%	Workers fought and won: <ul style="list-style-type: none"> ✓ Fully covered dental care for employee and dependents ✓ Raise premium cap for vision insurance to absorb new costs ✓ Cost of living adjustment: ✓ Year one: 3% increase effective ratification of TA ✓ Year two: 3% increase effective in July 2025 ✓ Year three: 3% increase effective in July 2026 ✓ Market adjustment increase ✓ Longevity payment at 2.5% at year 5 and 2.5% at year 10.
County of Santa Cruz Unit size: 2156 Membership: 80.3%	<ul style="list-style-type: none"> ✓ Currently in Negotiations
King City Unit size: 15 Membership 86%	<ul style="list-style-type: none"> ✓ 14% equity adjustment for various positions ✓ 6% cost of living increase in July 2024 ✓ 5% cost of living increase in July 2025 plus equity adjustments of 5% for various positions.
San Lorenzo Valley School District Unit size: 122 Membership: 70.1%	This bargaining was for a wage reopener: <ul style="list-style-type: none"> ✓ Workers won a cost-of-living increase of (1.5%) percent salary increase. In addition, a one-time off-schedule payment of \$1,000 bonus.
Monterey Bay Air District Unit size: 23 87% membership	This bargaining was for a wage reopener and the workers won: <ul style="list-style-type: none"> ✓ A cost-of-living increase of 4% in July 2024 ✓ In 2025 a cost-of-living increase based on the San Francisco Consumer Price index with a minimum of 2% to a max of 4%
Salud Para La Gente Unit size: 288 Membership: 99%	<ul style="list-style-type: none"> ✓ Pending Tentative Agreement re-vote ✓ 3.5% Cost of living increase ✓ Added Step 6 at 4%

Membership:

Region 2 is working to ensure that through every action and campaign negotiation we educate non-members that membership equals power. You can see below our membership percentage in 2023 and membership growth in 2024.

- Region 2 has 27 bargaining units with a total of 8504 workers with a 71% membership.
- 21 of our chapters are between 70 and 100% membership. 5 chapters are in the 60% membership and 1 is 50% membership.

Chapter	Membership in 2023	Membership in 2024	Percentage increased by
1. City of Santa Cruz	62%	62%	N/A
2. City of Scotts Valley	61.5%	82%	+20.5%
3. City of Watsonville	78.3%	73.7%	-3%
4. Community Bridges	64.8%	85%	+20%
5. County - Santa Cruz	79%	80%	+1%
6. Court - Santa Cruz County	81%	85%	+4%
7. Encompass Community Services	86%	93%	+7%
8. Monarch Services	100%	100%	N/A
9. Salud Para la Gente Inc	99%	99%	N/A
10. San Lorenzo Valley Unified School District	73%	70%	-3%
11. Santa Cruz County Regional Transportation Commission	100%	100%	N/A
12. Santa Cruz Metro	94%	91%	-4%
13. Soquel Creek Water District	37%	50%	+24%
14. CHISPA Housing Management Inc	93%	95%	+2%
15. City of Greenfield	76%	80%	+4%
16. City of Hollister	67%	70%	+3%
17. City of King City	100.0%	86%	-14%
18. City of Salinas	75%	78%	+3%
19. City of Soledad	92%	76%	-16%
20. County - Monterey	62%	64%	+2%
21. County - San Benito	62%	62%	N/A
22. Court - Monterey County	41%	63%	+22
23. Court - San Benito County	26%	46.4%	+20
24. Housing Authority of the County of Monterey	64%	75%	+11
25. MAOF	96%	99%	+3%
26. Monterey Bay Air Resources District	85%	87%	+2%
27. San Benito County Water District	81%	100%	+19%

CAMPAIGN ACTIONS!

September 10 BUDGET HEARING PUBLIC COMMENT ACTION!

During a Santa Cruz County budget hearing, over 136 SEIU 521 members showed up and dozens of us took a turn at the microphone voicing concerns and advocating for immediate action to address staffing shortages and proposed budget reductions. The Board of Supervisors heard first-hand from frontline workers how turnover, and the vacancy crisis is hurting our ability to serve the community and make our community welfare situation even worse.



Region 3 Vice President's Report – Eric Schwarzentraub –

9.14.2024

SEIU Executive Board Quarterly Report Region 3

Region 3 continues with building out grass-roots efforts to increase membership. This Region continues to work with County Executive Leadership in mutual means such that activities, and work site concerns can be addressed quickly and efficiently.

The efforts to build up membership include monthly meetings with union membership after hours, as well as over lunch. Over the past 3 months, these meetings have seen inconsistent support from the Union itself such that coordination efforts including email blasts, communications, and food supplies have been sorely lacking. This leaves the membership confused as to future meetings and actions. Some members have stated that their lack of attendance is directly attributed to this lack of support. Members also report that they now have a “wait and see” approach to the union. With consistent support and routine meetings, re-capturing these inactive members, as well as building out the membership with new employees will be included in our future goals.

To address these barriers, Union leadership should commit to an Internal Organizer to aid in the support of elected union members who seek to increase membership in preparation for future activities and contract negotiations as well as COPE support for local leadership endorsed by SEIU. To be sure, during our next meeting we will coordinate with North Valley Labor Federation as well as SEIU 521 endorsed Representative candidate, Jessica Self.

Nevertheless, Region 3 within Stanislaus County, has seen an increase of 10 new members and re-activated 2 members who lost interest in the Union despite continuing to pay their membership dues. As membership builds, we will continue to develop internal leaders. This includes future plans to bring Stewardship training to the local, as well as identifying future assets to be utilized in campaigns and other activities as we move toward organizing membership workplace needs as well as retention.

In Solidarity.

Eric Schwarzentraub, M.S.W.

Region 3 Vice President

Region 4 Vice President's Report – Vacant

Region 5 Vice President's Report – Alicia Aleman – below

Region 5 Vice President's Report September 28, 2024

Next Generation Contract Campaigns Highlights

- Kern County Chapter Contract Negotiations

Growing Central Valley Power

- KCERA Election Ajaib Gill

Engage Members in Every Campaign

- CATS:
 - Socorro Velandria
 - Fabiola Benitez
 - Mary Hernandez
 - Jaime Alas
- Courts: Veronica and Billy

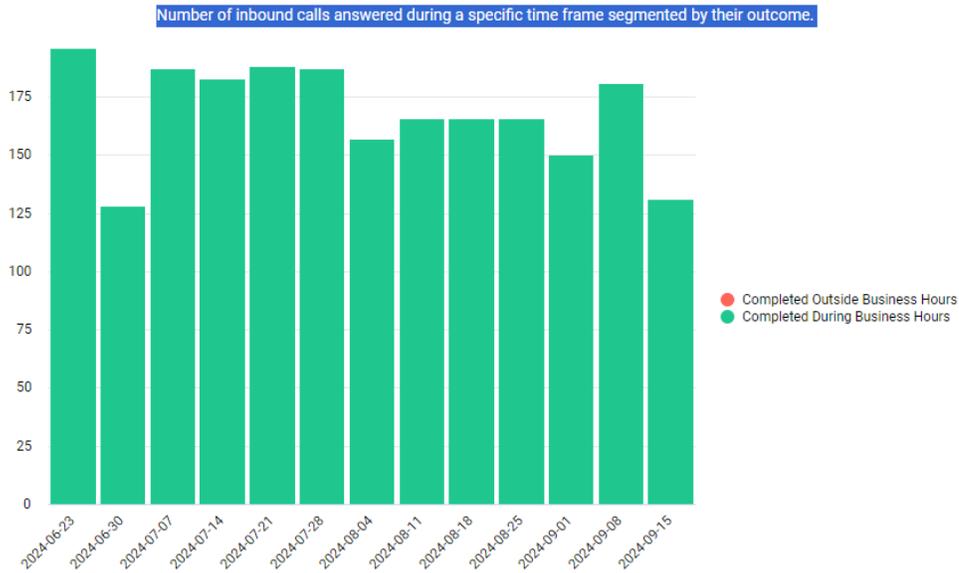
Grow Our Union

- Lost Timers: Angee Esparza and David Camacho

Unfinished Business -
Localwide Representation Excellence Presentation – Angela Marlow

Member Resource Center:
 Steward Central & Representational Excellence

MRC Call Stats June 24 – September 19, 2024
 Total Number of Answered Inbound Calls - 2186



	# Member Callers	# Steward Callers	Total
(Partial)June 2024	277	70	347
July 2024	626	102	687
August 2024	657	89	746
(Partial) Sept 2024	344	62	406

Calls Answered this quarter in 2023 = 1889 **Increase of 297 calls**
 # of Stewards this quarter in 2023 = 144
Increase of 179 new contacts with Stewards

**Cases our MRC has opened from
 June 24 – September 19, 2024**

“Cases” range from providing representation in investigations, interactive process meetings, discipline, individual grievances, and informally resolved problems without filing a grievance.

Cases opened at MRC: 472 (with Steward Assigned: 101)

- Cases Resolved/Settled: 105
- Closed due to no contact/withdrawal: 100
- On-going/Pending closure: 246
- Lost/Referred to Field: 21

<p>Working with Sarah Gianacaro, we were able to cover 28 investigations together this past week on worker’s allegations of harassment and retaliation last minute.</p>	<p>Sept 2024</p>
<p>In coordination with Organizer, our CES was able to assist with ensuring that workers got an employment bonus of up to \$20,000 for difficult positions to hire at Natividad.</p>	<p>August 2024</p>
<p>CES was able to work with a worker to ensure that she received a step raise after hiring so that she had equitable wages compared to others being hired on after her. No grievance was needed. This was a Monterey Case.</p>	<p>July 2024</p>
<p>CES was able to work with the worker and management to obtain \$7,639.74 for overtime hours back pay without filing any formal grievances in Santa Clara</p>	<p>June 2024</p>
<p>CES worked with a new Steward coaching her to assist a worker in an Interactive Process and the new Steward working with us was able to get the PIP removed and a reasonable accommodations. This is the Humane Society of Silicon Valley</p>	<p>July 2024</p>
<p>MRC and field teamed up on a new position issue. A Grievance was filed and the MRC argued that she has been doing the Contracts Specialist position and that she should not have to reapply for the position once it opens, we argue for backpay as well.</p>	<p>June 2024</p>

<p>The CORE team finalizes their negotiation and in the T.A. it was agreed that Cindy would be awarded the position, be bumped in pay one step and once the wage study is done, she would also be moved to the agreed wage scale. Santa Cruz Regional Center</p>	<p>August 2024</p>
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Steward Training Headquarters:
Region 1 In-Person Steward Training:
 143 participants over 3 days

2024 Steward Training in Numbers

Trainings Completed:
MRC has shared steward training space 42 times this year including 10 in person training across the Local.

**MRC has facilitated 242 steward training sessions since January 2021.
 472 individuals have taken at least one MRC steward training this year.
 1193 individuals have taken at least one MRC steward training session since 2021.**

Trainings Left in 2024
We have one last basic training series left this year beginning in 2 weeks.

What's Next for the Member Resource Center?
Steward Feedback loop has given us insight and ideas for next steps of our Steward Program.

MRC is working on our next steps of connection once new stewards complete training modules.

- One on one's with CES's.
- Review of personnel rules MOU etc.
- Review of cases in their area

MRC will be gathering folks to partner in mentoring in 2025.

Contract Enforcement Department

Debbie Narvaez, Executive Representative to Chief Elected Officer
 Ryan Noble, Sr. Contract Enforcement Specialist
 Courtney Hawkins, Sr. Contract Enforcement Specialist
 Meg Reilly, Sr. Contract Enforcement Specialist
 Loan Lipari, CED Office Coordinator

June 2024 **Contract Enforcement Department** = 122 Cases
 July 2024 **Contract Enforcement Department** = 127 Cases
 August 2024 **Contract Enforcement Department** = 135 Cases

Case Breakdown as of August 30, 2024

Group Grievances = 40 cases

Individual Grievances = 9 cases

Disciplines (Civil Service/Personnel Board) = 41

Special Projects = 16

Arbitrations in process = 29

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

Motion C: Approval of Revisions to the MRC/CED Appeal Panel Hearing Policy

Motion was moved, seconded, and passed as presented.

Membership Growth & New Member Experience Presentation – Alicia Aleman

SEIU Local 521 Membership Trend

2020 – 35,143 members

2021 – 33,545 members

2022 – 32,117 members

2023 – 32,397 members

2024 – 35,170 members

SEIU Local 521 2024 Membership Strength

5,445 new signups

1,114 Membership Growth

35,170 Membership Strength

64.2% Membership Density

Childcare Chapter 2024 Membership Growth:

598 New Members

Membership Strength: 5,473 Union Members

Membership Density: 25.9%

55.2% COPE Contributors

Child Care Providers United Update – Patricia Moran

CCPU Updates 2024

- **Nation's First Retirement Fund now in effect**
- **Upcoming CCPU Contract Negotiations – September 13, 2023 through July 1, 2025**

Growing our team leaders

- **CAT Training in all regions**
- **Leader roles**
- **Facilitators, HV, phone banking, enrolling providers Healthcare Fund, utilizing CCPU Training Fund for ECE (Early Childhood Education)**

Elections CCPU Present

- **Ready to phone bank, canvassing, attend political events. . . WE MUST be present!**

Exciting News

Alameda Measure C

- **Imposing a 20-year transactions & use tax for children’s trauma center, providing child care, preschool, & early education services.**
- **\$560 million is in the Measure C account currently**
- **\$448.7 million (80%) will be destined to childcare, preschool, and early education**
- **\$112 million (20%) will be destined for the Pediatric Health Care Account**
- **Projected annual revenue is \$154 million**

More to Come . . .

Anti-Racist Organization, (ARO) – Plan to Support our Priorities and Make Our Local Anti-Racist – Mullissa Willette

SEIU 521 2024 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. Local wide Next Generation Contract campaign program**
- 5. Continue to engage members in every campaign**
- 6. Digital Engagement/outreach**
- 7. Continue limit drops**
- 8. Grow our union –Organize thousands of clinic workers into SEIU 521 as part of statewide SEIU FQHC’s.**
- 9. Growing Central Valley Power**
- 10. Robust Retiree Engagement Program**
- 11. Continue to build Community and Political Power**
- 12. Prioritize Local wide Representational Excellence-Implementation.**
- 13. Continue becoming an anti-racist organization**
- 14. Continue to fight for health and safety of essential workers and investment in public health and safety**

President Mullissa reported that the political climate is moving toward Anti-Racist in local Junior Colleges in the area. More Child Care providers are able to be credentialed in Early Childhood Education because more classes and teachers are being provided to teach the necessary classes for credentialing.

Political Report: Adam Urrutia and Yvette Carreon

The General Presidential Election is Tuesday, November 5, 2024. Yvette Carreon reported that the deficit State Budget is an issue for working families and others.

COPE Contributions

	# of Contributors	% of Members
4 th quarter 2023	8,426	21.6%
1 st quarter 2024	8,687	22.0%
2 nd quarter 2024	8,975	22.4%

3 rd quarter 2024	9,291	22.9%
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Candidates backed by SEIU 521 were mentioned.
 Presidential Election Work.

Weekend Warrior Program – Phoenix 10/11-13, Las Vegas 10/18-20, Reno 10/18-20, Las Vegas 10/25-27.

Virtual Phone Banking – Tuesday-Thursday 5:30-8:00.

Relational on Impactive: Mobile App

Friends and family messaging

Canvassing assigned list

Contract Campaign Updates

Contract Campaign in Full Swing:

- **Santa Clara County Office of Education**
- **Salud Para La Gente**
- **San Mateo County**
- **Kern County**

Recent TA Ratifications

- **Monterey County**
- **City of San Mateo**
- **Santa Cruz County**
- **Cupertino Union School District**

Union Events:

- **August 10 – Make a Circle -Documentary Screening in San Jose**
- **September 19 Election Kick-off Couch Party**

NEW BUSINESS:

1. **Motion D: Recommendation for ChildCare members working in Alameda and San Joaquin Counties and the 2025 Localwide Election for Officers, Trustees and Executive Board Delegates**

Motion: To comply with legal requirements and to guarantee rights for ChildCare members within SEIU Local 521, ChildCare members who work in Alameda County shall be integrated into Region1, and those who work in San Joaquin County shall be integrated into Region 3, in all respects.

Motion was moved, seconded, and passed as presented.

2. **Motion E: Recommendations relating to the 2025 Localwide Election for Officers, Trustees, and Executive Board Delegates.**

Motion: To concur with the President's appointments of the following members to the Election Committee for the 2024/2025 Localwide Executive Board Election for Officers, Trustees and Executive Board Delegates:

1. Dan Good Santa Clara County Chapter
2. Vaughn Flaming, Chair of Election Committee and member of Santa Clara County Chapter
3. Shannon Wise from CCLS Chapter in Region 4
4. Marin Chavez, Kern County Chapter
5. Javier Mandal, Kern County Chapter

Motion was moved, seconded, and passed as presented.

3. **Motion F: SEIU 521 LocalWide Bylaws Amendments**

Background: Approve recommended SEIU521 Bylaw revisions and authorize vote of membership pursuant to Article XV, Section 2, for the January 2025 Executive Board election.

Pursuant to Article XV, Section 2, which states:

“A vote on a proposed amendment to these bylaws will be scheduled by the Executive Board for the next feasible regular or special membership election, after such proposed amendment is recommended by a two-thirds (2/3) vote of the executive Board or a petition in favor of a proposed amendment with valid signatures of ten percent (10%) of Local members is submitted to the President. Validation of petition signatures will be completed within thirty (30) days of submission.”

The proposed revisions to

- Preamble, Article II-Jurisdiction,
- Article IV-Member Bill of Rights and Responsibilities in the Union and the Workplace & Code of Ethics,
- Article VI-Membership and Member Rights, Section 5-Associate Members,
- Article VIII-Election, Recall and Replacement of Localwide Officers, Executive Board Delegates and Trustees, Section 3-Qualification of Candidates and Section 8-Campaigning,
- Article IX-Officers, Section 8-Regional Vice Presidents,
- Article X-Executive Board, Section 4-Small Chapter Executive Board Delegates “Composite Jurisdictions”, and Section 10-Committee on Political Education (COPE), Article XII-Guidelines for Chapter Governance, Section 2-Chapter/Employer, and
- Appendix #4-SEIU Code of Ethics and Conflict of Interest Policy

are submitted for approval by the Executive Board. The Executive Board Bylaws Sub Committee met in September 2024 to review proposed local-wide bylaw revisions. The revisions are necessary and recommended by our legal counsel Kerianne Steele, Esq. and concurred by the committee. The Executive Board Bylaws Sub Committee recommends that the Executive Board approve the revisions and be moved for a vote of the membership during the upcoming 2025 Executive Board Election, as required under Article XV, Section 2.

Motion : To approve as presented the motion on the SEIU 521 LocalWide Bylaws Amendments.

Motion was moved, seconded, and passed as presented.

4. **Motion G: Recommendation Related to the 2025 LocalWide Election for Officers, Trustees and Executive Board Delegates**

Motion: To concur with the recommendations of the Officers on the selection of UniLect as the vendor for the SEIU Local 521 LocalWide Officers, Executive Board Delegates and Trustees Election in 2025 for an amount equal to \$201,662 plus the

cost of postage; some portion of which may be paid in 2024, with the balance to be paid in 2025.

Motion was moved, seconded, and passed as presented

INFORMATIONAL ITEMS:

1. Staffing Report – Riko Mendez reported. There are a couple openings in representative positions in Fresno and a new coordinator position in Santa Clara.
2. Update on Localwide Election preparations – The mailer notice of the election has gone out in English and Spanish. Petition forms are in the works.
3. 2024 Executive Board and Officers Meetings Schedule
4. 2024 Budget for New Normal Funds
5. PAC Report

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

1. Caucus written Reports –AFRAM San Jose, AFRAM Fresno, API Fresno, Native American Indian Fresno, PWD Fresno, and the SEJ Committee were in the packet.
2. Other Oral Reports – none.

NEXT EXECUTIVE BOARD MEETING – Next Executive Board Meeting is scheduled for Saturday, December 7, 2024. Currently Open Forum is scheduled to begin at 9:30. Location is undecided.

ADJOURNMENT: Moved; seconded; passed for adjournment of the Executive Board Meeting of September 28,2024 at 4:13pm.

RM : kns SEIU 521 CTW/CLC

SEIU Local 521 Executive Board Meeting Motion

*** Motion Letter: B**

Date: March 29, 2025

Motion Title: Political Consent Agenda - (pages 57-58)

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 – \$4000 contribution for MBCLC Labor Awards Dinner 2025 from Candidates PAC – (page -59)

Motion B/2 – Contribution of \$2,000 to Claudia Cazares for Fresno Unified Truste Area 6 from Candidate PAC – (page -60)

Motion B/3 – Contribute \$500 from Candidates PAC to Kings-Tulare Counties Central Committees – (page -61)

Motion B/4 – Motion for \$2,000.00 for Luis Alejo for Monterey County Board of Supervisors District 1 from Candidates PAC – (page -62)

Motion B/5 – to Endorse City of Santa Cruz Workforce Housing Solutions Act 2025 – (page -63)

Motion B/6 - Contribute \$5000.00 to the City of Santa Cruz Workforce Housing Solutions Act from Issues PAC – (page -64)

Motion B/7 - Endorse and Contribution of \$1,200.00 to Barbara Lee for Mayor of Oakland from the Candidates PAC – (page -65)

Motion B/8 - To contribute \$2,500 to paydown Nikki Fortunato-Bas campaign debt from the Candidate PAC – (page -66)

Motion B/9 - United Farm Workers San Francisco Reception \$5,000 from the Issues PAC – (page -67-71)

Motion B/10 - Endorse David Campos for CA Democratic Party Vice Chair and to contribute \$10,000 from the Candidates PAC – (page -72)

Follow Up:

*** Motion Letter: B**

Date: March 29, 2025

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

March 29, 2025

Motion Title: Motion for \$4000 contribution for MBCLC Labor Awards Dinner 2025 from Candidates PAC

Recommended By: Monterey COPE

Date: 3/14/25

Background: The Monterey Bay Central Labor Council is hosting their annual Labor Awards Dinner on April 25th in Monterey. Members voted to contribute \$4000 to secure up to 20 seats for Santa Cruz, Monterey, and CCPU members to attend the dinner.

Motion: To allocate the following amounts from our Candidates political action committee:

#	County/City	Title	Amount	PAC
1	Monterey County	Committee Name: MBCLC COPE FPPC #: 841975 Committee Address: 931 E. Market St, Salinas, CA 93905	\$4000.00	Candidates

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/2

Date: March 29, 2025

Motion Title: Contribution of \$2,000 to Claudia Cazares for Fresno Unified Truste Area 6 from Candidate PAC

Recommended By: Fresno COPE

Background: Claudia Cazares is the incumbent for Fresno Unified School District, Trustee Area 6 and has been elected to this position since 2018. In the past election, SEIU 521 endorsed Dan Bordona for this seat and he lost the seat by 16 votes. Since the election SEIU 521 members have been working with Cazares on several issues that are affecting our chapters from FUSD, FASTA, and First Student.

Our members meet with Trustee Cazares on January 29th and discuss the future of Fresno Unified and the issues our members are facing. She was very attentive and listened to the members' concerns. Trustee Cazares invited our members to her fundraiser event on Jan. 30th. FUSD, FASTA, and First Student members attended the fundraiser and have recommended a contribution of \$2,000 to her fundraising efforts.

Motion: Contribution of \$2,000 to Claudia Cazares for Fresno Unified Truste Area 6 from Candidate PAC

Follow Up:

Claudia Cazares for Fresno Unified Truste Area 6
FPPC #: 1378611
PO Box 25871
Fresno, CA 93729

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/3

Date: March 29,2025

Motion Title: Contribute \$500 from Candidates PAC to Kings-Tulare Counties Central Committees

Recommended By: Tulare COPE

Date: 3/12/2025

Background:

Tulare County COPE activists would like to contribute to the Kings-Tulare Counties Democratic Central Committees joint fundraiser. These central committees have been fighting to elect pro-union candidates in their respective counties. They have recruited challengers to anti-labor County Supervisors and in supporting successful pro-labor candidates for local office in the cities of Visalia, Lindsay, and Tulare, and in the Visalia Unified School District. All of these are potential feeder offices for future candidates for County Supervisor and State Legislature. Local 521 members were invited to attend the Democratic Central Committees dinner, which took place on 3/8/25.

Motion: To contribute \$500 from Candidates PAC to Kings-Tulare Counties Central Committees

Kings County Democratic Central Committee
P.O. Box 2500, Visalia, CA 93279
FPPC#931318

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/4

Date: March 29, 2025

Motion Title: Motion for \$2000.00 for Luis Alejo for Monterey County Board of Supervisors District 1 from Candidates PAC

Recommended By: Monterey COPE

Date: 3/13/25

Background: Monterey County District 1 Supervisor Luis Alejo has been a longstanding ally for SEIU 521 members for years. Every year he has a fundraiser for his birthday in March and we have a consistent history of contributing as a sign of our working relationship. Members voted unanimously to contribute the suggested maximum of \$2000.00 to Supervisor Alejo's 2025 birthday fundraiser.

As a note, Supervisor Alejo has closed his 2024 PAC and only has his 2028 PAC open, which is functioning like an officeholder committee. Members have endorsed Supervisor Alejo for every election he's run for but will not consider 2028 endorsements until that time. Although members have not yet endorsed Supervisor Alejo for 2028, this is the only way we can contribute to his birthday fundraiser and indicate the strength of our relationship at this time. This motion does not constitute an endorsement.

Motion: To allocate the following amounts from our Candidates political action committee:

#	County/City	Title	Amount	PAC
1	Monterey County	Committee Name: Alejo for Supervisor 2028 FPPC #: 1468923 Committee Address: 210 E. Curtis St, Salinas, CA 93906	\$2000.00	Candidates

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/5

Date: March 29, 2025

Motion Title: Motion to Endorse City of Santa Cruz Workforce Housing Solutions Act 2025

Recommended By: Santa Cruz COPE

Date: 3/27/2025

Background: On 3/27, SEIU 521 members in Santa Cruz met to consider endorsement of the City of Santa Cruz Workforce Housing Solutions Act being proposed for the November 2025 ballot. The ballot measure committee is currently collecting signatures to put the measure on the ballot, and the measure's committee consists of previously-endorsed Mayor Fred Keeley as well as a number of community leaders with whom SEIU 521 has a good working relationship. These community allies asked SEIU 521 to consider endorsing & contributing to the measure in order to boost their ability to successfully gather signatures by their May 2025 deadline.

After careful consideration, members voted to endorse the measure in order to increase the supply of workforce housing in Santa Cruz. Affordable housing has been a major issue for Santa Cruz members for years and members recognized the value of this measure in supporting not just themselves but all working class people in Santa Cruz.

Motion: To endorse the City of Santa Cruz Workforce Housing Solutions Act

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/6

Date: March 29, 2025

Motion Title: Motion for \$5000.00 Contribution to City of Santa Cruz Workforce Housing Solutions Act from Issues PAC

Recommended By: Santa Cruz COPE

Date: 3/27/2025

Background: On 3/27, SEIU 521 members in Santa Cruz met to consider endorsement of the City of Santa Cruz Workforce Housing Solutions Act being proposed for the November 2025 ballot. The ballot measure committee is currently collecting signatures to put the measure on the ballot, and the measure’s committee consists of previously-endorsed Mayor Fred Keeley as well as a number of community leaders with whom SEIU 521 has a good working relationship. These community allies asked SEIU 521 to consider endorsing & contributing to the measure in order to boost their ability to successfully gather signatures by their May 2025 deadline.

After careful consideration, members voted to endorse the measure in order to increase the supply of workforce housing in Santa Cruz. Affordable housing has been a major issue for Santa Cruz members for years and members recognized the value of this measure in supporting not just themselves but all working class people in Santa Cruz.

COPE members then voted to contribute \$5000.00 from the Issues PAC in order to support the signature gathering efforts.

Motion: To allocate the following amounts from our Issues political action committee:

#	County/City	Title	Amount	PAC
1	City of Santa Cruz	Committee Name: Yes to Affordable Housing FPPC #: 1477413 Committee Address: P.O BOX 84, Santa Cruz, CA 95063	\$5000.00	Issues

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/7

Date: March 29, 2025

Motion Title: Endorse and Contribution of \$1,200.00 to Barbara Lee for Mayor of Oakland from the Candidates PAC.

Recommended By: East Bay COPE

Date: 2/28/25

Background: Childcare providers in Alameda County have been watching carefully the race for the Mayorship of Oakland and want to ensure a labor champion such as Barbara Lee is elected. The current race has over 9 candidates in the running and our childcare providers want to ensure that we can support Barbara Lee.

Additionally, Lee has earned the support of directly impacted unions such as IFPTE Local 21 and SEIU 1021 and our members want to ensure we can also stand with labor unions across the city.

The East Bay COPE recommends an endorsement of Barbara Lee and a \$1,200 contribution to the Barbara Lee campaign for voter outreach.

Motion: To endorse Barbara Lee for Oakland Mayor and contribute \$1,200 from the Candidates PAC

Oakland for Mayor 2025 FPPC # 1477668
1200 Broadway
Oakland, CA 94612

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/8

Date: March 29, 2025

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

Recommended By: East Bay COPE

Date: 2/28/25

Background: Supervisor Nikki Fortunato-Bas was just elected in November 2024 to the Alameda County Board of Supervisors after a tough campaign where she won by a couple hundred votes. She has been a committed champion of worker rights throughout her time on the Oakland City Council and is now working hard to bring labor values to the Alameda County Board of Supervisors.

This seat and the entire Board of Supervisors is crucial to ensuring vital wins for the childcare provider members that live and work in the County. With the current implementation of Measure C (passed in 2020), we will need allies on the Board to ensure that family childcare providers are at the decision-making table about these very important public dollars.

Nikki is the newly appointed County liaison to First 5 Alameda County and we need to ensure she advocates on behalf of family childcare providers.

The East Bay COPE recommends a \$2,500 campaign contribution to help Nikki pay down her campaign debt.

Motion: To contribute \$2,500 to Nikki Fortunato-Bas from the Candidates PAC

Make checks payable to:
Nikki F Bas for Supervisor 2024 FPPC # 1465054
371 Lakeport Blvd #391
Lakeport, CA 95453

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 Meeting Motion

Motion Letter: B/9

Date: February 29, 2025

Motion Title: United Farm Workers San Francisco Reception \$5,000 from the Issues PAC

Recommended By: Riko Mendez, Chief Elected Officer

Background: Sponsorship for the UFW San Francisco Reception where we celebrate organizing victories for the UFW. This year, Riko Mendez is joining labor leaders and staff from like SEIU-UHW, SEIU Local 2015, ILWU, Unite Here 2, INEW 617, CAAA and NUHW in being part of the host committee for this event which will take place on May 29, 2025, at the Delancey Street Foundation.

This year the UFW is celebrating organizing victories, thanks to new law that protects farm worker safety, at DiMare Tomato in Modesto and Ho Sai Gai in Kern County. They are also celebrating a contract agreement with A.V. Thomas where they reached a 3-year agreement for 1200 sweet potato workers in Madera County.

SEIU Local 521 is proud to once again support and attend this event with Teresa Romero, the UFW President will also be in attendance and speak about upcoming organizing and political work.

This motion is to sponsor the event at the Silver Eagle level where we will have a full page, color add, 5 guests at the reception and placement in the UFW Gala Commemorative Journal. Payment to be mailed within thirty (30) days of the Executive Board Approval.

Motion B/9: To approve the expenditure of \$5000 to sponsor at the Silver Eagle Level for the May 29, 2025, UFW Annual UFW San Francisco Reception from the Issue PAC.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures



United Farm Workers San Francisco Reception



February 2025

Dear Friend,

Please join the UFW and support the UFW at our Annual Reception in San Francisco on **Thursday, May 29, 2025. The Reception will be held at the Delancey Street Foundation, 600 The Embarcadero, SF at 5 pm.** The Program will begin at 6:30 pm. Please see the return form.

The organizing law that protects farm worker safety works. We now have contracts at DiMare Tomato in Modesto and Ho Sai Gai (Chinese Vegetables) in Kern County.

We are excited to celebrate a huge organizing victory. The farm workers at A.V. Thomas now have a three year agreement with 1,200 sweet potato workers in Madera County! A.V. Thomas is the 2nd largest sweet potato company in the United States. The farm worker leaders will join us at the UFW Reception.

UFW President Teresa Romero will be speaking about UFW organizing and political work needed to protect the new organizing law.

The United Farm Workers is composed of immigrant workers. Many farm workers throughout California are now under threat from the current anti-worker administration in Washington, DC.

Together we look forward to working with you to overcome all obstacles. Please join us at the UFW 2025 San Francisco Reception. We can protect farm workers and do the political and legal work needed to move forward.

We can always count on the labor movement in Northern California. Please join us at this reception. As Cesar Chavez said "Together all things are possible".

¡Si Se Puede!

Irv Hershenbaum,

UFW First VP

661-661-6270

Irvhershenbaum@hotmail.com





CHAIR
Teresa Romero
President, United Farm Workers



CO-CHAIRS

Michael Avant Jr.
President, AFSCME 3299

Kieth Brown
Executive Secretary-Treasurer, Alameda Labor Council

Lorena Gonzalez
President, California Labor Federation of Labor Unions

Kim Tavaglione
Executive Director, San Francisco Labor Council

HOST COMMITTEE

Hortencia Armendariz, *Healthcare Justice Director, SEIU-UHW*

Arnulfo De La Cruz, *President, SEIU 2015*

Riko Mendez, *Chief Elected Officer, SEIU 521*

Robert "Bobby" Olvera Jr., *President, ILWU*

Sal Rosselli, *President Emeritus, National Union of Healthcare Workers*

Anand Singh, *President, Unite Here Local 2*

Deacon Ruben Solorio, *President and CEO, Center for Employment Training*

Scott Wein, *Business Manager/ Financial Secretary, IBEW Local 617*

Diane Worley, *Executive Director, CAAA*

¡Si Se Puede![®]

"Together, all things are possible." - Cesar E. Chavez

Sponsorship Opportunities

Diamond Eagle Sponsor \$25,000

- Full page, color, ad.
- 15 guests at UFW Reception.
- Placement in Diamond Sponsor Section in the UFW Gala Commemorative Journal, Los Angeles.

Gold Eagle Sponsor \$10,000

- Full page, color, ad.
- 10 guests at UFW Reception.
- Placement in Gold Sponsor Section in the UFW Gala Commemorative Journal, Los Angeles.

Silver Eagle Sponsor \$5,000

- Full page, color, ad.
- 5 guests at UFW Reception.
- Placement in Silver Sponsor Section in the UFW Gala Commemorative Journal, Los Angeles.

Black Eagle Sponsor \$2,500

- Half page, color, ad.
- 3 guests at UFW Reception.
- Listing in Black Eagle Section in the UFW Gala Commemorative Journal, Los Angeles.

Bronze Eagle Sponsor \$1,000

- Business card, color, ad.
- 2 guests at UFW Reception.
- Listing in Bronze Eagle Section in the UFW Gala Commemorative Journal, Los Angeles.

Individual Sponsor \$500 (per seat)

- 1 guest at UFW Reception.



Thursday, May 29, 2025

5:00pm to 8:00pm

Delancey Street Foundation

600 Embarcadero

San Francisco, CA 94107

Please return this form to indicate your sponsorship level.

- Yes, please count on me to support the UFW Annual UFW San Francisco Reception.
- Payment enclosed (Please make check payable to):
United Farm Workers
Attn: Teresa Romero, UFW President
P.O. Box 62
Keene, CA 93531

Please indicate your sponsorship level:

- Diamond Eagle Sponsor \$25,000
- Gold Eagle Sponsor \$10,000
- Silver Eagle Sponsor \$ 5,000
- Black Eagle Sponsor \$ 2,500
- Bronze Eagle Sponsor \$ 1,000
- Individual Sponsor \$ 500
- I am unable to attend, but wish to make a contribution in the amount of \$_____

Sponsor Name: _____

Contact Name: _____

Organization: _____

Address: _____

City, State, Zip: _____

Phone: _____ Ext: _____

e-mail: _____

Visa Mastercard AMEX Discover

Credit Card Number: _____

Expiration Date: _____ Security Code: _____

Signature: _____

Date: _____

Full Page Ad

starting with Silver Eagle Sponsorship

Max Image Area = 8.5 x 11 inches

\$5,000



Business Card Ad

with Bronze Eagle Sponsorship

Max Image Area = 4.25 x 2.5 inches

\$1,000

1/2 Page Horizontal Ad

with Black Eagle Sponsorship

Max Image Area = 8.5 x 5.5 inches

\$2,500

- 1) Make checks payable to **United Farm Workers**
- 2) Please indicate the ad you want and send a copy to:

United Farm Workers
Attn: Teresa Romero, UFW President
P.O. Box 62
Keene, CA 93531-0062

All Ad
Artwork
Needed by
NOVEMBER
21st
2025

Please send the art for your ad to Justin Watkins at jwatkins@ufw.org

SEIU Local 521 Executive Board Motion

Motion Letter: B/10

Date: March 29, 2025

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

Recommended By: Chief Elected Officer Riko Mendez

Date: 3/29/2025

Background:

David Campos is the current Vice Chair of the California Democratic Party. He is a formerly undocumented youth who has dedicated his professional life to fighting for workers and the values of the Labor movement. During his tenure on the San Francisco Board of Supervisors, he was the go-to Supervisor on the critical issues facing the Labor movement. He was unafraid to work with Labor to take on then Mayors Newsom and Lee and the restaurant industry when they tried to water down universal healthcare in San Francisco. He fought alongside SEIU 1021 to make sure the lowest paid workers got a fair contract in that city. As a Deputy County Executive in Santa Clara County, he worked with the South Bay Labor Council to establish the first county Office of Labor Standards Enforcement in the country to fight rampant wage theft. As an officer in the California Democratic Party he has worked to appoint labor representatives to key committees and positions in the Democratic Party. He's the son of a janitor who believes that we as a society should be defined by how those who have the least are doing. Protecting workers and listening to Labor will be a top priority for him as Vice Chair of the California Democratic Party.

Motion: To endorse David Campos for CA Democratic Party Vice Chair and to contribute \$10,000 from the Candidates PAC

David Campos for CDP Vice Chair 2025
C/O S.E. Owens & Company
312 Clay Street, Suite 300
Oakland, CA 94607

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

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 Executive Board Motion

Item Letter: C

Date: March 29, 2025

Motion Title: Consent Agenda for Financial Statements

Recommended By: Riko Mendez, Chief Elected Officer; and Kate Selover Localwide Treasurer

- 2025 Approved General Fund - (page – 73) and Organizing Budgets - (page – 74)

The Following Reports have been placed on the CONSENT AGENDA for approval/confirmation without discussion. If you wish discussion, pull the report from the CONSENT AGENDA:

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

January 2025 Financials

- Bank Balances – **January 2025** - (DOCUMENT 1A) - (pages – 76)
- Income Statement – **January 2025** - (DOCUMENT 2A) - (pages –77)
- Organizing Income – **January 2025** - (DOCUMENT 3) - (pages –78)
- Dues Receipts – **January 2025** - (DOCUMENT 4) - (pages 79–81)
- Per Capita Report – **January 2025** - (DOCUMENT 5) - (pages 82-84)
- COPE Report – **January 2025** - (DOCUMENT 8) - (pages –85)

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

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521
Bank Balances
as of 1/31/25

DISCRETIONARY SAVINGS					
ITEMS	ACCOUNT NAME	Bank	Available as of 12/31/24	+/- Reason	Available as of 1/31/25
1	Contingency	Bank of The West #18986	677,664.96		680,558.54
2	Strike	Bank of The West #18978	1,748,268.42	+\$0.30 per capita	1,759,427.79
3	Capital	Bank of The West # 28667	747,347.87	\$10,000 per month	762,728.07
4	Building	Bank of The West # 28733	745,673.97	\$10,000 per month	758,897.89
5	Legal Defense	Bank of The West # 28691	665,328.85	+\$0.15 per capita, - motions to cover pending lawsuit	672,328.96
6	Good & Welfare	Bank of The West #28758	67,207.58		67,494.55
			\$ 4,651,491.65		\$ 4,701,435.80

POLITICAL					
7	PAC - Independent Expenditure	Wells Fargo Bank - Olson	27,571.54	Olson Statement Reconciled as of 1/31/25	27,571.54
8	PAC - Candidates	Wells Fargo Bank - Olson	129,659.84	Olson Statement Reconciled as of 1/31/25	125,423.09
9	PAC - Issues	Wells Fargo Bank - Olson	42,379.10	Olson Statement Reconciled as of 1/31/25	36,352.35
			\$ 199,610.48		\$ 189,346.98

MANDATORY SAVINGS					
10	Organizing	Bank of The West #18895	7,958,137.72		7,990,734.58
11	Agency Fee	Bank of The West #18960	36,498.19		36,654.03
			\$ 7,994,635.91		\$ 8,027,388.61

UNFUNDED RESERVES & LIABILITES					
12	Cervantes Scholarship	Unfunded Reserve	33,131.04	+\$1250 / mon	36,381.04
13	Accrued Vacation for General Fund	Liabilities	1,904,666.85		1,859,882.80
			\$ 1,937,797.89		

	A	B	C	D	E	F	G
1	SEIU LOCAL 521						
2	Income Statement - Current and YTD						
3	For the One Month Ending Friday, January 31, 2025						
4							
5		Jan				Y-T-D	
6		Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
7							
8	GENERAL FUND INCOME						
9	DUES RECEIPTS	3,145,833	3,535,813	389,980	3,145,833	3,535,813	389,980
14	OTHER INCOME	116,077	107,531	(8,546)	116,077	107,531	(8,546)
15							
16	TOTAL GENERAL FUND INCOME	3,261,910	3,643,344	381,434	3,261,910	3,643,344	381,434
17							
18	GENERAL FUND EXPENSES						
19							
20	ORGANIZING OFFSET	512,014	512,014	-	512,014	512,014	-
21							
34	SALARIES	867,854	877,332	(9,478)	867,854	877,332	(9,478)
48	PAYROLL RELATED	716,948	853,415	(136,467)	716,948	853,415	(136,467)
57	MISCELLANEOUS	12,693	12,613	80	12,693	12,613	80
63	ARBITRATIONS & LEGAL	70,655	85,286	(14,631)	70,655	85,286	(14,631)
73	FACILITIES	136,159	107,538	28,621	136,159	107,538	28,621
83	ADMINISTRATIVE - OFFICES	40,213	36,648	3,565	40,213	36,648	3,565
91	INFORMATION TECHNOLOGY	47,750	45,032	2,718	47,750	45,032	2,718
100	COMMUNICATIONS	93,615	159,215	(65,600)	93,615	159,215	(65,600)
108	GENERAL GOVERNANCE MEETING & TRAINING	10,600	5,707	4,893	10,600	5,707	4,893
114	MEMBER & LEADER EDUCATION & TRAINING	256	-	256	256	-	256
122	POLITICAL/SOCIAL INVOLVEMENT	23,346	77,587	(54,241)	23,346	77,587	(54,241)
126	SOCIAL & ECONOMIC JUSTICE	7,125	1,246	5,879	7,125	1,246	5,879
132	MEMBER INVOLEMENT	10,416	26,700	(16,284)	10,416	26,700	(16,284)
138	NEGOTIATIONS	11,835	7,606	4,229	11,835	7,606	4,229
144	MEETINGS & EVENTS	2,916	92,525	(89,609)	2,916	92,525	(89,609)
159	REPRESENTATIVE DUES	585,759	616,035	(30,276)	585,759	616,035	(30,276)
160	TOTAL GENERAL FUND EXPENSES	3,150,154	3,516,499	(366,341)	3,150,154	3,516,499	(366,341)
161							
162	TOTAL INCOME LESS TOTAL EXPENSES	111,756	126,845	15,089	111,756	126,845	15,089
163							
166	VOLUNTARY TRANSFERS	10,000	10,000	-	10,000	10,000	-
167	TOTAL INCOME LESS EXPENSES & TRANSFERS	101,756	116,845	15,089	101,756	116,845	15,089

	A	B	C	D	E	F	G
1	SEIU LOCAL 521						
2	Organizing						
3	Income Statement						
4	For the One Month Ending Friday, January 31, 2025						
5							
6		Jan				Y-T-D	
7		Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
8							
9	BUDGET FROM GENERAL FUND	512,014	512,014	-	512,014	512,014	-
10							
11	EXPENSES						
12	Legal - Org	16,667	10,567	6,100	16,667	10,567	(6,099)
13	Arbitration - Org	4,167	-	4,167	4,167	-	4,167
14	Salaries - Organizing	196,077	126,688	69,389	196,077	126,688	69,389
15	Workers Comp. Insurance Exp - Org	1,352	-	1,352	1,352	-	1,352
16	Payroll Tax Exp - Org	11,646	11,122	524	11,646	11,122	524
17	Employee Benefits Exp - Org	72,283	71,151	1,132	72,283	71,151	1,132
18	Pension Plan Exp - Org	41,176	24,677	16,499	41,176	24,677	16,499
19	401k Matching Exp - Org	8,497	2,762	5,735	8,497	2,762	5,735
20	Cash Outs - Org	907	7,240	(6,333)	907	7,240	(6,333)
21	Training Exp - Org	333	-	333	333	-	333
22	Mileage Reimbursement Exp - Org	2,700	799	1,901	2,700	799	1,901
23	Vehicle Exp - Org	833	-	833	833	-	833
24	Telephone Exp - Org	1,223	-	1,223	1,223	-	1,223
25	Office Supplies Exp - Org	2,917	9,370	(6,453)	2,917	9,370	(6,453)
26	Printing Exp - Org	333	-	333	333	-	333
27	Communication Cost Exp - Org	5,911	-	5,911	5,911	-	5,911
28	Translation Exp - Org	1,852	-	1,852	1,852	-	1,852
29	Computer Database Services Exp - Org	821	-	821	821	-	821
30	Professional Fee Exp - Org	13,010	300	12,710	13,010	300	12,710
31	Subscriptions Exp - Org	83	-	83	83	-	83
32	Travel Exp - Org	15,792	466	15,326	15,792	466	15,326
33	Conference Exp - Org (and Quarterly Retreats)	2,083	-	2,083	2,083	-	2,083
34	Rally / Bus Rental Exp - Org	29,167	-	29,167	29,167	-	29,167
35	Memorabilia / Give Away Exp - Org	2,083	-	2,083	2,083	-	2,083
36	Meeting Exp - Org	2,130	-	2,130	2,130	-	2,130
37	Donation Exp - Org	-	25,000	(25,000)	-	25,000	(25,000)
38	SEIU Int'l Share Cost	36,458	-	36,458	36,458	-	36,458
39							
40	TOTAL ORGANIZING EXPENSES	470,501	290,142	180,359	470,501	290,142	180,359
41							
42	NET INCOME	41,513	221,872	180,359	41,513	221,872	180,359
43							

	A	B	C	D	E	F	G
1	SEIU LOCAL 521						
2	Dues Receipts						
3	For the One Month Ending Friday, January 31, 2025						
4							
5		Jan			Y-T-D		
6		Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
7	Region 1						
8	Achievekids	4,998	5,383	385	4,998	5,383	385
9	Campbell Union High School District	5,815	-	(5,815)	5,815	-	(5,815)
10	City of East Palo Alto	3,366	4,066	700	3,366	4,066	700
11	City of Menlo Park	10,337	9,098	(1,239)	10,337	9,098	(1,239)
12	City of Mountain View	16,892	23,645	6,753	16,892	23,645	6,753
13	City of Palo Alto	57,231	52,698	(4,533)	57,231	52,698	(4,533)
14	City of Redwood City	24,790	22,465	(2,325)	24,790	22,465	(2,325)
15	City of San Mateo	12,185	16,543	4,359	12,185	16,543	4,359
16	City of Sunnyvale	1,389	1,349	(40)	1,389	1,349	(40)
17	Community Solutions	22,092	21,761	(332)	22,092	21,761	(332)
18	County - San Mateo	111,593	111,071	(522)	111,593	111,071	(522)
19	County - Santa Clara	1,069,211	1,425,204	355,993	1,069,211	1,425,204	355,993
20	Court - San Mateo County	15,653	14,452	(1,201)	15,653	14,452	(1,201)
21	Court - Santa Clara County	3,872	4,101	229	3,872	4,101	229
22	Cupertino Union School District	14,376	-	(14,376)	14,376	-	(14,376)
23	First 5 Santa Clara County	4,434	5,893	1,459	4,434	5,893	1,459
24	Gardner Family Care Corporation	16,558	16,095	(462)	16,558	16,095	(462)
25	Hope Services	4,153	6,519	2,366	4,153	6,519	2,366
26	Housing Authority of the County of Santa Clara	4,723	6,638	1,916	4,723	6,638	1,916
27	Humane Society of Silicon Valley	2,669	4,976	2,307	2,669	4,976	2,307
28	Law Foundation of Silicon Valley	4,405	5,630	1,225	4,405	5,630	1,225
29	Momentum for Health	27,804	26,626	(1,178)	27,804	26,626	(1,178)
30	Orchard School District	2,298	2,317	18	2,298	2,317	18
31	Peninsula Jewish Community Center	3,126	-	(3,126)	3,126	-	(3,126)
32	Rebekah Children's Services	3,858	5,526	1,668	3,858	5,526	1,668
33	Sacred Heart Community Service	2,291	2,558	267	2,291	2,558	267
34	San Andreas Regional Center	31,939	57,421	25,482	31,939	57,421	25,482
35	Santa Clara COE	61,566	68,824	7,258	61,566	68,824	7,258
36	Santa Clara Family Health Plan	11,966	16,433	4,467	11,966	16,433	4,467
37	Santa Clara Valley Transportation Authority	26,308	29,433	3,125	26,308	29,433	3,125
38	Starlight Community Services	4,524	9,823	5,298	4,524	9,823	5,298
39							
40	Total Region 1	1,586,421	1,976,547	390,126	1,586,421	1,976,547	390,126
41							
42	Region 2						
43	CHISPA Housing Management Inc	2,769	5,232	2,463	2,769	5,232	2,463
44	City of Greenfield	1,946	-	(1,946)	1,946	-	(1,946)
45	City of Hollister	3,770	3,840	71	3,770	3,840	71
46	City of King City	862	953	91	862	953	91
47	City of Salinas	16,166	22,943	6,777	16,166	22,943	6,777
48	City of Santa Cruz	33,157	29,644	(3,513)	33,157	29,644	(3,513)
49	City of Scotts Valley	542	642	100	542	642	100
50	City of Soledad	3,179	2,695	(483)	3,179	2,695	(483)
51	City of Watsonville	2,060	2,925	865	2,060	2,925	865
52	Community Bridges	5,916	6,494	578	5,916	6,494	578

	A	B	C	D	E	F	G
1	SEIU LOCAL 521						
2	Dues Receipts						
3	For the One Month Ending Friday, January 31, 2025						
4							
5		Jan			Y-T-D		
6		Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
53	County - Monterey	215,164	213,639	(1,525)	215,164	213,639	(1,525)
54	County - San Benito	17,106	16,173	(933)	17,106	16,173	(933)
55	County - Santa Cruz	158,420	153,251	(5,169)	158,420	153,251	(5,169)
56	Court - Monterey County	9,322	8,294	(1,028)	9,322	8,294	(1,028)
57	Court - San Benito County	1,044	984	(61)	1,044	984	(61)
58	Court - Santa Cruz County	5,010	4,060	(950)	5,010	4,060	(950)
59	Housing Authority of the County of Monterey	3,169	3,030	(139)	3,169	3,030	(139)
60	MAOF	5,182	5,263	80	5,182	5,263	80
61	Monterey Bay Unified Air Pollution Control District	2,725	3,558	833	2,725	3,558	833
62	Salud Para la Gente Inc	17,040	17,952	913	17,040	17,952	913
63	San Benito County Water District	959	1,000	41	959	1,000	41
64	San Lorenzo Valley Unified School District	4,458	-	(4,458)	4,458	-	(4,458)
65	Encompass CS	2,324	3,810	1,487	2,324	3,810	1,487
66	Santa Cruz County Regional Transportation Commission	1,841	1,681	(161)	1,841	1,681	(161)
67	Santa Cruz Metro	9,023	7,683	(1,340)	9,023	7,683	(1,340)
68	Soquel Creek Water District	1,768	1,806	37	1,768	1,806	37
69	Monarch Services	1,628	3,895	2,267	1,628	3,895	2,267
70							
71	Total Region 2	526,549	521,445	(5,103)	526,549	521,445	(5,103)
72							
73	Region 3						
74	County - Mariposa	8,100	15,847	7,747	8,100	15,847	7,747
75	County - Stanislaus	38,162	35,676	(2,486)	38,162	35,676	(2,486)
76	Court - Mariposa County	384	920	536	384	920	536
77	Golden Valley Health Center	31,873	30,771	(1,102)	31,873	30,771	(1,102)
78	Salida Union School District - Headstart	1,012	879	(133)	1,012	879	(133)
79							
80	Total Region 3	79,530	84,093	4,562	79,530	84,093	4,562
81							
82	Region 4						
83	Central California Legal Services	4,586	9,213	4,628	4,586	9,213	4,628
84	City of Coalinga	1,920	1,762	(159)	1,920	1,762	(159)
85	Community Action Partnership of Madera	6,835	9,903	3,068	6,835	9,903	3,068
86	County - Fresno	135,339	124,162	(11,177)	135,339	124,162	(11,177)
87	County - Madera	14,232	14,430	198	14,232	14,430	198
88	Court - Fresno County	16,094	20,772	4,677	16,094	20,772	4,677
89	Dental Source	169	53	(116)	169	53	(116)
90	FASTA	12,581	11,918	(663)	12,581	11,918	(663)
91	First Student	5,499	6,452	953	5,499	6,452	953
92	Fresno Housing Authority	5,708	5,614	(93)	5,708	5,614	(93)
93	Fresno Unified School District	40,843	40,506	(337)	40,843	40,506	(337)
94	Riverdale Unified School District	1,977	2,170	193	1,977	2,170	193
95							
96	Total Region 4	245,783	246,955	1,172	245,783	246,955	1,172
97							

	A	B	C	D	E	F	G
1	SEIU LOCAL 521						
2	Dues Receipts						
3	For the One Month Ending Friday, January 31, 2025						
4							
5		Jan			Y-T-D		
6		Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
98	Region 5						
99	BARC	1,162	760	(402)	1,162	760	(402)
100	City of Arvin	2,226	2,071	(155)	2,226	2,071	(155)
101	City of Bakersfield	51,982	47,770	(4,212)	51,982	47,770	(4,212)
102	City of Hanford	5,332	5,081	(250)	5,332	5,081	(250)
103	City of Lindsay	913	1,096	183	913	1,096	183
104	City of Shafter	1,360	1,191	(170)	1,360	1,191	(170)
105	City of Taft	110	27	(83)	110	27	(83)
106	City of Wasco	2,492	2,677	185	2,492	2,677	185
107	Community Action Partnership of Kern	17,889	19,029	1,140	17,889	19,029	1,140
108	County - Kern	203,491	187,199	(16,292)	203,491	187,199	(16,292)
109	County - Kings	858	828	(30)	858	828	(30)
110	County - Tulare	79,021	62,622	(16,399)	79,021	62,622	(16,399)
111	Court - Kern County	26,150	11,570	(14,580)	26,150	11,570	(14,580)
112	Court - Kings County	4,261	2,104	(2,157)	4,261	2,104	(2,157)
113	Court - Tulare County	11,919	10,854	(1,064)	11,919	10,854	(1,064)
114	Edison Elementary School District	2,191	2,802	611	2,191	2,802	611
115	First Student - Porterville	1,850	1,643	(208)	1,850	1,643	(208)
116	Kern County Water Agency	1,748	2,401	653	1,748	2,401	653
117	Kern Medical	99,268	104,898	5,630	99,268	104,898	5,630
118	Kern Regional Center	17,811	24,390	6,579	17,811	24,390	6,579
119	Kings Community Action Organization	481	636	154	481	636	154
120	Lindsay-Strathmore Irrigation District	263	251	(12)	263	251	(12)
121	North Kern Cemetery District	315	523	208	315	523	208
122	Standard School District	6,189	7,459	1,269	6,189	7,459	1,269
123	Student Transportation of America	-	-	-	-	-	-
124	Taft Union High School District	2,310	2,751	440	2,310	2,751	440
125							
126	Total Region 5	541,594	502,631	(38,963)	541,594	502,631	(38,963)
127							
128	Region Other						
129	Child Care Providers United California	159,409	196,613	37,204	159,409	196,613	37,204
130	Local 521 Staff & Officers	4,625	5,391	766	4,625	5,391	766
131	Retired Members Chapter (521)	1,922	2,097	175	1,922	2,097	175
132	Transitional Associate Members	-	41	41	-	41	41
133							
134	Total Region Other	165,957	204,143	38,186	165,957	204,143	38,186
135							
136	Total Dues Receipts	3,145,833	3,535,813	389,980	3,145,833	3,535,813	389,980
137							

**SEIU Local 521
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	A	B	C	D	E	CA	CB	CC	CD	CE	CF	CG	CH	CI	CJ	CK	CL	CM
1	REGION 1																	
2	County	Office	B	C		Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	AVERAGE
3	SCC	SJC	12	M	Achievekids	63	61	67	70	69	72	73	79	74	76	76	75	71
4	SCC	SJC	12	A	Achievekids - Agency	-	1	4	1	1	1	-	2	-	2	-	-	1
7	SCC	SJC	12	M	Campbell Union High School District	90	93	93	95	96	97	52	72	101	100	98	-	82
8	SCC	SJC	26	M	City of East Palo Alto	29	31	31	34	36	35	35	34	34	34	34	32	33
9	SMC	SJC	26	M	City of Menlo Park	113	109	115	112	114	113	114	113	113	108	108	112	112
10	SCC	SJC	26	M	City of Mountain View	118	123	124	129	128	135	134	130	132	134	132	135	130
11	SCC	SJC	26	M	City of Palo Alto	420	429	429	430	434	430	433	439	434	437	439	435	432
12	SMC	SJC	26	M	City of Redwood City	211	208	206	208	210	207	207	208	205	206	207	204	207
13	SMC	SJC	26	M	City of San Mateo	150	150	151	152	154	171	183	174	176	170	171	174	165
14	SCC	SJC	26	M	City of Sunnyvale	25	23	24	24	24	24	24	24	25	25	25	25	24
15	SCC	SJC	26	M	Community Solutions	237	244	258	-	255	262	267	267	269	274	280	272	240
16	SMC	SJC	26	M	County - San Mateo	999	996	993	979	966	978	1,000	1,009	1,035	1,044	1,055	1,028	1,007
17	SCC	SJC	26	M	County - Santa Clara	9,703	9,582	9,573	9,591	9,524	9,470	9,521	9,493	9,568	9,721	9,388	9,388	9,544
18	SMC	SJC	26	M	Court - San Mateo County	149	145	144	142	141	143	140	140	139	139	140	136	142
19	SCC	SJC	26	M	Court - Santa Clara County	25	24	25	25	24	25	22	23	26	26	27	26	25
20	SCC	SJC	12	M	Cupertino Union School District	158	159	162	165	165	164	103	170	171	170	169	-	146
21	SCC	SJC	26	M	First 5 SCCO	34	36	36	36	37	35	35	37	36	37	36	34	36
22	SCC	SJC		M	Gardner Family Care Corporation	160	161	163	163	160	163	162	161	163	165	171	169	163
23	SCC	SJC	26	A	Gardner Family Care Corporation - Agency	5	5	6	6	6	6	6	9	5	5	5	5	6
24	SCC	SJC	24	M	Hope Services	72	75	71	78	79	80	81	82	82	84	83	82	79
25	SCC	SJC	24	A	Hope Services - Agency	64	67	75	71	68	67	67	63	58	57	59	58	65
26	SCC	SJC	26	M	Humane Society of Silicon Valley	48	46	43	44	46	45	45	44	49	52	53	50	47
27	SCC	SJC	26	A	Humane Society of Silicon Valley - Agency	8	8	8	8	8	7	7	6	6	6	6	7	7
28	SCC	SJC	24	M	Law Foundation of Silicon Valley	44	43	48	47	47	46	42	41	42	42	40	40	44
29	SCC	SJC	24	A	Law Foundation of Silicon Valley - Agency	19	18	15	15	14	14	13	13	11	11	11	12	14
30	SCC	SJC	26	M	Momentum for Health	336	340	339	350	352	361	351	349	351	348	359	349	349
31	SCC	SJC	26	A	Momentum for Health - Agency	2	2	2	2	3	2	2	2	2	2	2	2	2
32	SCC	SJC	12	M	Orchard School District	36	-	36	-	36	36	6	34	33	37	35	36	27
33	SMC	SJC	12	M	Peninsula Jewish Community Center	58	-	57	60	-	56	49	55	57	58	60	-	43
34	SCC	SJC	26	M	Rebekah Children's Services	52	54	56	59	58	59	59	58	56	58	57	59	57
35	SCC	SJC	26	A	Rebekah Children's Services - Agency	-	-	-	-	-	-	-	-	-	-	-	-	-
36	SCC	SJC		M	Sacred Heart Community Services	37	35	33	32	36	34	32	30	29	29	40	39	34
37	SCC	SJC	12	M	San Andreas Regional Center	318	341	347	344	-	-	340	-	375	-	383	383	236
38	SCC	SJC	12	A	San Andreas Regional Center - Agency	40	14	13	17	-	-	25	-	-	-	-	-	9
39	SCC	SJC	12	M	Santa Clara COE	848	850	849	861	880	874	468	865	877	882	882	886	835
40	SCC	SJC	26	M	Housing Authority of the County of Santa Clara	40	39	41	43	42	42	40	38	38	42	42	45	41
41	SCC	SJC	12	M	Santa Clara Family Health Plan	116	114	116	116	119	119	120	124	125	121	119	117	119
42	SCC	SJC	26	M	Santa Clara Valley Transportation Authority	237	239	238	237	239	243	237	244	239	239	240	243	240
43	SCC	SJC	24	M	Starlight Community Services	62	64	64	63	-	62	61	-	67	-	63	63	47
44	REGION 2																	
47	MRY	SNS	26	M	CHISPA Housing Management Inc	34	34	34	36	36	36	36	-	37	37	-	37	30
48	MRY	SNS	26	M	City of Greenfield	20	19	23	25	24	21	22	24	22	22	21	-	20
49	SBC	SNS	26	M	City of Hollister	38	38	40	39	39	39	40	42	43	43	44	43	41
50	MRY	SNS	26	M	City of King City	7	13	13	13	13	-	12	13	13	13	13	13	11
51	MRY	SNS	12	M	City of Salinas	185	186	178	186	185	193	185	189	188	193	194	196	188

**SEIU Local 521
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	A	B	C	D	E	CA	CB	CC	CD	CE	CF	CG	CH	CI	CJ	CK	CL	CM
2	County	Office	B	C		Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	AVERAGE
52	SCR	SCR	26	M	City of Santa Cruz	399	418	425	435	459	456	453	437	445	413	422	410	431
53	SCR	SCR	12	M	City of Scotts Valley	12	12	12	15	14	13	13	14	14	14	14	15	14
54	MRY	SNS	26	M	City of Soledad	34	34	32	34	34	34	34	32	29	31	31	32	33
55	SCR	SCR	24	M	City of Watsonville	35	34	32	31	29	27	27	27	30	30	29	28	30
56	SCR	SCR	12	M	Community Bridges	89	91	94	97	98	98	-	-	101	96	104	97	80
57	SCR	SCR	12	A	Community Bridges - Agency	15	16	15	15	17	18	-	-	14	12	13	12	12
58	MRY	SNS	12	M	County - Monterey	2,007	2,036	2,033	2,010	2,021	2,030	2,101	2,109	2,115	2,103	2,095	2,073	2,061
59	SBC	SNS	26	M	County - San Benito	193	191	189	186	189	193	191	190	190	195	194	192	191
60	SCR	SCR	26	M	County - Santa Cruz	1,567	1,607	1,596	1,605	1,621	1,620	1,633	1,623	1,649	1,679	1,643	1,608	1,621
61	MRY	SNS	12	M	Court - Monterey County	111	105	105	-	102	-	99	96	-	91	91	88	74
62	SBC	SNS	26	M	Court - San Benito County	7	7	8	7	9	9	13	12	11	11	13	14	10
63	SCR	SCR	26	M	Court - Santa Cruz County	67	66	66	63	62	64	61	59	59	59	57	56	62
64	SCR	SCR	12	M	Encompass CS	69	68	-	70	-	73	62	-	65	66	63	62	50
65	SCR	SCR	12	A	Encompass CS - Agency	6	6	-	6	-	7	6	-	6	2	4	4	4
66	MRY	SNS	12	M	Housing Authority of the County of Monterey	36	37	38	36	-	36	37	37	36	37	38	37	34
67	MRY	SNS	26	M	MAOF	83	90	90	93	93	93	90	89	93	99	97	97	92
68	MRY	SNS	26	A	MAOF - Agency	5	-	-	1	3	4	4	4	-	-	-	-	2
69	SCR	SCR	12	M	Monarch Services	31	33	-	33	30	-	33	30	29	29	-	31	23
70	SCR	SCR	12	A	Monarch Services - Agency	-	-	-	-	-	-	-	-	-	-	-	-	-
71	MRY	SNS	26	M	Monterey Bay Air Resources District	18	19	20	20	20	20	20	20	19	19	18	19	19
72	SCR	SCR	26	M	Salud Para la Gente Inc	253	265	267	268	264	265	270	269	259	273	280	275	267
73	SCR	SCR	26	A	Salud Para la Gente Inc - Agency	-	1	2	2	-	-	-	2	-	-	-	-	1
74	SBC	SNS	26	M	San Benito County Water District	11	11	11	11	11	11	12	12	12	13	13	13	12
75	SCR	SCR	12	M	San Lorenzo Valley Unified School District	68	71	81	-	78	84	34	90	90	92	93	-	65
76	SCR	SCR	26	M	Santa Cruz County Regional Transportation Co	13	13	15	14	15	15	15	15	15	15	14	15	15
77	SCR	SCR	26	M	Santa Cruz Metro	87	89	93	92	93	92	89	94	86	91	87	86	90
78	SCC	SCR	12	M	Soquel Creek Water District	10	10	10	10	15	15	15	14	14	14	14	15	13
79	REGION 3																	
80	MAR	FAT	12	M	County - Mariposa	106	102	111	106	-	111	-	110	108	105	102	104	89
81	STA	FAT	26	M	County - Stanislaus	410	413	410	420	414	412	418	409	417	416	415	410	414
82	MAR	FAT	12	M	Court - Mariposa County	6	6	6	6	-	6	-	7	7	7	7	7	5
83	MER	FAT	26	M	Golden Valley Health Center	498	514	519	482	481	482	479	480	504	497	508	504	496
84	MER	FAT	26	A	Golden Valley Health Center - Agency	35	37	36	33	33	36	38	46	34	33	35	36	36
85	STA	FAT	12	M	Salida Union School District - Headstart	19	19	20	-	22	22	21	21	21	20	24	19	19
86	REGION 4																	
87	FAT	FAT	24	M	Central California Legal Services	63	-	65	-	65	65	-	66	67	67	-	68	44
88	FAT	FAT	26	M	City of Coalinga	28	29	27	29	28	29	29	31	31	30	29	30	29
89	MAD	FAT	26	M	Community Action Partnership of Madera	52	51	22	50	51	40	52	50	49	48	50	49	47
90	MAD	FAT	26	A	Community Action Partnership of Madera - Ag	58	57	29	58	59	43	61	58	64	65	68	68	57
91	FAT	FAT	26	M	County - Fresno	1,904	1,897	1,899	1,888	1,938	1,947	1,957	1,954	1,961	1,917	1,914	1,908	1,924
92	MAD	FAT	12	M	County - Madera	180	179	178	181	179	177	175	176	174	175	168	176	177
93	FAT	FAT	26	M	Court - Fresno County	213	214	215	213	212	209	216	208	207	205	200	207	210
94	FAT	FAT	12	M	Dental Source	3	-	3	2	2	2	3	3	3	3	2	1	2
95	FAT	FAT	12	M	FASTA	302	497	-	454	512	-	156	477	-	543	-	473	285
96	FAT	FAT	26	M	First Student	153	173	172	177	174	174	185	186	190	211	210	208	184
97	FAT	FAT	26	A	First Student - Agency	1	1	3	3	3	1	3	3	1	1	1	1	2

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2	County	Office	B	C		Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	AVERAGE
98	FAT	FAT	24	M	Fresno Housing Authority	84	82	77	81	78	77	80	80	83	85	86	85	82
99	FAT	FAT	12	M	Fresno Unified School District	646	673	-	672	679	-	653	664	-	659	-	645	441
100	FAT	FAT	12	M	Riverdale Unified School District	46	45	47	47	46	45	46	42	42	41	45	47	45
101	REGION 5																	
102	KER	BFL	26	M	BARC	31	34	35	32	32	31	31	30	29	19	25	24	29
103	KER	BFL	26	M	City of Arvin	29	29	29	29	29	29	29	29	31	30	30	30	29
104	KER	BFL	26	M	City of Bakersfield	662	660	668	668	668	663	674	674	667	664	658	657	665
105	KIN	HJO	26	M	City of Hanford	78	77	78	77	77	76	74	73	74	76	76	75	76
106	TUL	VIS	26	M	City of Lindsay	10	9	14	15	15	14	-	15	15	12	12	12	12
107	KER	BFL	26	M	City of Shafter	16	17	17	-	17	17	17	16	16	16	16	15	15
108	KER	BFL	26	M	City of Taft	3	3	3	17	2	2	2	2	2	2	1	1	3
109	KER	BFL	26	M	City of Wasco	31	32	32	3	33	37	36	37	37	38	38	40	33
110	KER	BFL	26	M	Community Action Partnership of Kern	344	343	341	33	337	339	227	351	357	-	363	367	284
111	KER	BFL	26	A	Community Action Partnership of Kern - Agenc	-	1	2	-	1	-	-	-	-	-	-	-	0
112	KER	BFL	26	M	County - Kern	2,724	2,709	2,745	2,782	2,735	2,841	2,838	2,827	2,825	2,818	2,829	2,778	2,788
113	KIN	HJO	26	M	County - Kings	21	21	23	24	25	25	25	24	23	24	26	25	24
114	TUL	VIS	26	M	County - Tulare	1,115	1,114	1,121	1,138	1,133	1,144	1,128	1,136	1,129	1,158	1,138	1,146	1,133
115	KER	BFL	26	M	Court - Kern County	320	321	321	316	323	325	326	326	329	324	326	318	323
116	KIN	HJO	26	M	Court - Kings County	56	55	55	55	56	58	59	61	58	56	61	61	58
117	TUL	VIS	26	M	Court - Tulare County	163	158	157	156	159	154	153	153	159	156	154	147	156
118	KER	BFL	12	M	Edison Elementary School District	66	66	66	-	67	-	-	70	76	75	71	71	52
119	TUL	VIS	26	M	First Student - Porterville	29	33	31	38	40	18	35	37	38	40	40	43	35
120	KER	BFL	26	M	Kern County Water Agency	15	17	19	18	18	18	19	19	20	23	24	24	20
121	KER	BFL	26	M	Kern Medical	1,155	1,148	1,186	1,185	1,253	1,269	1,304	1,337	1,353	1,364	1,349	1,337	1,270
122	KER	BFL	26	M	Kern Regional Center	241	281	277	269	281	275	268	279	274	287	265	268	272
123	KER	BFL	26	A	Kern Regional Center - Agency	3	3	3	3	3	3	3	3	3	3	3	3	3
124	KIN	HJO	26	M	Kings Community Action Organization	11	11	11	11	11	12	12	12	13	13	13	14	12
125	TUL	VIS	24	M	Lindsay-Strathmore Irrigation District	7	7	6	6	6	5	5	5	5	5	5	5	6
126	KER	BFL	26	M	North Kern Cemetery District	6	5	5	5	5	5	6	6	6	6	6	6	6
127	KER	BFL	26	M	Public Cemetery District #1	-	-	-	-	-	-	-	-	-	-	-	-	-
128	KER	BFL	12	M	Standard School District	191	192	186	183	183	-	-	179	185	194	193	186	156
129	SBA	VIS	12	M	Student Transportation of America	-	-	-	-	-	-	-	-	-	-	-	-	-
130	KER	BFL	12	M	Taft Union High School District	30	30	29	-	38	39	17	25	43	42	43	43	32
131	REGION OTHER																	
132	SCC	SJC	12	M	Child Care Providers United California	2,477	3,143	3,290	3,217	3,254	3,155	4,286	4,915	3,493	4,078	3,857	4,345	3,626
133	SCC	SJC	26	M	Local 521 Staff & Officers	30	30	30	30	32	36	43	34	38	41	48	48	37
134	SCC	SJC	12	M	Retired Members Chapter (521)	352	331	404	307	197	333	421	283	282	301	433	359	334
135		SJC	12	A	Transitional/Associate Members	6	6	6	6	10	6	11	8	7	8	6	6	7
136					Total Members	35,398	36,181	35,387	35,540	35,932	34,836	36,538	37,993	36,226	37,527	36,554	37,575	36,307
137					Total Agency Fee Payers	267	243	219	247	229	215	246	219	211	207	213	214	228
139					Total Count	35,665	36,424	35,606	35,787	36,161	35,051	36,784	38,212	36,437	37,734	36,767	37,789	36,535

SEIU Local 521

COPE Payments to IU

Rolling 14-Months

Month	COPE \$\$	
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	
March-24	\$85,584.01	
February-24	\$89,721.62	*
January-24	\$78,653.35	
December-23	\$86,366.84	

* *Three (3) Pay Periods*

**SEIU Local 521
PAC Report
1/31/2025**

Independent Expenditures		
Bank Balance as of 1/31/25		\$ 73,922.66
<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)
Legislative Womens Caucus	8.28.24-B48	(10,000.00)
<i>GF Reimbursement; ck# 1308</i>	<i>unknown</i>	<i>14,032.14</i>
<i>Available Funds - PAC</i>		27,571.54 (0.00)

Candidates		
Bank Balance as of 1/31/25		\$ 121,953.44
<i>Outstanding Deposits: Dec, Jan</i>		19,127.25
<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)
Patrick Ahrens for Assembly 2024 Debt Retirement	1.21.25-B3	(10,900.00)
Friend of Paul Fong for WVCCD 2024	1.21.25-B6	(500.00)
Re-elect Alex Lee for Assembly 2026	1.21.25-B7	(2,500.00)
<i>Available Funds - PAC</i>		104,684.09
<i>Available Funds - RETIREE</i>		20,739.00 (0.00)

Issues		
Bank Balance as of 1/31/25		\$ 35,498.10
<i>Outstanding Deposits: Jan</i>		9,304.25
<i>Outstanding Motions:</i>		
Bay Area Pride	8.27.24-B41	(500.00)
FMTK Labor Day Picnic	8.28.24-B49	(1,650.00)
SMCLC Holiday Party	1.21.25-B1	(800.00)
NVLFF Fundraiser	1.21.25-B2	(2,500.00)
African American Community Services Agency	1.21.25-B4	(500.00)
Valley Health Foundation Duong Swearing In	1.21.25-B5	(2,500.00)
<i>Available Funds - PAC</i>		36,352.35 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

2025

January

Su	Mo	Tu	We	Th	Fr	Sa
		①	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	②③	21	22	23	24	25
26	27	28	29	30	31	

February

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	④⑤	18	19	20	21	22
23	24	25	26	27	28	

March

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	⑥⑦					

April

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
⑧⑨	21	22	23	24	25	26
27	28	29	30			

May

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
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18	19	20	21	22	23	24
25	⑫⑬	27	28	29	30	31

June

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
⑭⑮	16	17	18	⑯⑰	20	21
22	23	24	25	26	27	28
29	30					

July

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	④⑤	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September

Su	Mo	Tu	We	Th	Fr	Sa
	①②	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	⑬⑭	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	⑰⑱	28	29
30						

December

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	⑲⑳	⑳㉑	26	27
28	29	30	⑳㉒			



AFRAM CAUCUS — REGION 3 & 4
QUARTERLY REPORT
JANUARY 2025 - MARCH 2025



AFRAM Fresno kept up monthly meetings, SEJ meetings and Budget & Finance and Executive board meetings (in-person & zoom), email, text or phone for January – March 2025 whenever possible.

AFRAM Fresno was able to attend the Clovis’s MLK Celebration hosted by the Clovis Police Dept in partnership with the Fresno MLK Unity Committee, located at Clovis Veterans Memorial. It was also broadcasted via zoom. Keynote Speaker: Vong Mouanoutoua, Mayor of Clovis.

AFRAM Fresno held a Black History Celebration on Saturday, February 8 at our Unity Hall. The members decided to do a potluck for the event. Meat was paid by AFRAM Fresno provided by Anthony Cox, our regular Caterer: Beef and Pork ribs. Greens mixed with smoked turkey wings, cornbread, Mac and cheese, and fried chicken. Our Guest Speakers: Chad Harshaw, Gaston Middle School Teacher of Math and S.T.E.M. of Fresno Westside. Ted Johnson of Reedley Teen Challenge board. Alysia Bonner, gave us an update on NAACP (National Association for the Advancement of Colored People), for our Fresno’s Chapter Branch 1038-B. There are 8 levels of membership ranging from Regular Youth \$15 – Diamond Life \$2,500. Fresno’s location is 1900 Mariposa St, Ste 100c, Fresno, Ca 93721. Original Branch is in Baltimore, Maryland, U.S. By founders: W. E. B. Du Bois, Mary White Ovington, Moorfield Storey, and Ida B. Wells. The NAACP is headquartered in Baltimore, with additional regional offices in New York, Michigan, Georgia, Maryland, Texas, Colorado, and California.[10] Each regional office is responsible for coordinating the efforts of state conferences in that region. Local, youth, and college chapters organize activities for individual members.

AFRAM Fresno will help develop our Leadership skills by working with our International/National/Western AFRAM for building our membership, Immigration Reform and a fair budget with great health coverage for the USA-wide. We are also in the training of our Caucus Leaders of current Chairs, Co-Chair, Treasurers, Secretaries and other leaders to be in alignment with our SEIU Local 521 Bylaws and give updated information to successfully run our different caucuses.

AFRAM Fresno is working on doing road trips to further our awareness and sponsor a positive Community-oriented reputation and also to working on a fundraiser to increase our opportunities to work within our community. Hopefully, we will be able to plan a meeting in person in Merced/Modesto.



AFRAM CAUCUS — REGION 1
QUARTERLY REPORT
JANUARY 2025 - MARCH 2025



JANUARY

- January 13 – AFRAM San Jose Monthly Meeting
- January 15 – Region 1 Retiree Monthly Meeting
- January 20 – AACSA MLK Luncheon
- January 27 – National AFRAM RETIREES Meeting

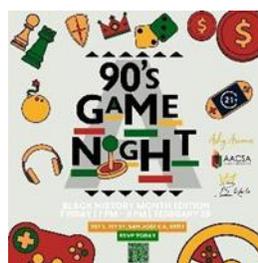


February

- February 1-28 – Martin Murphy MS Black Student Union (BSU)
 - ***Person of the Day, Morning Announcements:*** Each morning Murphy students learned about the different contributions of African Americans throughout history. People like Cicely Tyson, Daniel Hale Williams, Daniel Alexander Payne, Gloria Richardson, Frederick ‘Curly’ Neal, Mahalia Jackson, Henry ‘Hank’ Louis Aaron, Mary Church Terrell, Granville Tailor Woods, Ralph Johnson Bunche, Muddy Waters, Matilda Sissieretta-Joyner and others. Each Friday in February the BSU hosted Dial-In Trivia during the Morning Announcements, the trivia questions were based on the people they learned about that week.
- February 7 – NAACP City Hall Flag Raising
- February 10 – SEJ Meeting
- February 11 – Santa Clara County Alliance of Black Educator (SCCABE) Meeting
- February 14-16 – Multicultural Arts Guild
 - ***“Crowns”*** a play by Regina Taylor, directed by Vera Whye, SJ Multicultural Arts Guild, that explore the significance of hats in African American culture held at the Mexican Heritage Plaza.
- February 19 – Region 1 Retiree Monthly Meeting
- February 22 – Silicon Valley African Film Festival A Celebration of African and African Ancestry Health and Heritage
 - ***Black Family Day*** is the culminating event of the African and African Ancestry Month in Silicon Valley. It is a free public event that celebrates

the heritage, health and wellness of African and African ancestry people in Silicon Valley.

- February 23 – The Links, San Jose Chapter
 - **“A Tea for Me” SJ African American Center**
- February 24 – Martin Murphy MS Black Student Union (BSU) Door Decorating Contest Winners 3rd – 5th grade and 6th – 8th grade
- February 27-28 – Martin Murphy MS Black Student Union (BSU)
 - *Officers Tour: BSU Officers did a Morgan Hill Elementary Schools Tour to share why we celebrate Black History, what is a BSU and what they do. Each visit ended with a video of the Jackie Robinson story. The BSU youth also wrote notes of appreciation to each MMMS staff member and gave them pins that said “Be the Change You Want to See” as a token of appreciation. On February 28th the BSU youth partnered with Peer Advocates from the Tobacco Use and Prevention Education (TUPE) program.*
- February 28 – AACSA
 - *90’s Game Night: old-school board games, retro video games*



March

- March 4 – Martin Murphy MS Black Student Union (BSU)
 - *BSU Meet & Greet with Professional Soccer Player. Former MMMS student, Karlie Lema returned to the campus to speak to a select group of students, BSU included, about her experiences and signing with a professional soccer club (BayFC).*
- March 11 – Santa Clara County Alliance of Black Educators Meeting

- March 12 – AFRAM San Jose Monthly Meeting
- March 19 – Region 1 Retiree Monthly Meeting
- March 20 – National AFRAM Retiree Meeting





API CAUCUS — REGION 4
QUARTERLY REPORT
JANUARY 2025 - MARCH 2025



January:

API held the monthly meeting on the 3rd Tuesday of the month. We also attended the MLK Community Breakfast at the Veterans Hall in Clovis.

February:

API attended the Black History Celebration at the SEIU 521 Fresno Unity Hall. It was educational and very enjoyable with lots of food. API held the Monthly Meeting.

March:

API is going to attend the Cesar Chavez Celebration that the Women's Caucus Visalia is hosting. API is currently planning for the API Heritage Day Celebration to be held on May 10, 2025.



LATINO CAUCUS — SAN JOSE
QUARTERLY REPORT
OCTOBER 2024 - DECEMBER 2024



Latino and disability caucus met in January, February and March. In March we participated in Aztec New Year called Mexica New Year. We gave out 300 flyers announcing our Cesar Chavez Celebration on April 29, 2025. We signed up 10 vendors to come out for the Cesar Chavez Celebration and sell their wares.



SEIU LOCAL 521
REGION 4 - LATINO CAUCUS
QUARTERLY REPORT
January – March 2025



The Fresno Latino caucus will hold hybrid meeting in person and via Zoom for the 2025 year. The meetings will be held in office with a Zoom option for those who are unable to attend in person.

In January, we had our caucus monthly meeting. We attended The Martin Luther King community breakfast. In preparation for upcoming activities, the caucus discussed the need for Caucus bylaws and an election. An election committee & bylaws committee was formed. The Caucus decided to plan a Cesar Chavez event to be held in April 2025. This is going to be an educational opportunity for members to connect with the importance of the Cesar Chavez legacy and the value of unionism.

In February, our meeting discussion centered on developing a program for Cesar Chavez and participating in local Cesar Chavez events in the surrounding areas. We discussed upcoming events that we would like to continue participating but increasing our contribution with fundraising in addition to the budgeted line item. We strategized how we can increase the number of member involvement in upcoming activities. We discussed how we can continue volunteering in the community beyond what we are currently doing. We will be reaching out to help with the local Primero de Mayo event sponsored by the Coalition Primero de Mayo. The caucus will be reaching out to see how we can help with planning & implementation their Primero de Mayo event. As part of our involvement, we are planning to donate to assist with sponsoring the event. We will be looking at how to assist a local nonprofit regarding Financial Literacy. We will be reaching out to see how this will benefit members of the Latino community.

Our March meeting focused on developing the formed committees and follow up with Cesar Chavez event planning.

As the year progress, the Caucus will also be looking at ways to donate and participate in Community events to promote unionism and Local 521-member participation. We look toward in developing new member involvement.

In Unity,

Lorenzo Lambaren
Region 4 - Latino Caucus
Chair



SEJ CAUCUS
QUARTERLY REPORT
JANUARY 2025 – MARCH 2025



Social Economic Justice Committee Local 521. The committee discusses and analyzes current social, economic, political and cultural trends in the U.S. and internationally from a historical perspective. This committee's mission is to examine the impact of these issues on society, especially on working people, oppressed communities and women, and to make recommendations to our Union for positive action to be taken. They encourage and engage in educational programs for our members and community at large on a variety of social, political and civil rights issues. The Chair of the SEJ committee is an appointed Executive Board member/CEO/President. The members of this Committee are the Chairs of the Caucuses or Representative: AFRAM, API, Latino, Lavender, Native American, People Working with Disabilities and Women's.

Social Economic Justice Committee represents 40,000+ county, city, and non-profit workers in 17 counties grouped into five regions:

Region 1: San Mateo & Santa Clara Counties

Region 2: Santa Cruz, Monterey, San Benito Counties

Region 3: Stanislaus, Tuolumne, Mariposa, Mono, Alpine, Merced Counties

Region 4: Madera & Fresno Counties

Region 5: Tulare, Kings, Kern, Inyo Counties

In addition, Family Child Care Providers 20,000+ has joined our union in all these regions, as well as in Alameda County.

Social Economic Justice Committee kept up meeting monthly meetings, SEJ meetings and Budget & Finance, and Executive board meetings for 2025 by Teleconferencing/Hybrid meetings. For the most part we were double booked for meetings. We've set up meetings via Zoom as needed.

Social Economic Justice Committee are working on getting trainings for Caucus Leaders, so they can lead with knowledge and be successful in their current or new positions within the 521 Union.

Social Economic Justice Committee has started planning or participating in community events during the relaxed COVID-19 instructions per Governor Newsome: MLK events; Black History events; Cesar Chavez event in Visalia and College of Sequoia's on March 22nd; Cesar Chavez Day Event in San Jose hosted by Latino San Jose 1st Saturday in April; Women's Caucus Fresno hosted Diaper Drive and other needed items for homeless families in Fresno in April; Asian Heritage Festivities in April Fresno City College; in May by API 521; Lobby Day(s) in Sacramento for Health Care Workers to get a Livable Wage in March: Town Hall for Medicaid and Medicare bills reform and stopping current President who is trying to cut 80% of their Budget.



WOMEN'S CAUCUS — REGION 4
QUARTERLY REPORT
January 2025 – March 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.

The women's caucus had monthly meetings in the office from January 2025 to March 2025.

In January the Women's Caucus membership moved to hold Caucus elections, due to several vacant positions, volunteers stepped up to be part of the election Committee. SEJ Committee Chair, Via Cooper Whigham will oversee Women's Caucus until completion of Caucus Elections. Women's Caucus sponsored 3 members to attend the annual Martin Luther King Breakfast and will be attending the community event Honoring Dr. Kings legacy. The focus at the January meeting by Caucus members was to review planned activities for the 2025 year and focus on Region 4 membership engagement and Caucus membership growth. Women's Caucus also established a planning committee to prepare for Women's History Month in March.

In February, the Women's Caucus members attended Black History event held by AFRAM Caucus and prepared a basket for their raffle. The Election Committee reported on the Women's Caucus Elections with dates to start the election process. Women's Caucus also discussed commencement of their Annual Diaper Drive that has been giving back to the community for over 10 years, providing diapers, baby wipes, and feminine hygiene items to local non-profit organizations that help those in need in the community.

In March, newly elected Women's Caucus Officers were sworn in, we also held a celebration event of Women's History Month, with the theme of "Moving Forward together! Women Educating & Inspiring Generations." During our March meeting Caucus members discussed other Caucus' events in region 4 and how to support them. Plans for future membership engagements were discussed with a potential of having an SEJ Diversity Day in May 2025 and Backpack giveaway for SEIU membership in August 2025.

need to submit a flyer or letter of explanation of project & sponsorship, plus 503C letter for discussion at April's SEJ meeting. This combined amount would give us a Sapphire Level Sponsor which includes listing on all platform levels.

- K. Update from SHERO award was presented in 11/2024 to Jodi Lopez & Andrea Longoria for their tireless work in promoting SEIU, uplifting the Women's Caucus to our members & the community, plus Jodi's ongoing work with the unhoused in the Hanford area.
- L. Women's Caucus will be sponsoring a blood drive on May 3, 2025, at the Central California Donor Center in Visalia. The group donation code is 648C which can be used the day of the event or at any day or time all year long to make donations that will be credited to the Women's Caucus total support to the community.

We are also working to reach out to more community partners to get involved with a wide variety of events. Reaching out to SEIU members to promote the Women's Caucus & build our membership.



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: _____