



EXECUTIVE BOARD MEETING AGENDA

Saturday, September 27, 2025; Start Time: 9:30am with Open Forum

A.	<p><u>Open Forum</u> - 30 minutes may be used for an open forum for members who wish to comment on issues of concern or describe union victories in their workplace (maximum of 2 minutes addressing items not on the agenda except under special circumstances). Meeting will start when all speakers are completed or at 10:00am whichever comes sooner. If members arrive before 10:00am and the general meeting has begun, it will be suspended for the members' comments. If Board action is requested, the Board may place the matter on a future agenda. All statements that require a response will be referred to staff for reply in writing.</p>
B	<p><u>Swearing-in</u> of any Executive Board Officers, Delegates, and Trustees – (Oath – pages 5-6.)</p>
C.	<p><u>Call to Order</u> of the July 2025 Executive Board Meeting: President Mullissa Willette</p> <ul style="list-style-type: none"> ▪ Flag Salute. ▪ Moment of Silence: ▪ Quorum
D.	<p>Appointment and Swearing in of the Vacant Secretary Position – Eligible Candidates for Consideration in alphabetical order. Statements - (page 7)</p> <ul style="list-style-type: none"> • <i>Claudia Alvarado-CCPU</i>
E.	<p>SEIU 521 Fight Back Campaign: Riko Mendez, Mullissa Willette</p>
E.	<p>Regional Breakouts</p>
F.	<p><u>CEO's Report:</u> Riko Mendez</p>
-G.	<p><u>President's Report:</u> Mullissa Willette-oral</p>
H.	<p><u>1st VP's Report:</u> Riley Talford-oral</p>
I..	<p><u>Treasurer's Report:</u> Kate Selover-(pages 105-107)</p>
J.	<p><u>Secretary's Report:</u> Vacant</p>

K.	<u>Region 1 VP's Report: Tammy Dhanota-(pages 99-102)</u>
L.	<u>Region 2 VP's Report: Alicia Metters-oral</u>
M.	<u>Region 3 VP's Report: Eric Schwartztraub-(pages 103-104)</u>
N.	<u>Region 4 VP's Report: Debbie Acosta-oral</u>
O.	<u>Region 5 VP's Report: Vacant</u>
12-12:45	<u>LUNCH</u>
Q.	<p><u>BUSINESS SESSION:</u> Consent Agendas, Old Business, New Business, Informational Reports, Written Reports and Correspondence requiring no action by the Board.</p> <p><u>CONSENT AGENDA Motion A – Non-Political Consent Agenda: Committee Reports, Information and Approval of Related Motions: – (pages 8-58)</u></p> <ol style="list-style-type: none"> 1. Approval of the Executive Board Minutes – July 19, 2025 – (pages 11-41) 2. Executive Board Email Motion Poll of the Political Motions that were Passed by the Officers at their August 26, 2025, Officers Meeting. All Motions passed. – <i>(See Motion A – page 8-10 for motion titles)</i> 3. Executive Board Email Motion Poll for Motion X that was Passed by the Officers via email poll on September 11, 2025. Motion Passed. <i>(See Motion A-page 8-10 for motion titles).</i> 4. Budget & Finance Committee Report – September 17, 2025 – Kate Selover, LocalWide 521 Treasurer chaired the meeting. – (See Motion A – page 8 for motion titles) <p><u>CONSENT AGENDA Motion B – Political Consent Agenda: (pages 79-82)</u></p> <ul style="list-style-type: none"> • Motion B/1: Endorse Jeanine Adams for KCERA Board Eight Member 2025. <i>(page 80)</i> • Motion B/2: Endorse Robert Alvarez for KCERA Board Third Member 2025. <i>(page 81)</i>

- **Motion B/3:** Contribute up to \$5,000.00 from the Candidates PAC for Campaign Materials or Consulting Services for Endorsed KCERA Candidates. **(page 82)**

CONSENT AGENDA MOTION C-Bylaws Consent Agenda **(pages 83-98)**

OLD BUSINESS:

1. **Membership Growth & New Member Experience Presentation** – Alicia Metters & Vickie Ramirez (oral)
2. **Localwide Representation Excellence Presentation:** Angela Marlow and Debbie Narvaez, - (oral)

NEW BUSINESS:

1. SEIU 521 Budget and Finance Committee Recommendations:

- **Motion D/1**-Recommendation to Approve the Legal Defense Fund reimbursement of the General Fund for \$96,924 for legal retainer expenses in 2025. **(page 108)**
- **Motion D/2**- Recommendation to Approve the Strike Fund reimbursement of the General Fund for \$229,491.12 for expenses related to the Kern County contract campaign and strike in 2025. **(page 109)**
- **Motion D/3**-Recommendation to Approve the Building Fund reimbursement of the General Fund for \$113,000 for building maintenance expenses in 2025. **(page 110)**

2. **Motion E**- Recommendation to Approve and Adopt the Localwide Trustee Policy. **(pages 111-112)**

INFORMATIONAL REPORTS:

1. Staffing Report – Riko Mendez - (oral)
2. Political PAC Report - **(page 113)**
3. 2025 Executive Board and Officers Meeting Dates - **(pages 114)**

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 115-116)**

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.

	<p><u>NEXT MEETING - SCHEDULED OFFICERS MEETING FOR TUESDAY October 28, 2025:</u> starting at 6:00pm with Open Forum. Meeting is virtual.</p> <p>NEXT EXECUTIVE BOARD MEETING is scheduled for Saturday December 6, 2025. Meeting currently starting at 9:30am with Open Forum at the Fresno SEIU 521 Office.</p>
R.	<p><u>ADJOURNMENT -In Memoriam of Mary Gutierrez-Hunter, SEIU State Council</u></p>



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: _____

Secretary Consideration

From Claudia Alvarado <cclaudiaalvarado71@gmail.com>

Date Wed 9/10/2025 10:57 AM

To Teneya Johnson <Teneya.Johnson@seiu521.org>

Good morning,

I would like to be considered for appointment of Secretary to the SEIU Local 521, Executive Board

My name is Claudia Patricia Alvarado

Address: 610 Spring Dr, Hollister, CA 95023

Phone Number: 831-673-1005

Email Address: cclaudiaalvarado71@gmail.com

Chapter: CCPU

Best Regards,

Claudia P. Alvarado

CAUTION: External Sender

SEIU Local 521 Executive Board Meeting Motion

*** Motion Letter: A**

Date: September 27, 2025

Motion Title: Report Consent Agenda

The Following Reports have been placed on the REPORT CONSENT AGENDA for approval/confirmation without discussion. If you wish discussion, pull the report from the REPORT CONSENT AGENDA **(pages 8-58)**

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:

- 1. Approval of the Executive Board Minutes – July 19, 2025**
- 2. Executive Board Email Political Motion Poll to approve Political Motions from the August 26, 2025, Officers Meeting.** All 16 Motions passed by the Officers at their 8/26/25 Officers Meeting were approved by the Executive Board. Voting YES on all: Laura Basua, Ana Palacio, Kate Selover, Arvelia Whigham-Cooper, Andrea Longoria, Anita Vicini. There were Zero ABSTENTIONS.

Motion B/1-Contribute \$5,500 from the Candidates PAC for David Cortese’s Annual Cioppino Dinner Fundraiser.

Motion B/2-Contribute \$1,000 from the Candidates PAC to Nyesa Fligor for Assessor.

Motion B/3-Contribute up to \$20,000 from the Independent Expenditure PAC to South Bay Labor Council.

Motion B/4-Contribute up to \$300,000 from external savings to Yes on Measure A.

Motion B/5-Endorse Nyesa Fligor for Santa Clara County Assessor.

Motion B/6-Contribute \$1,500 to Kern Inyo Mono CLC from Issues PAC.

Motion B/7-Contribute \$20,000 from the Issues PAC to WPUSA Champions for Change event.

Motion B/8-Contribute \$10,000 from Candidates PAC to SBLC Bowling for Change event.

Motion B/9-Contribute \$100,000 from the Independent Expenditure PAC to SBLC COPE for Special Election I.E.

Motion B/10-Contribute \$50,000 from Issues PAC to pass Santa Clara County Revenue Measure.

Motion B/11-Contribute up to \$5,000 from the Retiree Funds in the Candidates PAC for

endorsed SEIU 521 candidates Laura Basua and James Hackett for FCERA.

Motion B/12-Contribute \$5,000 to San Mateo CLC from Candidates PAC.

Motion B/13 – Contribute \$500.00 to San Benito County Democratic Central Committee from Candidates PAC July 2025.

Motion B/14-Contribute \$2,500 to Fresno Madera Tulare Kings CLC from Candidates PAC.

Motion B/15-Contribute \$2,500 to Northern Valley Labor Federation from Candidates PAC.

Motion B/16-Contribute \$500.000 from External Savings to pass the Election Rigging Response Act.

3. Executive Board Email Political Motion Poll to approve Political Motion X from the September 11, 2025, Officers Email Poll. Motion X passed by the Officers via Email Poll on 9/11/2025 was approved by the Executive Board. Voting YES: Kellie (Catalina) Guevera, Carol Garvey, Ana Palacio, Arvelia Whigham-Cooper, Anita Vicini, Katherine Selover, Andrea Longoria. There were Zero No Votes and Zero ABSTENTIONS.

4. Budget & Finance Committee Report – September 17, 2025 – Kate Selover, LocalWide 521 Treasurer chaired the meeting.—(pages 42-58)

Approved 2025 General Fund and Organizing Budgets (pages42-43)

May 2025 Financial Documents –(pages 44-54)

Item 01-06—Approved—July 2025 Financial Documents (page 55)

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

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

Follow Up:

Moved by: _____ Second
: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

July 19, 2025 SEIU 521 Executive Board Meeting Minutes

9:30am with Open Forum.

Meeting called to order at 9:30am—adjourned at 3:22pm

Review of Meeting Protocols

OPEN FORUM-RULES FOR OPEN FORUM: Mullissa Willette

1. Jeanine Adams Retiree Region 5 gave a report on the members and leaders of the COPE committee. She expressed the need for unity within the region.
2. Julia Aguilar reported on losing trust in the union and CAPK members not being represented by the union and asked for support.
3. Jennifer Jensen reported on the inaugural retiree retreat held on June 23rd here in Fresno with over 35 retirees attending.
4. Rachel Subega gave a report of the Latino Caucus activities doing lobby and research to address our housing and immigration issues, active with the school district and a fundraiser for CARA Sands in partnership with the Disability Caucus.
5. Valesca Sanchez requested better and consistent training for staff.
6. Vicky Garrido requested more training for staff and addresses concerns with rank-and-file members who become staff.
7. Arvelia Whigham-Cooper reported on AFRAM Caucus.
8. Carol Garvey announced items available for members to buy and all profits go to support the retiree cope fund.

Swearing in of Executive Board Delegates: The following members were sworn in to positions on the Executive Board: Carol Garvey, (Catalina) Kellie Guevarra, and Andre Oliviera.

Executive Board Resignations: Deon Duffey, Kern County.

Call to Order: The Meeting was officially called to order at 9:57am by President Mullissa Willette.

Salute to the Flag: Riley Talford.

Moment of Silence: Mullissa Willette.

Video shown in memorial of Luisa Blue: Debbie Narvaez, Exec Rep to CEO shared Luisa story. Luisa started her career over 48 years ago as a RN at San Francisco General hospital where she began her journey in the labor movement that led her to shape our Union and inspire generations of workers, especially within the Asian American and Native Hawaiian/Pacific Islander community.

Luisa stood on the frontlines of the AIDS crisis, advocating for compassionate care and pushing public health officials to provide critical training for frontline workers. This was who she was - a fighter, an advocate and an organizer.

Luisa was the founding member of the SEIU Nurse Alliance where she brought together Nurses under a shared vision of dignity, safety and respect, resulting in establishment of first nurse to patient ratios in the country.

From working in the South-Southwest region as SEIU's Education and leadership development coordinator, Luisa has inspired and mentored many organizers and leaders, some of whom are in this room today.

Luisa served as our Chief of Staff and then Chief Elected officer before being elected to serve as SEIU Executive Vice President in May 2016 where she continued her organizing and advocacy until her retirement in 2020.

Luisa played a pivotal role in the 20+ years organizing of California Child Care Providers fight which later won the first statewide union that formed CCPU, which we proudly represent with SEIU Local 99 and UDW.

Luisa has left a legacy of fighting, advocacy and leadership that will never be forgotten and we will forever be in grateful for her courageous leadership and inspiration to many.

For her leadership and her fierce fight, we will be adjourning today's meeting in her honor.

Luisa Blue – Presente!

Riko shared remarks on Luisa's history with SEIU. Luisa started off as registered nurse at San Fran General. This is where Luisa got her start on the AIDS ward, caring for people and caring for her community. She fought really hard all the way to the end. Fought with a lot of pride and a lot of dignity. It was sad to see her go but we know she is in a better place and her legacy lives on through all of you. Keep her family in our thoughts and prayers.

Quorum: Mullissa reports that we are just short of quorum, In accordance with 521 bylaws; Officers will preside over the meeting. All Executive Board votes are advisory, and the vote of the officers will stand.

D. SEIU Justice Journey and Medicaid Fight Back:

Medicaid Fight Back-Mercedes Hill & Tammy Dhanota

- Tammy reports the week before Trump's big budget betrayal was passed, 521 member leaders Sarah Gianocarò and Mercedes Hill from Santa Clara County Office of Education, Ashlie Andrade from Santa Clara Housing Authority and Sara' Temple from City of Palo Alto plus staff researcher Melissa Palominos joined around 500 other SEIU leaders from around the country in a weeklong series of actions to fight for Medicaid. The IU organized visibility actions inside and outside the airport, House and Senate buildings and hearings. A living graveyard where we told our stories of how we died because of Medicaid cuts, and a massive drum and chant on the Capitol lawn. Once Democratic leaders learned we were there on Monday, they asked us to participate in a joint storytelling action on Tuesday afternoon on the Capitol lawn, where they read letters from constituents sharing what Medicaid means to them while our member leaders shared their personal stories. These actions came after months of advocacy and lobby visits and were meant to call out

Republicans for making cuts that kill. It was incredibly powerful to connect with so many SEIU siblings directly and indirectly impacted but also those who were not but were there to represent their communities.

- Mercedes reports that members from SCCOE had the opportunity to go to DC and participate in this action week. This was organized over the course of a week, and it was an incredible and amazing experience. To feel what can happen when you organize and everyone is fighting for the same thing is really powerful. We got to go into the Senate Buildings and ask them why they were going to vote for the Bill. SEIU was conscience about keeping us safe, hydrated and making sure our actions mean something. Even though the bill passed I feel our actions were very powerful and meaningful.

SEIU Justice Journey: Stacy Schmidt, Yvette Carreon, Cynthia Benitez, Alicia Aleman

-Video shared of highlights of SEIU Justice Journey

Stacy Schmidt, Delegate SCCO- I was excited to join the Justice Journey and honestly a bit anxious. It was important to me to go because like most folks in the country my ancestors were or would be considered immigrants, my father's family is from Europe, and my mother is from Mexico and an indigenous band in Texas. I feel that it is important to know that my family also crossed borders in the not-too-distant past. It was also important to me because I have friends who are undocumented and have been living in fear for years. This is heart breaking and infuriating to me. The most impactful moment for me was when we arrived at the Jenna ICE detention center, having been inundated with social media posts about detentions and having attended protests and educational events in my local community did not prepare me for seeing the outside. Being a part of a nonviolent and multifaceted protest with local organizations and my fellow SEIU members from around the country made me feel like I was doing something positive to fight this increasingly awful situation, to hopefully allow the people in the detention center know we were there for them and care about their treatment and lives. I believe that it is hugely important for us to not only raise our voices but to be people of action to protect our communities.

Unfortunately, in my worksite and department of Santa Clara County I don't get a lot of time to speak directly with members for long or have in depth conversations. The couple I have spoken with appreciate that our union is doing actions like this. They are disturbed by the direction this administration is taking us. I hope that as more opportunities for actions are developed more members will feel empowered to stand up for themselves and their communities.

Ana Palacio-The most powerful moments was when we were greeted in El Paso. The proximity between where we were and the gratitude is when I understood what we were doing and why. This made me think about this fight and my role as a healthcare worker. That has been my goal since returning reminding them of the goals and why we do this work. Shared part of the speech she shared on the justice journey (straight out of the code of ethics as nurses).

Cynthia Benitez, Monterey County-My experience in this journey was very enlightening, it made me realize it is important to stand with others and our communities. It was a great

opportunity to let my voice be heard for those who could not and be present. One of the most powerful moments that made me proud to be a SEIU member was to stand with my SEIU brothers and sisters to share our views of what was happening and their world. Being at the detention center standing in solidarity, made me think of my grandparents who came from Mexico for a better life, to be there and protesting is a moment I would never forget it. It is important to keep this movement going, it shows unity, and we will stand together for any fight for families and communities. I shared my journey and pictures when I went back to work reminded my coworkers how important it is to fight for what we believe in. Got a lot of gratitude for representing 521 in Monterey County.

Yvette Carreon-Remember the word action. Validate feelings of what is happening. I was excited when I started the journey, but as I was reminded of why I was on this journey. A small thing they asked to us signaled that this world is no longer safe and a world I no longer recognize. I want to make sure we don't just get used to this. We should be asking what we can do together. Made it to Jenna, where we peacefully brought our messages together; This big, beautiful word action we have come full circle-greatness crumbles without follow through. As a union we are a family, lives are at stake, the future of humanity is at stake; we need to be proactive and thinking steps ahead: "Comfort the Disturb; Disturb the Comfortable-we cannot sit in silence for others to suffer. We are in a different terrain we need to shift our leaders and adjust-we need to adapt and adjust-Walk the talk, run, then sprint until justice is not just an idea but a lived reality for all. Together we live, together we rise. It is time to move to action.

Time Certain: Dr. Jasmeet Bains, California State Assembly

Riko Introduces Dr. Baines: It is an honor for me to introduce the next guest speaker to today's meeting Dr. Jasmeet Bains. Dr. Bains was elected to represent the 35th California Assembly District last year and just this past week announced that she will be running in one of the most competitive Congressional races in the nation. Congressional District 22 against David Valadao, this district covers Kern County within local 521. Valadao cast a vote recently that rip aways healthcare that covers 68% of people in CD22- the largest Medicaid cut in U.S. history and to give tax breaks to billionaires. SEIU has endorsed Dr. Jasmeet Bains for this 2026 race because this seat is a priority to win back Congress for workers. Dr. Bains is a family and addiction doctor, daughter of immigrants, and first Sikh American elected to the California Legislature.

Please welcome SEIU endorsed candidate for Congressional District 22 to today's meeting- Dr. Jasmeet Bains.

Thank you Riko for introduction. Sorry not in person today. Been very busy week with launch for congress and first thanks everyone in the room and SEIU to be the first people with me out the gate. Not easy especially as a woman to be in one of the nastiest races in the country and as I saw the Big Bad Bill and how this would impact Kern and shut down my clinic. I did not think he would vote for these cuts and I was very surprised at that vote knowing what it was going to do for the community, and you see the rhetoric. My question is if this was not going to do anything for community, why did you put letters to leaders that it would destroy healthcare, and

he gave every indication he would not vote for it and on July 2nd he voted for it on my 40th birthday. I did nothing and I was watching him at home destroying healthcare access in my community. I don't work as Dr in other parts of state; I work in my hometown of Delano and all-over central valley. I was the medical director for Porterville hospital, and I have been on the front line and biggest disaster is the cut to healthcare and appreciate everyone. I am not a politician, and I am a front-line worker and biggest reason Valadao wins is because of the terrible rhetoric they create, and they don't understand how this will impact them. With this people do get it. Have you seen Healthcare access expand in the valley or decrease? It's less than what I saw growing up in the central valley. The reality is if our kids get sick, you're lucky if they see a pediatrician in a month or go into urgent care same day. No Valadao you don't get to go back on your word and in the valley your word is your bond, and we don't look at it favorably when you go back on your word and we will show him what's up in November and the primary to send him packing because voting to cut healthcare we will not accept that. He just sent a letter out that this vote was going to increase access to care and that is not true.

Thanks to everyone in the room. I grew up in Delano hometown of the labor rights movement that shook the country and growing up I never saw a female physician or politician. I am a daughter of immigrant parents and not many aspirations since I didn't think possible but one thing my parents have taught me is not giving up. One thing that differentiates me from anyone else is I don't give up and I work day in and out and one thing that differentiates us in this room, we are the people that will not give up and thanks for believing in me before I believed in myself. I never thought what would be before us or run for Congress. I am a brown girl from Delano, and I did not believe this would be possible and thank you to my community in Delano for believing in this girl. It takes an average 7 times to get a woman to run for office and I am running its going to be a tough year and we will get beat up from all angles left and right.

Riko: You are looking at members, staff, guest from all 17 counties from SCCO Alameda San Mateo all the way down to Kern and almost all frontline providers and we have been in a lot of big fights and won a lot. Because when we fight we win and that is our motto let's say that together to Jasmeen. When we fight WE WIN!!!

SEIU Justice Journey Report Continued:

Alicia Aleman-Ended up flying in on Sunday, so when the bus showed up, we welcomed everyone. Even though tired everyone was motivated. I agree with Yvette, we are all at different levels and there is a lot going on. For me it is personal, I am first generation here, my parents fled from El Salvador when they knew I was coming. I have an older sister who died because she could not get medical care in the active war zone, So when they found out I was coming, my parents knew they couldn't go through that again and that is how we ended up in America. My parents owned coffee fields, these were the people first attacked-took over the homes and family fled to the mountains. My family came here with nothing, but my dad said they can take away material things, but they can't take away your education. Because of that reason this was personal to me. To see they are taking people off the streets, being blatantly racists. To see the community that I serve afraid to come in to seek services. I let them know you have rights and educate through the process because of the fear of taking their kids away or being reported. Now we see it firsthand, if it was difficult before it is much more difficult now

because of what is going on in the country. I knew I needed to unwind and plug in for us to debrief and talk about what is going on. To hear one of the other local leaders say I am an immigrant, I came from Mexico-said when they were chanting outside, they could see their hands sticking out the window. She expressed how it hurt that we were leaving them there. It was a very emotional experience. When I went back to the room and called my dad, he left me to know that anger is normal. But the difference is turning the anger from negative into something positive, use it to fuel you for the fight. You are doing the work that everyone else is afraid to do on the front lines; this is where you do not stay quiet-this is what you have been preparing for. I know we are having a lot of emotions right now, but it is not the time to disconnect. We need to continue to keep ourselves informed and be ready. If the Journey taught me anything it is going to take all of us to do it-it's going to take all of us to unite in this fight. This is our moment.

Riley Talford-For me, for all of us, this was a time of my life. Every morning, I look at the news and I see the vilest person that is occupying the government and has full control of the government. Take away of things that hurt the public, i.e. pbs, firing of commentators. Things are not being done for the people, things are being done against the people. I don't wake up discouraged, I wake up reinvigorated. Working in Juvenile Justice; being at the detention center reminded me people are being taken off the street and locked up. It was very powerful thing to stand outside a detention center where people were taken off the street and locked up for no other reason but hatred. Current President son, wife, her parents are not from this country. This is hate magnified to the highest level, and as we wake up every day we have to say this is our time, this is our moment, we need to continue to fight, protest, and backing people who believe like us what this country is supposed to be about-freedom, equality, and justice for all.

Fix KERN Campaign Report: Riko Mendez and Alicia Aleman

Kern County is the Epicenter of Oppression in California's Central Valley. In Kern and other Central Valley counties far too many children go hungry.

19% of California children go without the food they need some time every year. Some counties are doing worse than others. 27% are going hungry in Tulare; 26% in Fresno and Merced; 25% in Kern; 24% in Madera and Kings; 22% in Stanislaus

Too many lives are cut short. Your life Expectancy depends on where you live. Lives in most of the Central Valley are 10-20 years shorter than most of the coast, And within Kern County a few miles can mean 17 years off your life.

Too many of us live in a toxic environment. The pollution burden for many Central Valley communities is at the highest level recorded by the State of California.

Public Services and the workers who provide them are short-changed. Public Employee Wages and Benefits. The anti-worker establishment in the Central Valley has kept the wages and benefits of public employees far below those that public employees have been able to win in other parts of California.

The signup form for the event asks what issues members want to work on besides opposing the Medicaid cuts...And almost everyone is filling this part out. Our members want to address: The homelessness crisis-Lack of healthcare-Racism and inequality-Better Jobs. These are issues that will bring thousands together...Stay tuned!

Quorum Update: Mullissa – Quorum has been met so motions will proceed and be approved.

Chief Elected Officer Report: Riko Mendez

Special Acknowledgement of Karen Summers

Karen Summers - Lifetime Achievement Award

In 1996 Karen Summers started her career at SEIU Local 715 when she was hired by Dave Werlin to provide administrative, finance and Executive Board support. Karen was exceptionally organized, and instrumental in organizing the locals required documentation. In 2008 521 was formed and Karen began working more exclusively to support the Executive Board and Kristy Sermersheim and Luisa Blue, previous CEO's of our local. In 2017 Karen officially retired from SEIU 521 yet continued working with our local at my request, to support the Executive Board, Officers and Budget & Finance. I have had the pleasure of working with Karen who tirelessly worked with me and our officers to be prepared and organized for each and every board meeting. Karen has always been ready and willing to help our Union. Now she will be looking forward to volunteer in her church and exploring her artistic side again.

Earlier this week, we were able to give Karen a Lifetime Achievement Award. The award is for her 29 years of dedication and commitment to support our Executive Board, members and staff to build power in our Union and in our communities. You have been an integral part of our Union. On behalf of myself, our staff and Executive Board, we thank you and appreciate your for all your hard work and dedication and we wish you the best in your well-earned retirement.

Officers and Delegates: Mullissa shares a few words of appreciation about Karen and thanks her for her service; Laura Basua thanks Karen for her effort and congratulates Karen for her effort; Jeanine Adam, Kern County appreciates and thanks Karen support when she needed things; Carol Garvey thanks Karen for going above and beyond the call of duty when she has questions, including her level of expertise and care.

Karen's remarks: It's been my honor, my privilege and pleasure to support all of you at SEIU 521. I have loved my job and working with the wonderful staff and members; it's been a wonderful experience, and I will truly miss you. So, continue the fight for justice.

Continuation of CEO Report: Riko Mendez

Being able to participate in the Justice Journey in LA was affirming that our union is taking the lead and doing the right thing in this moment. A lot of people are being kidnapped, and it was powerful to help lead on supporting that.

I support contract negotiations and help negotiate the deal with Kern and ratify at 92% is beautiful. Now working on negotiations with CCPU and we are getting close to a deal and state being stubborn and we are going to push them. Members are strong and I am going to do everything I can to help us get across the finish line.

We are also organizing Planned Parenthood Marmonte from LA to Reno. It's an exciting time and members from that chapter are wonderful, strong and so proud of them.

Continue to represent at the State Council CA and the longest seated. Also continue to represent on the International E-Board and head of Member Strength committee as chair and take those roles serious and most important jobs I working alongside you to fight and ensure our communities have all the services that you provide and that is my honor for as long as you'll have me.

Presidents Report-Mullissa Willette

At A Glance: Member Engagement, Leadership Development, Federal Fightback, and Retirement Security.

Grounded in the work: Member Engagement-

Visited Regional Medical Center in Santa Clara County supporting frontline healthcare workers. Supported the Planned Parenthood Mar Monte Union Campaign-reproductive justice meets worker power. Childcare Providers United Sacramento Lobby Day.

Leading and Growing: Leadership Development

Began American Leadership Form Class 45 Fellowship; Building cross-sector strategy with Silicon Valley changemakers; Focus on a courageous conversations, systems thinking, and transformative leadership.

Standing up, Fight Back: Federal Fightback

Marched in the May Day March in San Jose led by Stacy Schmidt; Attended Federal Court Hearing to support Labor, Government, and Nonprofit coalition against the EO gutting the federal workforce; Marched in LA Rally with SEIU President April Verrett supporting David Huerta and opposing ICE raids; Joined the Justice Journey to New Orleans-labor, love, and liberation on the road.

Protecting our Future: Retirement Security

Upcoming CalPERS Board Member elections-opportunity to strengthen labor's voice; speaker at AFT Pension Training in NY-connecting educators with capital strategies; Attended Trustee Leadership Forum at Harvard-deep dive into fiduciary responsibility and justice; Join the CALPRS Trustee Roundtable-statewide pension trustee collaboration; Participated in CA Healthcare Strategic Vision retreat-aligning public investment with public health; Engaged directly with BlackRock & State Street-pushing for transparency and workers' voice; Represented SEIU 521 at CalPERS Catalyst forum & Diversity Day-driving DEI and climate goals.

What's Next-

Upcoming CALPERS Vote and Member Education; Growing our leadership bench across the union; local contract fights and regional power building; defending racial, economic and climate justice through capital strategies.

1st VP Report-Riley Talford

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

Summary of Activities

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

Professional Development

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

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

3. Networking:

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

Educational Advancement

1. Formal Education

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

2. Independent Research:

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

Community Involvement

1. Volunteering:

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

Challenges and Solutions

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

Key Achievements

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

Ongoing Projects

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

- Developing a workshop series on effective communication for emerging professionals.
- Conducting research on sustainable practices within my field of study.
- Collaborating with a multidisciplinary team to launch a community outreach program.

- Working towards achieving advanced certification in data analysis.

Future Goals

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

Conclusion

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

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

Treasurer Report-Kate Selover

Balance Sheet

Balance sheet shows a slight increase from Jan to May.

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

Secretary Report -Patricia Moran – Absent; no report

Region 1 VP Report Tammy Dhanota

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

Here are some standout moments:

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

Building Leadership Strength:

1. Steward Recruitment on the Rise!

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

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

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

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

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

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

We closed out the second quarter achieving 132% of our goal! 809 new members joined our union, 398 were signed by member leaders.

Our region has signed up 1,142 new members who joined our union since January 2025. Bringing our region to 77% membership combining all 8 chapters.

In 2023 the Santa Clara County Contract Campaign started with 73% membership and ended with 80% membership.

This year - we're going to start out strongly with 80% membership and with the infrastructure we're building in this chapter, we are confident we will reach this goal.

Building Membership & Worksite Strength: Membership Growth Campaigns and Actions

Eligibility Workers:

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

DFCS - Department of Family and Child Services

- In March, we reported how our leaders and members in DFCS fought to restore Social Workers' expertise in decision-making to protect Santa Clara County's most vulnerable children. They lobbied the board, they held press events, they wrote op-eds and testified at multiple Board of Supervisors hearings. These persistent drumbeat of actions ultimately led to the

resignation of the DFCS director, Damion Wright, whose leadership had become a point of concern from staff and the community.

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

Santa Clara County - Layoffs Averted

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

Building Political Strength -Budget Fight-Back

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

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

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

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

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

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

On June 3rd, with the support of our Research team, Chapter leaders took our vacancy fight directly to the Santa Clara County Board of Supervisors. We presented data-driven, impactful testimonies about the vacancy crisis – backed by members filling the board chambers. Members delivered powerful testimonies about the devastating impact of staffing shortages and

potential cuts on the services our communities depend on. We needed the presentation with a strong visual message: a member delegation hand-delivered hundreds of commitment cards and personal stories to the Board, making it clear that we are united and ready to fight for solutions.

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

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

Growing our COPE

In Quarter 2, we gained 166 new COPE contributors = \$1,992 new monthly contributions.

- Totaling 270 new COPE contributors this year = \$3,284 monthly contributions **Chapter Spotlight: Santa Clara Family Health Plan**

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

Member Spotlight:

Nanette Salazar, Diagnostic Imaging Tech

Relentless in the Fight for Justice

Nanette Salazar, Radiology Clinical Instructor at Valley Medical Center.

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

Looking Ahead in our Region:

6 Contract Fights for 14,362 Workers

- Momentum
- Gardner
- Community Solutions
- First 5
- Santa Clara Family Health Plan
- Santa Clara County

Region 1: Peninsula County, Cities & Non-Profits

Quarter 2 Report – 2025

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

Highlights:

Membership Growth:

1. County, City & Non-Profits: We closed the second quarter of 2025 with 376 new memberships, bringing us over 50% for our quarterly goal. A testament to the organizing strength of our teams and member leaders.
2. Cope: Averaged \$14.18 per sign up. Our member leaders are at the heart of this transformation. Their voices, experiences, and relationships in our communities drive our strategy and shape our future. By investing in COPE, we empower our leaders to build political power, influence key decision-makers, and advance policies that uplift working families.

Building Political Strength

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

Leadership Development

1. Steward growth and development:
 - Steward Growth:
We launched the year with robust steward training during San Mateo's Steward Council meeting. With support from the MRC, our stewards are more engaged, better equipped, and more active. We've added eight new stewards, strengthening our chapters through collective skill-building and team training.
2. Wins in the field:
 - Our leaders are stepping up to defend jobs and demand fairness:
 - Santa Clara County Office of Education: Layoff fight led by active member engagement.
 - City of Menlo Park: Won a class and compensation study covering 12 classifications, a major step toward equity and recognition for city workers.

Contract Negotiations Underway:

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

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

Key Regional Priorities for Region 1:

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

1. Santa Clara County Office of Education – Layoff Fight
Our members are preparing for the upcoming budget battle to protect jobs and services. This campaign will center on:
 - Member education and mobilization
 - Leadership development
 - Public pressure and coalition-building

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

2. San Mateo Courts Bargaining Preparation
Our team is organizing early to ensure a strong table and a united membership.
3. Chase Program for New Hires
We are partnering with Mark from the International Union to launch a chase program that will track and engage non-members at new hire orientations. Our goal is to enhance the new members' experience and drive deeper union participation from day one.

Staffing Announcement

Victor Cole Riche – Internal Organizer

We are excited to welcome Victor Cole Riche as the newest member of our Peninsula team. Victor brings a wealth of organizing experience from his work on external campaigns, where he successfully led efforts in challenging environments. His grassroots experience, organizing across multiple cities and counties for racial justice and workplace equity, brings value and new ideas to the team. This has shaped his deep understanding of how to build power from the ground up. Victor knows firsthand the challenges faced by non-union workers and is deeply

committed to protecting and strengthening what we've built. He has integrated seamlessly with the team and has developed a strong work ethic, a passion for learning, and a growing dedication to the field of internal organizing.

Closing:

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

Region 2 VP Report Alicia Metters – Absent; written report

Region2 Fight Against a 50-year legacy!

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

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



Our leaders continued to organize and filled and had doctors come to

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



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

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



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

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

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

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

Region 3 VP Report Eric Schwartztraub

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

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

For example, a recent health report conducted by Stanislaus County revealed that 61% less mental health providers than the State average, and while there has been a combined effort to address Fentanyl, Stanislaus in particular saw overdoses that are 2.67% higher than the State average. As of now we are asking for a three-year contract at 15% and in recent meetings between pairs of Board of Supervisors meeting with our negotiations team, we were given some

indication that proposal “may” be met. Also of high priority in our proposals as identified through staff survey’s is telecommuting / remote work. We have been able to communicate this high priority need to the Executive Leadership Team through our Labor Management Meeting (occurring every 3rd Wed morning) that telecommuting / remote work will be supported by the Executive Leadership Team with the expectation that the Board of Supervisors will positively respond to the continued support of Telecommute / remote work of which the Board of Supervisors may leave that need as “up to the management team” of those departments under SEIU 521. We have also communicated the following: Bereavement with the county stating they would support only 3 days (24 hours) of paid leave. The county has rejected bi-lingual pay as stating the current rate is fair. SEIU 521 members also demanded the observation of Cesar Chavez Day which was rejected even though Stanislaus County Hispanic population is around 49.2% of all ethnicities. Members also highlighted a priority of caseloads in which consistent standards could be jointly developed along with measurable outcomes in a data driven effort. This demand was rejected. And our last priority ask is to address differential, on-call, training, SUD certification pay and Continuing Education Units which the county also rejected.

Our membership outreach has included routine evening and lunchtime informational meetings to keep our membership informed and reinforce the importance of building each other up as we combine our thoughts and ideas as well as support in our demands for better pay and benefits. We offer the ability to participate in the meetings either through Zoom or in-person. By far the most attended of these informational meetings occur over lunch at the Main Community Services Agency Building where we routinely see membership attendance at 30-35 co-workers. Aiding in our organizing efforts is a new Internal Organizer of whom the membership welcomed in last month’s meeting.

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

Region 4 VP Report Debbie Acosta – Absent; written report

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

- In an effort to support immigration rights, we participated in the Primero de Mayo. We also participated in the No Kings Day event and marched to the Tesla dealership in protest. Met a lot of great people in solidarity.
-
- We also launched a successful BBQ campaign to educate our members on bargaining principles and the crucial role of the CAT team and also signed up members at our event.
-
- We also had Neo’s and signed up 40 plus members, thank you Carlos Fonseca and Richard Streets. Additionally, our presence at the Bakersfield event, alongside Rep. Ro Khanna, was impactful, with a focus on Medicare and Medi-Cal cuts. We're proud of our involvement in political events and immigration rights campaigns.
-

- In April, our Latino caucus hosted a meeting at our union office thanks to all who participated in making this happen. We watched an educational video about Cesar Chavez's movement for farm workers' rights. This was a very insightful meeting that gave us a peek into his humble and peaceful approaches to fighting for workers' rights. Guest speakers, Veva Islas and Elizabeth Rosas, spoke about how they identified with this movement based on their personal backgrounds. They also discussed their support for our Fresno Unified members in their bargaining principles which is great as we move forward in our Contract Negotiations.
-
- I recall this experience to remind us of the importance of considering workers' rights and helping them voice their opinions on critical policy changes. At a Labor Man meeting management presented us with a form that would change policy for our workers. Our Director stated that our members did not want to sign. He is well aware that we never sign anything that will impact changes in the workplace. In response to the new policy management wants to implement, which will result in write-ups for our grounds department, we organized a meeting to educate members and get their input. I would like to thank Lucas Cha and Andrew Martinez, our shop stewards in the grounds department, for their assistance in disseminating information about the policy changes. To accommodate the department, we scheduled the site building to host a meeting and sent an email to management informing them that we would be discussing the new policy changes. We are now able to use the grounds workers' input to present at our meet and confer. One of their main issue if this is not implemented across the board o to all then we are not interested. Thank you for your time."

Region 5 VP Report-Alicia Aleman

Fix Kern is big campaign we are doing in Kern right now. We reached a TA after our strike; TA passed by 92%; We did a two-year contract and will go back to negotiations for next year. We are continuing to build momentum and continuing to build. The TA included 6% for the first year, wage reopener in the second year, increased increment in bilingual pay, boot and uniform allowance, and one-time payment of \$1500. Language changed in the contract; for the first time in Kern County, we lost nothing in the contract. We didn't give up anything. Also got a personal holiday employees can use throughout the year whenever they want. We did get wins and fought the good fight and this was a huge win for us. Set precedent for the rest of the contracts to come. It has been extremely important to engage our members and to keep them active. We need our members behind us to be successful.

The City of Bakersfield, and Kern Medical are going to the table; looking forward to seeing what comes of those negotiations, members have led a good contract fight. Still continuing to encourage member leaders and having them step into new leadership spaces. For Fix Kern, member leaders are focusing on having conversations with member leaders in their areas.

Riko Mendez and Mullissa Willette – Leadership In Action Award to Alicia Aleman

Not on the agenda – Alicia has changed things. It's clear when Alicia joined as President of Kern County the momentum happened, and the power workers took back and we want to acknowledge that.

Riko – It was a great memory I had with Alicia over coffee to step up her leadership in chapter and officer. The 10 top officers are the Regional VP included, and she is responsible for Tulare, Kern and Alicia has shown tremendous leadership and courage and tremendous empathy. Your leadership and care for other people and our community and you have dedicated your life to it. Sad to say this is Alicia Aleman last meeting as an officer of E-board but the happy news is that she comes back to work for the Union as a Union organizer. We have a Leadership in Action award to present to you. Congratulations.

Also want to celebrate Mullissa Willette's birthday.

External Organizing Update: Planned Parenthood Campaign– Mullissa Willette and Calvin Johnson

External has been laying foundation to talk with workers, assess and see if they will talk with coworkers. I had fun with Tammy, and I was asking them to call their coworkers and at one point I had a great conversation and at the next house they were expecting us to talk with them. This was a great couple of days. In San Jose Tammy was at Blossom clinic to show support to workers. Even in this time, we had people excited to open the doors to us in our purple and had tremendous support.

Calvin – Planned Parenthood Marmonte is the largest affiliate in CA throughout US. 35worksites in central valley, coast, Nevada and South Bay. We dropped cards and went public in spring. We have increased visibility and ID new leaders. These workers have been in a fight for a long time and are ready to fight for union power.

Mullissa-this is exciting that we will be representing workers in 2 different states. California and Nevada. Families are excited. Shared quotes from workers on the website shared with E-board. This is powerful to see workers sign their first union card.

BREAKOUT Session and Report Back:

1. **CCCPU: Ayde:** Effects with subsidized programs losing vouchers which results in losing families and kids coming to homes. This will result in kids going to fields with kids or staying home alone and 10- or 9-year-olds taking care of younger siblings. Another big impact with HeadStart with immigration – child not born here will no longer be eligible for HeadStart. Also, SNAP food program has a big impact with children not having enough to eat making hunger worse with children.
 - a. How we engage is getting more members and community to take action like the 26th in Bako and everyone is invited to attend.
 - b. Education with parents as to how they need to get involved and speak up to fight back. They are the community, and we need to educate them to know and support. They don't vote because they don't know, or no one has talked to them. I tell parents

to come to quarterly meetings with me to update their kids but also on what they do to support the continued services.

- c. Membership drive to increase membership sign ups.

2. Region 5, Ana Palacios

- a. Long list but all communities will be impacted.
- b. Engage in this moment through education and mobilize members and community with partnership in coalitions and social media.
- c. Building and maintaining social connection .

3. Region 3&4 -Arvelia Whigham-Cooper

- a. Medi-cal clients , PH, BH and chronic conditions and loss of social services. We will also see hiring freezes, inability to negotiate raises, increased workload and high turnover will continue. Cuts to schools and layoffs; food insecurity
- b. Inability to negotiate raises;
 - o Less support for special needs students
 - o Cuts to Medi-Cal for undocumented immigrants
- c. Continuous training for leaders; unification across our solidarity across chapter
- d. Same rap; talking points across our region
- e. Door to Door conversations; town halls

4. Region 2-Cynthia Benitez

- a. **Impacts:** communities lose HC as well as less money and less jobs. Services will be lost, LGBTQI and DEI will lose prevention. More crime as well.
- b. **Engage:** Let politicians feel the f=pressure, response team education and videos to reach out to new generations. Have a plan A, B and C. Operate as we are in it and need to power up and attack at all levels on the ground, politician level. Rapid Response network is already active with us and medical. Maybe have a purple response team to do education and talk about how it will affect community. Communication needs to level up and include not just email but short attention span for young workers.
- c. Understand why we are fighting and organize by having conversations and get ideas from one another.

5. Region 1 -Andre Oliveira

- a. Impacts: funding cuts, transit, hospitals, schools, layoffs furloughs, cut to social services,
- b. Engage: Build broad coalitions, Purple Spoke, Caucus work, Educate – awareness – action, Diversity day events, coalition of unions
- c. How: ID new leaders, Build opportunities for existing members; m2m trainings, forming leadership councils, labor councils

BUSINESS SESSION

Consent Agendas: Motion A, Motion B, and Motion C from the July 19, 2025, Executive Board Meeting were all approved by a Motion, Second, and a Vote declaring each Consent Agenda Motions Passed/Carried.

MEETING ATTENDANCE:

Sworn Officers in Attendance in Fresno:

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

Sworn Executive Board Delegates/Alternates in Attendance in Fresno:

<u>Region 1:</u>	<u>Region 2:</u>	<u>Region 5:</u>
Ayana Vanderbilt	Esmeralda Nava	
Julie Barajas	Cynthia Benitez	George Martinez
Pa Chang	Yvette Carreon	Maria Hernandez
Stacy Schmidt		
Catalina "Kelli" Guevara	<u>Region 3:</u>	Ana Palacio
Maisha Willis	Renee Crawford	Todd Carey
Katherine O'Malley		
Mercedes Segura	<u>Region 4:</u>	
Elsa Lopez	Lucia Sapiens	
Gregory Lorenzi		
Andre Oliviera		

<u>Caucus Delegates:</u>	<u>Retiree Delegates:</u>	<u>Childcare Delegates:</u>
Bella Barela	Laura Basua	Anita Vicini
Arvelia Cooper-Whigham	Carol Garvey	Eduviguez Ramirez
Rachel Subega		

Sworn Local 521 Trustees in Attendance in Fresno:

Trevor Gillis Rosario Romero
Karyn Clark

Executive Board Officers, Members/Alternates, and Trustees-Absent NOT SWORN and Absent

Andrew Pham	Laura Escobedo	
Jesus Flores Canchola-Alt	Iris Magana	
Lilia Jacobo-Alt	Isabel Okere-Alt	Janet Diaz, Alt
Mollie Rodriguez-Alt	John Sanders	
Mark Blythe-Alt	David Camacho	
Sarah Gianocaró	Veronica Bertolucci	
Tania Salinas		
Ferdie Centeno		

SWORN and Absent:

Tania Salinas
Ferdie Centeno

Local 521 Staff in Attendance in Fresno:

Angela Marlow	Magaly Vega	Victor Gamiz	Valeska Sanchez
Julie Ford	Yvonne Davila	Olivia Martinez	Jose Lopez
Margarita Hernandez	Debbie Narvaez	Jackie Rinfrow	Michael Carter
Teneya Johnson	Patrick Phillips	Vicky Garrido	Steve Tsou
Robert Klimczak	Simone Cranston-Rhodes	Calvin Johnson	Jorge Valenzuela

Members in Attendance in Fresno:

11 Members attended the July 19, 2025, Executive Board Meeting in Fresno.

Guests:

Jasmeet Baines, State Assemblywoman via zoom.

Consent Agendas:

Motion A: – Non-Political Consent Agenda

1. **Approval of the Executive Board Minutes – March 29, 2025**
2. **Executive Board Email Political Motion Poll to approve Political Motions from the June 24, 2025, Officers Meeting.** All 11 Motions passed by the Officers at their 6/24/25 Officers Meeting were approved by the Executive Board. Voting YES on all: Patricia Moran, Rachel Subega, Arvelia Cooper, Mullissa Willette, Renee Crawford, Cynthia Benitez, Riley Talford, Todd Carey, Kate Selover, Alicia Metters, Andrea Longoria, Mercedes Segura, Laura Basua, Kellie Guevara, Eric Schwarzentraub. Ayanna Vanderbilt voted NO on Motion 8 and YES on Motions 1-7 and 9-11. There were Zero ABSTENTIONS.
 - Motion B/1** – Sponsorship of a table for BWOPA “Her Legacy, Our Future: Black Women in Political Action 2025” event for \$480 from Issues PAC.
 - Motion B/2** – Bronze Sponsorship of Supervisor Luis Chavez for a Spring Social for \$2,500 from Candidates PAC
 - Motion B/3** – Sole Endorsement of James Hackett for FCERA Retiree Alternate Seat.
 - Motion B/4** – Sole Endorsement of Laura Basua for FCERA Retiree Seat.
 - Motion B/5** – Contribute \$5,900 to Shoults for CA Assembly 2025 from the Candidates PAC
 - Motion B/6** – Contribute \$1,400 to Rob Bonta for Attorney General 2026 from the Candidates PAC
 - Motion B/7** – Contribute \$10,000 to the South Bay CLC for its efforts to conduct independent expenditures to elect labor endorsed candidates from the Independent Expenditure PAC
 - Motion B/8** – Contribute \$700 to Gabby Chavez Lopez for San Jose City Council District 3 from the Candidates PAC
 - Motion B/9** – Contribute \$500.00 to Monterey County Democratic Central Committee from Candidates PAC
 - Motion B/10** – Endorse Protect Salinas Renters June 2025
 - Motion B/11** – Contribute \$1500.00 to Protect Salinas Renters from Issues PAC
3. **Budget & Finance Committee Report – July 16, 2025** – Kate Selover, LocalWide 521 Treasurer chaired the meeting.

Approved 2025 General Fund and Organizing Budgets

May 2025 Financial Documents

Item 01-06—Approved—May 2025 Financial Documents

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

CONSENT AGENDA Motion B – Political Consent Agenda: Motions B/1-B/7

These were passed at the July 19, 2025, Executive Board Meeting:

Motion B/1 – Contribute \$500.00 to the South Bay Labor Council from the Candidates PAC.

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

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

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

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

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

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

OLD BUSINESS:

Membership Growth & New Member Experience Presentation – Alicia Aleman and Ayde Jaime

Yearly Goals: 8,000 New Union Members. 6,000-Internal and 2,000 CCPU

Progress to date:

4,233 New Union Members (total)

3,627 from Internal Chapters

606 from CCPU

NEO Sign Ups: 2,227

Sign ups by member leader: 1,347

COPE: 1,269 new COPE contributors; Average card: \$12.13

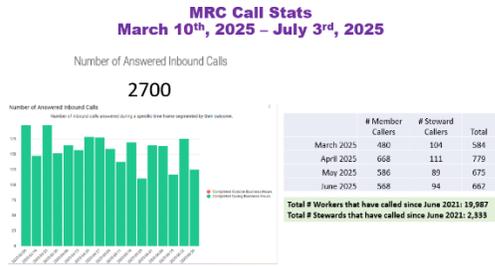
Political Report-Yvette Carreon

Reviewed 2025 Retirement Board and Special Elections Opportunities.

2026 Threats: Without Federal Big Bad Bill (HR1) Deficits increase and we will need to solve how we deal with the increasing deficits. There will be opportunities in 2026 to increase State and Local Revenue.

COPE Contributors: Currently 9,167 COPE Contributors; represents 23% of our membership.

Localwide Representation Excellence Presentation: Jorge Valenzuela, Sr. Contract Enforcement Specialist and Debbie Narvaez
Member Resource Center Report:



Cases our MRC has opened
March 10th, 2025 – July 3rd, 2025

“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: 618 (w/Steward Assigned: 144) = 23%

- Cases Resolved/Settled: 266
- Closed due to no contact/withdrawal: 167
- On-going/open cases: 170
- Lost/Referred to Field: 15

Membership Training-
Building the Strength from within our Workplace

A House of Bricks at the Table:
 Special Pilot Project – Santa Clara Bi-weekly Meetings

- MRC is piloting working with a group of stewards/members to begin to model how we solve problems in a House of Bricks effectively.
- For the past year, MRC has worked in DECS in Santa Clara to solve problems we can without draw out grievances and meet and confer.
- Stewards in this area are now partnering on all cases that come out of this department with the MRC.
- This has been a success with this group eliminating a need for lengthy grievances and meet and confers. We are solving problems timely and in collaboration with management and IS.
- MRC is now working with newly engaged members at DECS on solving problems that have been bogged down in technical processes.
- Currently, we have 13 newly engaged members participating in this team.

- MRC has held 4 trainings
 - 62 total attended
 - 4 non-members, two signed up
- These trainings are designed to assist Stewards in building their HOUSE of BRICKS as a resource to send their workers to.
- We are also beginning to work with the Field to drive non-members that did not sign up at their NEO another chance to educate and obtain membership.
 - We are working with the Field to get this up and running in the next quarter
- This is a one-hour training that is held monthly.



Moving Members

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

Region 3-4 In Person Basic Training May 16th, 2025

26 attended
 11 new Stewards attended
 Fresno Chapter, FUSD, First Student, and Fresno Courts attended

MRC will be following up with these individual chapters to do some mentoring and exposure of current cases coordinating with the Field.

2025
Zoom Weekly Module Trainings

189 individuals have taken at least one training this year.
 142 have taken all 4 of the basic trainings
 33 have taken at least one advanced training online

2025 In Person Trainings:

SCC Steward Summit (Chiefs and Assts) = 24
 Peninsula Basic Steward Training = 17
 Region 2 Basic Steward Training = 58
 Region 4 Basic Steward Training = 26

Total = 125 participants

Contract Enforcement Department Report:

Progress towards CED Priorities

Priority 3 – Contracts:

- MRCCED Sr. CES have provided contract language recommendations to Regional Directors for 48 chapters across the Local with contracts expiring between Jan 2025 through December 31, 2025.
- 2026 contract language recommendations are in preparation now
- MRCCED Sr. CES now working on developing Localwide Gold Standard Contract Language toolkit to coordinate with Regional Directors.

Priority 4 – Boards and Commissions:

- Continue to ensure we have nominees for prioritized Boards and Commissions.
- Sr. CES developing pilot Advanced Steward Training module focused on assessing, preparing and representing workers in Sicily's.

33

Overtime Meal Penalty changed unilaterally by County during Pandemic – **UPDATE!!**

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

• **1142 Workers paid – TOTAL \$1.272 Million**

Motion C – Presidential Appointments to Executive Board Committees

Moved; Seconded; Motion Carries.

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

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

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

		Esmeralda Nava, Region 2 Delegate
--	--	-----------------------------------

NEW BUSINESS:

- 1. NONE

Staffing Report – Riko Mendez reported: Currently recruiting for IO in northern area. All of our positions are listed on unionjobs.com

Other informational items in the packet:

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

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

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

NEXT EXECUTIVE BOARD MEETING – Next Executive Board Meeting is scheduled for Saturday, September 27, 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 July 19, 2025, at 3:58pm.

General Fund Budget

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

Notes:

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

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

Raised allocations to combat constant and new challenges.

Raised allocations to factor inflation and developing needs

Updated budget.

Includes professional.

Updated budget.

Updated Budget.

125K allocated for memorabilia.

Increased Budget for meetings and supplies for negotiations.

Highest ever showing strong membership growth.

Highest ever, revenues cover expenses.

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

**SEIU Local 521
Bank Balances
as of 7/31/25**

DISCRETIONARY SAVINGS					
ITEMS	ACCOUNT NAME	Bank	Available as of 6/30/25	+/- Reason	Available as of 7/31/25
1	Contingency	Bank of The West #18986	694,736.19		697,702.67
2	Strike	Bank of The West #18978	1,814,521.62	+\$0.10 per capita	1,826,196.75
3	Capital	Bank of The West # 28667	839,701.12	\$10,000 per month	855,475.66
4	Building	Bank of The West # 28733	825,305.88	\$10,000 per month	838,869.82
5	Legal Defense	Bank of The West # 28691	707,048.28	+\$0.10 per capita, - motions to cover pending lawsuits	714,456.90
6	Good & Welfare	Bank of The West #28758	68,900.62		69,194.82
			\$ 4,950,213.71		\$ 5,001,896.62

POLITICAL					
7	PAC - Independent Expenditure	Wells Fargo Bank - Olson	768,652.77	Olson Statement Reconciled as of 7/31/25	668,652.77
8	PAC - Candidates	Wells Fargo Bank - Olson	84,111.09	Olson Statement Reconciled as of 7/31/25	76,875.34
9	PAC - Issues	Wells Fargo Bank - Olson	67,456.35	Olson Statement Reconciled as of 7/31/25	76,838.60
			\$ 920,220.21		\$ 822,366.71

MANDATORY SAVINGS					
10	Organizing	Bank of The West #18895	7,653,321.89		7,668,826.22
11	Agency Fee	Bank of The West #18960	37,417.61		37,577.38
			\$ 7,690,739.50		\$ 7,706,403.60

UNFUNDED RESERVES & LIABILITES					
12	Cervantes Scholarship	Unfunded Reserve	42,631.04	+\$1250 / mon	43,881.04
13	Accrued Vacation for General Fund	Liabilities	2,054,017.05		2,057,595.60
			\$ 2,096,648.09		\$ 2,101,476.64

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	SEIU LOCAL 521												
2	Income Statement - Current and YTD												
3	For the Seven Months Ending Thursday, July 31, 2025												
4													
5		Jan	Feb	Mar	Apr	May	Jun	Jul				Y-T-D	
6		Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
7													
8	GENERAL FUND INCOME												
9	DUES RECEIPTS	3,535,813	2,982,617	3,216,445	2,932,171	3,399,878	3,298,232	3,145,833	3,671,011	525,178	22,020,834	23,036,167	1,015,333
14	TOTAL OTHER INCOME	107,531	125,870	101,185	102,696	102,695	96,648	116,077	83,004	(33,073)	812,544	719,631	(92,913)
15													
16	TOTAL GENERAL FUND INCOME	3,643,344	3,108,487	3,317,630	3,034,867	3,502,573	3,394,880	3,261,910	3,754,015	492,105	22,833,378	23,755,798	922,420
17													
18	GENERAL FUND EXPENSES												
19													
20	ORGANIZING OFFSET	512,014	512,014	512,014	512,014	512,014	512,014	512,014	512,014	-	3,584,101	3,584,101	-
21													
34	TOTAL SALARIES	877,332	840,055	951,834	911,914	1,295,110	919,579	867,854	899,255	(31,401)	6,548,944	6,695,077	(146,133)
48	TOTAL PAYROLL RELATED	853,415	816,123	624,582	672,549	771,769	644,246	716,948	653,134	63,814	5,153,979	5,035,817	118,162
57	TOTAL MISCELLANEOUS	12,613	12,440	12,849	12,580	12,207	13,096	12,693	12,094	599	88,851	87,880	971
63	TOTAL ARBITRATIONS & LEGAL	85,286	123,260	56,152	142,074	91,983	56,773	70,655	93,285	(22,630)	494,584	648,812	(154,228)
73	TOTAL FACILITIES	107,538	137,627	150,541	170,216	191,223	160,143	136,159	155,317	(19,158)	953,109	1,072,603	(119,494)
83	TOTAL ADMINISTRATIVE - OFFICES	36,648	37,113	56,329	30,903	55,694	59,149	40,213	37,622	2,591	281,488	313,456	(31,968)
91	TOTAL INFORMATION TECHNOLOGY	45,032	30,078	46,278	26,805	48,466	36,494	47,750	27,146	20,604	334,250	260,297	73,953
100	TOTAL COMMUNICATIONS	159,215	217,106	322,565	171,166	112,141	206,882	93,615	115,839	(22,224)	655,308	1,304,915	(649,607)
109	TOTAL GENERAL GOVERNANCE MEETING & TRAINING	5,707	7,711	14,989	23,713	15,241	14,922	10,600	10,917	(317)	74,206	93,199	(18,993)
115	TOTAL MEMBER & LEADER EDUCATION & TRAINING	-	8,000	-	-	663	511	256	-	256	1,793	9,174	(7,381)
123	TOTAL POLITICAL/SOCIAL INVOLVEMENT	77,587	24,605	21,714	23,113	18,831	19,387	23,346	26,857	(3,511)	163,423	212,094	(48,671)
127	TOTAL SOCIAL & ECONOMIC JUSTICE	1,246	8,927	2,640	12,296	3,784	2,191	7,125	6,013	1,112	49,875	37,097	12,778
133	TOTAL MEMBER INVOLEMENT	26,700	4,229	21,658	19,431	110,797	32,474	10,416	18,806	(8,390)	72,916	234,098	(161,182)
140	TOTAL NEGOTIATIONS	7,606	23,364	58,057	19,550	26,125	15,483	11,835	12,862	(1,027)	82,845	163,046	(80,201)
146	TOTAL MEETINGS & EVENTS	92,525	428	100	-	64	536	2,916	92,158	(89,242)	20,416	185,811	(165,395)
161	TOTAL REPRESENTATIVE DUES	616,035	609,098	645,987	583,153	625,960	626,013	585,759	671,771	(86,012)	4,100,328	4,378,015	(277,687)
162	TOTAL GENERAL FUND EXPENSES	3,516,499	3,412,178	3,498,289	3,331,477	3,892,072	3,319,893	3,150,154	3,345,090	(194,936)	22,660,416	24,315,492	(1,655,076)
163													
164	TOTAL INCOME LESS TOTAL EXPENSES	126,845	(303,691)	(180,659)	(296,610)	(389,499)	74,987	111,756	408,925	297,169	172,962	(559,694)	(732,656)
165													
168	TOTAL VOLUNTARY TRANSFERS	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	-	70,000	70,000	-
169	TOTAL INCOME LESS EXPENSES & TRANSFERS	116,845	(313,691)	(190,659)	(306,610)	(399,499)	64,987	101,756	398,925	297,169	102,962	(629,694)	(732,656)
170													

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	SEIU LOCAL 521												
2	Organizing												
3	Income Statement												
4	For the Seven Months Ending Thursday, July 31, 2025												
5													
6		Jan	Feb	Mar	Apr	May	Jun	Jul			Budget	Y-T-D Actual	Better/(Worse)
7		Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)			
8													
9	BUDGET FROM GENERAL FUND	512,014	-	3,584,101	3,584,101	-							
10													
11	EXPENSES												
12	Legal - Org	10,567	10,567	10,567	10,567	10,567	10,567	16,667	10,567	6,100	116,667	73,971	42,696
13	Arbitration - Org	-	-	-	-	-	-	4,167	-	4,167	29,167	-	29,167
14	Salaries - Organizing	126,688	132,362	133,925	121,459	187,162	138,432	196,077	143,959	52,118	1,470,577	983,988	486,589
15	Moving Allowance - Org	-	-	-	-	-	1,500	-	-	-	-	1,500	(1,500)
16	Workers Comp. Insurance Exp - Org	-	-	-	2,279	2,279	2,279	1,352	2,279	(927)	9,462	9,117	345
17	Payroll Tax Exp - Org	11,122	10,805	10,927	10,551	14,726	11,240	11,646	11,787	(141)	87,344	81,159	6,185
18	Employee Benefits Exp - Org	71,151	98,862	56,619	53,278	51,061	52,552	72,283	55,796	16,487	505,983	439,319	66,664
19	Pension Plan Exp - Org	24,677	25,908	25,639	24,900	38,238	28,135	41,176	29,127	12,049	308,821	196,624	112,197
20	401k Matching Exp - Org	2,762	2,939	3,006	2,862	4,102	2,926	8,497	3,103	5,394	59,477	21,699	37,778
21	Cash Outs - Org	7,240	-	-	-	-	-	907	-	907	6,349	7,240	(891)
22	Training Exp - Org	-	-	-	-	-	229	333	-	333	2,333	229	2,104
23	Mileage Reimbursement Exp - Org	799	2,750	2,695	585	100	3,610	2,700	5,210	(2,510)	18,902	15,748	3,154
24	Vehicle Exp - Org	-	316	984	45	788	557	833	774	59	5,833	3,463	2,370
25	Telephone Exp - Org	-	-	-	-	-	-	1,223	-	1,223	8,562	-	8,562
26	Office Supplies Exp - Org	9,370	1,008	1,008	-	993	1,332	2,917	2,666	251	20,417	16,376	4,041
27	Printing Exp - Org	-	-	-	-	-	41	333	21	312	2,333	62	2,271
28	Communication Cost Exp - Org	-	-	-	-	-	-	5,911	116	5,795	41,379	116	41,263
29	Translation Exp - Org	-	-	-	-	171	2,236	1,852	-	1,852	12,963	2,407	10,556
30	Computer Database Services Exp - Org	-	-	-	-	-	-	821	-	821	5,749	-	5,749
31	Professional Fee Exp - Org	300	400	-	-	-	-	13,010	3,000	10,010	91,073	3,700	87,373
32	Subscriptions Exp - Org	-	-	-	-	-	-	83	-	83	583	-	583
33	Travel Exp - Org	466	3,920	24,646	14,932	21,610	32,918	15,792	20,740	(4,948)	110,542	119,232	(8,690)
34	Conference Exp - Org (and Quarterly Retreats)	-	-	-	-	-	-	2,083	10	2,073	14,583	10	14,573
35	Rally / Bus Rental Exp - Org	-	-	-	-	-	-	29,167	-	29,167	204,167	-	204,167
36	Memorabilia / Give Away Exp - Org	-	-	-	-	-	-	2,083	-	2,083	14,583	-	14,583
37	Meeting Exp - Org	-	92	-	94	-	-	2,130	137	1,993	14,910	323	14,587
38	Donation Exp - Org	25,000	-	-	-	-	-	-	-	-	-	25,000	(25,000)
39	SEIU Int'l Share Cost	-	-	-	-	-	-	36,458	-	36,458	255,209	-	255,209
40													
41	TOTAL ORGANIZING EXPENSES	290,142	289,929	270,016	241,552	331,797	288,554	470,501	289,292	181,209	3,417,968	2,001,283	1,416,685
42													
43	NET INCOME	221,872	222,085	241,998	270,462	180,217	223,460	41,513	222,722	181,209	166,133	1,582,818	1,416,685
44													

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	SEIU LOCAL 521												
2	Dues Receipts												
3	For the Seven Months Ending Thursday, July 31, 2025												
4													
5		Jan	Feb	Mar	Apr	May	Jun	Jul			Y-T-D		
6		Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
7	Region 1												
8	Achievekids	5,383	8,479	5,685	5,628	5,726	11,932	4,998	5,822	824	34,985	48,655	13,670
9	Campbell Union High School District	-	7,249	6,739	6,971	6,682	7,128	5,815	5,841	26	40,703	40,611	(92)
10	City of East Palo Alto	4,066	2,783	-	5,233	2,500	2,691	3,366	3,988	622	23,562	21,261	(2,301)
11	City of Menlo Park	9,098	9,126	9,952	13,604	8,950	9,098	10,337	9,686	(651)	72,360	69,513	(2,847)
12	City of Mountain View	23,645	15,797	15,767	16,053	15,813	23,211	16,892	15,697	(1,195)	118,244	125,982	7,738
13	City of Palo Alto	52,698	52,696	79,442	56,937	56,998	51,888	57,231	46,320	(10,911)	400,620	396,979	(3,640)
14	City of Redwood City	22,465	22,582	22,372	22,846	22,809	34,123	24,790	22,849	(1,941)	173,527	170,044	(3,482)
15	City of San Mateo	16,543	11,284	11,329	5,555	16,978	11,216	12,185	12,835	650	85,293	85,741	447
16	City of Sunnyvale	1,349	1,347	1,344	1,319	2,002	1,381	1,389	1,531	142	9,723	10,274	550
17	Community Solutions	21,761	21,844	22,148	44,740	-	34,373	22,092	22,936	844	154,646	167,802	13,156
18	County - San Mateo	111,071	111,658	111,483	110,766	164,794	111,048	111,593	111,187	(406)	781,151	832,006	50,855
19	County - Santa Clara	1,425,204	944,656	943,816	945,167	987,842	990,038	1,069,211	1,530,489	461,279	7,484,474	7,767,213	282,738
20	Court - San Mateo County	14,452	14,471	14,167	13,848	20,954	13,951	15,653	13,679	(1,974)	109,569	105,522	(4,046)
21	Court - Santa Clara County	4,101	2,051	6,211	4,154	4,026	3,851	3,872	5,806	1,934	27,104	30,199	3,096
22	Cupertino Union School District	-	15,494	15,565	15,504	15,173	30,544	14,376	-	(14,376)	100,634	92,280	(8,354)
23	First 5 Santa Clara County	5,893	3,948	3,957	3,962	4,045	4,122	4,434	4,073	(361)	31,036	29,999	(1,037)
24	Gardner Family Care Corporation	16,095	24,163	15,839	15,773	16,031	16,258	16,558	16,268	(289)	115,903	120,427	4,525
25	Hope Services	6,519	6,695	6,739	6,707	6,684	6,619	4,153	6,574	2,421	29,073	46,537	17,464
26	Housing Authority of the County of Santa Clara	6,638	4,889	4,809	4,821	6,949	2,340	4,723	4,847	124	33,059	35,294	2,234
27	Humane Society of Silicon Valley	4,976	-	2,375	2,424	2,548	3,577	2,669	5,037	2,368	18,681	20,937	2,256
28	Law Foundation of Silicon Valley	5,630	5,017	5,133	2,766	5,121	5,035	4,405	4,956	552	30,833	33,659	2,826
29	Momentum for Health	26,626	26,857	26,454	26,901	39,836	27,337	27,804	27,440	(364)	194,629	201,451	6,822
30	Orchard School District	2,317	2,318	2,169	2,178	-	4,372	2,298	2,112	(186)	16,089	15,466	(623)
31	Peninsula Jewish Community Center	-	3,673	7,637	-	3,753	7,401	3,126	2,877	(249)	21,881	25,342	3,461
32	Rebekah Children's Services	5,526	3,711	3,784	3,582	3,567	3,499	3,858	5,119	1,262	27,005	28,789	1,784
33	Sacred Heart Community Service	2,558	2,456	2,410	2,385	2,301	3,333	2,291	2,225	(65)	16,036	17,669	1,633
34	San Andreas Regional Center	57,421	38,159	38,828	39,581	39,116	39,623	31,939	19,801	(12,139)	223,576	272,529	48,953
35	Santa Clara COE	68,824	70,541	69,588	71,571	72,854	73,220	61,566	73,262	11,697	430,962	499,859	68,897
36	Santa Clara Family Health Plan	16,433	10,885	16,500	-	23,113	12,085	11,966	12,947	981	83,763	91,963	8,200
37	Santa Clara Valley Transportation Authority	29,433	29,486	29,322	28,901	29,507	45,258	26,308	30,591	4,283	184,156	222,498	38,342
38	Starlight Community Services	9,823	6,222	5,141	5,077	4,778	5,102	4,524	4,638	114	31,670	40,782	9,112
39													
40	Total Region 1	1,976,547	1,480,537	1,506,704	1,484,955	1,591,452	1,595,652	1,586,421	2,031,435	445,014	11,104,946	11,667,282	562,336
41													
42	Region 2												
43	CHISPA Housing Management Inc	5,232	-	5,092	3,772	2,555	2,501	2,769	2,443	(325)	19,382	21,596	2,214
44	City of Greenfield	-	2,995	1,495	1,473	1,412	2,280	1,946	1,531	(414)	13,619	11,187	(2,432)

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	SEIU LOCAL 521												
2	Dues Receipts												
3	For the Seven Months Ending Thursday, July 31, 2025												
4													
5		Jan	Feb	Mar	Apr	May	Jun	Jul			Y-T-D		
6		Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
45	City of Hollister	3,840	3,898	3,933	3,985	6,216	4,149	3,770	4,086	316	26,387	30,108	3,720
46	City of King City	953	953	953	953	919	923	862	1,001	140	6,031	6,653	622
47	City of Salinas	22,943	14,994	22,473	14,981	14,937	15,020	16,166	14,937	(1,229)	113,161	120,286	7,125
48	City of Santa Cruz	29,644	30,464	30,743	31,214	47,469	33,009	33,157	33,664	507	232,100	236,208	4,109
49	City of Scotts Valley	642	611	509	505	509	544	542	598	56	3,793	3,917	124
50	City of Soledad	2,695	2,654	2,660	2,612	2,590	3,909	3,179	2,649	(529)	22,250	19,768	(2,482)
51	City of Watsonville	2,925	1,770	1,753	1,852	1,829	1,829	2,060	2,791	731	14,421	14,747	326
52	Community Bridges	6,494	6,958	6,061	6,730	7,115	6,780	5,916	6,858	942	41,412	46,997	5,585
53	County - Monterey	213,639	212,590	217,392	216,417	215,720	215,382	215,164	214,434	(730)	1,506,150	1,505,575	(575)
54	County - San Benito	16,173	16,224	16,435	16,589	8,325	32,529	17,106	15,679	(1,427)	119,745	121,955	2,210
55	County - Santa Cruz	153,251	153,363	152,877	153,606	230,076	154,441	158,420	154,089	(4,330)	1,108,939	1,151,703	42,764
56	Court - Monterey County	8,294	12,085	-	15,906	-	11,523	9,322	7,665	(1,658)	65,257	55,473	(9,784)
57	Court - San Benito County	984	926	1,276	860	803	574	1,044	626	(418)	7,310	6,048	(1,262)
58	Court - Santa Cruz County	4,060	4,328	4,422	4,504	4,611	6,920	5,010	4,548	(462)	35,070	33,394	(1,676)
59	Housing Authority of the County of Monterey	3,030	2,914	4,478	3,149	2,948	1,579	3,169	3,162	(7)	22,182	21,259	(923)
60	MAOF	5,263	5,637	4,795	7,663	5,404	5,056	5,182	2,802	(2,381)	36,277	36,619	342
61	Monterey Bay Unified Air Pollution Control District	3,558	1,190	3,665	2,514	2,455	1,295	2,725	3,922	1,197	19,075	18,599	(476)
62	Salud Para la Gente Inc	17,952	17,896	18,003	18,444	18,426	27,457	17,040	9,209	(7,830)	119,277	127,387	8,110
63	San Benito County Water District	1,000	1,055	1,058	1,058	1,063	1,595	959	1,085	127	6,710	7,914	1,204
64	San Lorenzo Valley Unified School District	-	4,986	4,986	4,954	4,803	4,983	4,458	5,010	551	31,209	29,722	(1,487)
65	Encompass CS	3,810	-	7,596	3,944	4,054	3,367	2,324	2,410	86	16,265	25,182	8,917
66	Santa Cruz County Regional Transportation Commission	1,681	1,798	1,900	1,983	3,061	2,082	1,841	2,098	257	12,888	14,603	1,715
67	Santa Cruz Metro	7,683	7,810	12,240	8,117	8,310	8,196	9,023	12,833	3,810	63,160	65,188	2,028
68	Soquel Creek Water District	1,806	1,810	1,810	1,953	1,953	2,046	1,768	2,058	290	12,378	13,436	1,058
69	Monarch Services	3,895	1,615	-	3,263	1,589	2,353	1,628	-	(1,628)	11,393	12,715	1,321
70													
71	Total Region 2	521,445	511,522	528,608	533,000	599,149	552,323	526,549	512,191	(14,358)	3,685,841	3,758,239	72,398
72													
73	Region 3												
74	County - Mariposa	15,847	-	7,955	7,727	7,707	7,443	8,100	7,481	(619)	56,698	54,160	(2,538)
75	County - Stanislaus	35,676	35,373	35,937	36,241	54,064	36,720	38,162	37,406	(756)	267,133	271,417	4,284
76	Court - Mariposa County	920	-	469	421	396	386	384	341	(43)	2,687	2,932	245
77	Golden Valley Health Center	30,771	31,176	46,803	30,783	31,606	31,378	31,873	31,064	(810)	223,114	233,581	10,467
78	Salida Union School District - Headstart	879	879	1,787	-	894	950	1,012	790	(222)	7,081	6,179	(903)
79													
80	Total Region 3	84,093	67,429	92,952	75,173	94,666	76,876	79,530	77,081	(2,450)	556,713	568,269	11,556
81													

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	SEIU LOCAL 521												
2	Dues Receipts												
3	For the Seven Months Ending Thursday, July 31, 2025												
4													
5		Jan	Feb	Mar	Apr	May	Jun	Jul			Y-T-D		
6		Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
82	Region 4												
83	Central California Legal Services	9,213	4,630	2,433	2,329	9,219	4,212	4,586	-	(4,586)	32,099	32,036	(64)
84	City of Coalinga	1,762	1,809	886	3,594	919	1,811	1,920	2,761	841	13,442	13,543	100
85	Community Action Partnership of Madera	9,903	3,448	9,728	3,233	4,916	6,504	6,835	5,428	(1,407)	47,847	43,158	(4,689)
86	County - Fresno	124,162	125,493	127,220	127,308	125,983	188,135	135,339	124,746	(10,592)	947,371	943,047	(4,324)
87	County - Madera	14,430	14,097	14,333	13,940	13,841	27,406	14,232	-	(14,232)	99,623	98,047	(1,576)
88	Court - Fresno County	20,772	7,136	21,548	14,497	14,842	14,381	16,094	14,387	(1,708)	112,661	107,562	(5,099)
89	Dental Source	53	-	106	53	169	222	169	222	53	1,181	824	(357)
90	FASTA	11,918	6,274	33,522	-	16,815	14,218	12,581	15,789	3,208	88,066	98,536	10,470
91	First Student	6,452	7,880	8,234	7,002	8,976	8,913	5,499	6,839	1,339	38,496	54,296	15,799
92	Fresno Housing Authority	5,614	2,840	2,772	8,405	5,229	5,303	5,708	5,124	(584)	39,953	35,287	(4,666)
93	Fresno Unified School District	40,506	40,766	81,277	-	38,292	43,598	40,843	40,378	(465)	285,903	284,817	(1,087)
94	Riverdale Unified School District	2,170	2,170	2,170	2,170	2,150	2,150	1,977	2,185	208	13,836	15,165	1,329
95													
96	Total Region 4	246,955	216,543	304,227	182,530	241,351	316,854	245,783	217,858	(27,925)	1,720,480	1,726,317	5,838
97													
98	Region 5												
99	BARC	760	806	1,106	711	758	772	1,162	485	(677)	8,132	5,396	(2,735)
100	City of Arvin	2,071	2,038	1,909	1,906	3,974	1,059	2,226	2,965	739	15,581	15,921	340
101	City of Bakersfield	47,770	47,170	47,085	70,184	23,551	70,824	51,982	47,469	(4,513)	363,875	354,053	(9,822)
102	City of Hanford	5,081	4,977	7,355	4,783	4,751	4,745	5,332	4,629	(703)	37,321	36,320	(1,001)
103	City of Lindsay	1,096	734	734	738	743	1,114	913	344	(568)	6,391	5,504	(887)
104	City of Shafter	1,191	1,875	1,250	1,266	635	2,152	1,360	1,377	17	9,523	9,747	223
105	City of Taft	27	81	54	54	54	81	110	54	(56)	768	404	(364)
106	City of Wasco	2,677	2,628	2,642	2,593	2,615	3,778	2,492	2,591	99	17,445	19,524	2,079
107	Community Action Partnership of Kern	19,029	19,207	38,715	19,621	-	30,234	17,889	27,466	9,577	125,223	154,272	29,049
108	County - Kern	187,199	186,617	182,979	186,460	283,483	189,375	203,491	196,574	(6,917)	1,424,439	1,412,686	(11,753)
109	County - Kings	828	774	738	720	720	1,080	858	360	(498)	6,006	5,220	(786)
110	County - Tulare	62,622	70,607	73,591	73,495	109,437	74,621	79,021	73,832	(5,189)	553,146	538,205	(14,942)
111	Court - Kern County	11,570	36,082	24,079	24,222	24,164	36,570	26,150	24,408	(1,742)	183,053	181,095	(1,958)
112	Court - Kings County	2,104	6,556	2,169	4,361	4,479	6,665	4,261	6,570	2,310	29,825	32,904	3,079
113	Court - Tulare County	10,854	10,754	10,688	10,398	15,827	10,478	11,919	10,450	(1,469)	83,430	79,449	(3,981)
114	Edison Elementary School District	2,802	2,627	8,244	175	2,513	2,583	2,191	85	(2,106)	15,339	19,030	3,692
115	First Student - Porterville	1,643	1,991	1,613	1,982	2,403	787	1,850	390	(1,461)	12,953	10,809	(2,145)
116	Kern County Water Agency	2,401	2,413	3,625	1,207	2,380	3,725	1,748	4,205	2,456	12,237	19,955	7,718
117	Kern Medical	104,898	103,919	105,397	107,852	160,943	107,595	99,268	106,814	7,546	694,875	797,417	102,542
118	Kern Regional Center	24,390	16,876	18,946	18,924	19,261	19,961	17,811	21,020	3,209	124,678	139,379	14,701
119	Kings Community Action Organization	636	690	587	612	532	518	481	163	(318)	3,370	3,738	368

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	SEIU LOCAL 521												
2	Dues Receipts												
3	For the Seven Months Ending Thursday, July 31, 2025												
4													
5		Jan	Feb	Mar	Apr	May	Jun	Jul			Y-T-D		
6		Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
120	Lindsay-Strathmore Irrigation District	251	261	392	261	261	261	263	261	(2)	1,843	1,947	104
121	North Kern Cemetery District	523	352	352	352	528	321	315	328	13	2,206	2,756	550
122	Standard School District	7,459	7,555	7,811	7,924	8,071	8,054	6,189	-	(6,189)	43,326	46,875	3,548
123	Student Transportation of America	-	-	-	-	-	-	-	-	-	-	-	-
124	Taft Union High School District	2,751	2,751	4,410	2,520	2,591	2,591	2,310	2,533	222	16,173	20,145	3,973
125													
126	Total Region 5	502,631	530,339	546,468	543,323	674,673	579,944	541,594	535,373	(6,221)	3,791,158	3,912,750	121,593
127													
128	Region Other												
129	Child Care Providers United California	196,613	168,437	229,740	106,675	188,940	168,684	159,409	290,539	131,130	1,115,864	1,349,628	233,763
130	Local 521 Staff & Officers	5,391	5,516	5,108	5,275	8,128	5,607	4,625	5,511	885	32,378	40,536	8,158
131	Retired Members Chapter (521)	2,097	2,190	2,352	1,084	1,487	2,260	1,922	993	(929)	13,454	12,464	(990)
132	Transitional Associate Members	41	104	287	156	31	31	-	31	31	-	681	681
133													
134	Total Region Other	204,143	176,247	237,487	113,190	198,586	176,582	165,957	297,074	131,117	1,161,696	1,403,309	241,613
135													
136	Total Dues Receipts	3,535,813	2,982,617	3,216,445	2,932,171	3,399,878	3,298,232	3,145,833	3,671,011	525,177	22,020,834	23,036,167	1,015,333
137													

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

DOC# 5

	A	B	C	D	E	CG	CH	CI	CJ	CK	CL	CM	CN	CO	CP	CQ	CR	CS
1	REGION 1																	
2	County	Office	B	C		Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	AVERAGE
3	SCC	SJC	12	M	Achievekids	73	79	74	76	76	75	78	78	78	76	79	78	77
4	SCC	SJC	12	A	Achievekids - Agency	-	2	-	2	-	-	-	-	-	-	-	-	0
7	SCC	SJC	12	M	Campbell Union High School District	52	72	101	100	98	-	98	97	96	95	95	95	83
8	SCC	SJC	26	M	City of East Palo Alto	35	34	34	34	34	32	31	-	29	28	30	30	29
9	SMC	SJC	26	M	City of Menlo Park	114	113	113	108	108	112	109	111	109	105	112	121	111
10	SCC	SJC	26	M	City of Mountain View	134	130	132	134	132	135	134	134	136	136	132	132	133
11	SCC	SJC	26	M	City of Palo Alto	433	439	434	437	439	435	434	440	440	439	442	388	433
12	SMC	SJC	26	M	City of Redwood City	207	208	205	206	207	204	205	202	201	200	200	201	204
13	SMC	SJC	26	M	City of San Mateo	183	174	176	170	171	174	166	166	161	168	163	194	172
14	SCC	SJC	26	M	City of Sunnyvale	24	24	25	25	25	25	25	25	25	25	25	27	25
15	SCC	SJC	26	M	Community Solutions	267	267	269	274	280	272	275	276	285	-	286	284	253
16	SMC	SJC	26	M	County - San Mateo	1,000	1,009	1,035	1,044	1,055	1,028	1,042	1,044	1,028	1,024	1,019	1,013	1,028
17	SCC	SJC	26	M	County - Santa Clara	9,521	9,493	9,568	9,721	9,388	9,388	9,231	9,233	9,251	9,667	9,690	9,794	9,495
18	SMC	SJC	26	M	Court - San Mateo County	140	140	139	139	140	136	138	138	133	133	133	131	137
19	SCC	SJC	26	M	Court - Santa Clara County	22	23	26	26	27	26	26	26	29	27	25	25	26
20	SCC	SJC	12	M	Cupertino Union School District	103	170	171	170	169	-	169	169	168	167	168	-	135
21	SCC	SJC	26	M	First 5 SCCO	35	37	36	37	36	34	34	34	34	35	35	35	35
22	SCC	SJC		M	Gardner Family Care Corporation	162	161	163	165	171	169	169	168	166	170	171	170	167
23	SCC	SJC	26	A	Gardner Family Care Corporation - Agency	6	9	5	5	5	5	5	5	5	4	4	4	5
24	SCC	SJC	24	M	Hope Services	81	82	82	84	83	82	82	85	81	83	83	82	83
25	SCC	SJC	24	A	Hope Services - Agency	67	63	58	57	59	58	60	58	60	59	57	56	59
26	SCC	SJC	26	M	Humane Society of Silicon Valley	45	44	49	52	53	50	-	44	45	44	42	42	43
27	SCC	SJC	26	A	Humane Society of Silicon Valley - Agency	7	6	6	6	6	7	-	7	7	7	6	6	6
28	SCC	SJC	24	M	Law Foundation of Silicon Valley	42	41	42	42	40	40	40	40	40	41	40	39	41
29	SCC	SJC	24	A	Law Foundation of Silicon Valley - Agency	13	13	11	11	11	12	12	12	13	13	13	13	12
30	SCC	SJC	26	M	Momentum for Health	351	349	351	348	359	349	353	356	356	365	370	368	356
31	SCC	SJC	26	A	Momentum for Health - Agency	2	2	2	2	2	2	2	2	2	2	2	2	2
32	SCC	SJC	12	M	Orchard School District	6	34	33	37	35	36	36	34	34	-	34	32	29
33	SMC	SJC	12	M	Peninsula Jewish Community Center	49	55	57	58	60	-	60	67	-	61	66	44	48
34	SCC	SJC	26	M	Rebekah Children's Services	59	58	56	58	57	59	59	59	58	55	55	55	57
35	SCC	SJC	26	A	Rebekah Children's Services - Agency	-	-	-	-	-	-	-	-	-	-	-	-	-
36	SCC	SJC		M	Sacred Heart Community Services	32	30	29	29	40	39	38	38	38	36	33	32	35
37	SCC	SJC	12	M	San Andreas Regional Center	340	-	375	-	383	383	390	387	392	390	390	387	318
38	SCC	SJC	12	A	San Andreas Regional Center - Agency	25	-	-	-	-	-	1	-	-	1	-	1	2
39	SCC	SJC	12	M	Santa Clara COE	468	865	877	882	882	886	886	878	886	888	890	880	847
40	SCC	SJC	26	M	Housing Authority of the County of Santa Clara	40	38	38	42	42	45	45	46	45	46	44	47	43
41	SCC	SJC	12	M	Santa Clara Family Health Plan	120	124	125	121	119	117	120	119	-	134	129	140	114
42	SCC	SJC	26	M	Santa Clara Valley Transportation Authority	237	244	239	239	240	243	239	241	236	234	238	240	239
43	SCC	SJC	24	M	Starlight Community Services	61	-	67	-	63	63	61	65	65	64	65	64	53
44	REGION 2																	
47	MRY	SNS	26	M	CHISPA Housing Management Inc	36	-	37	37	-	37	-	36	35	36	36	35	27
48	MRY	SNS	26	M	City of Greenfield	22	24	22	22	21	-	21	21	20	19	21	21	20
49	SBC	SNS	26	M	City of Hollister	40	42	43	43	44	43	44	44	44	46	46	45	44
50	MRY	SNS	26	M	City of King City	12	13	13	13	13	13	14	13	13	13	13	14	13
51	MRY	SNS	12	M	City of Salinas	185	189	188	193	194	196	188	188	188	187	188	185	189

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

DOC# 5

	A	B	C	D	E	CG	CH	CI	CJ	CK	CL	CM	CN	CO	CP	CQ	CR	CS	
2	County	Office	B	C		Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	AVERAGE	
52	SCR	SCR	26	M	City of Santa Cruz	453	437	445	413	422	410	412	428	438	466	482	476	440	
53	SCR	SCR	12	M	City of Scotts Valley	13	14	14	14	14	15	15	13	13	13	14	14	14	
54	MRY	SNS	26	M	City of Soledad	34	32	29	31	31	32	31	30	30	29	30	29	31	
55	SCR	SCR	24	M	City of Watsonville	27	27	30	30	29	28	26	25	26	26	26	27	27	
56	SCR	SCR	12	M	Community Bridges	-	-	101	96	104	97	98	99	101	101	101	102	83	
57	SCR	SCR	12	A	Community Bridges - Agency	-	-	14	12	13	12	12	13	14	13	13	12	11	
58	MRY	SNS	12	M	County - Monterey	2,101	2,109	2,115	2,103	2,095	2,073	2,052	2,101	2,092	2,087	2,076	2,067	2,089	
59	SBC	SNS	26	M	County - San Benito	191	190	190	195	194	192	195	195	198	198	196	188	194	
60	SCR	SCR	26	M	County - Santa Cruz	1,633	1,623	1,649	1,679	1,643	1,608	1,588	1,590	1,597	1,610	1,634	1,631	1,624	
61	MRY	SNS	12	M	Court - Monterey County	99	96	-	91	91	88	86	-	90	-	83	82	67	
62	SBC	SNS	26	M	Court - San Benito County	13	12	11	11	13	14	13	11	11	12	8	10	12	
63	SCR	SCR	26	M	Court - Santa Cruz County	61	59	59	59	57	56	55	58	58	60	60	59	58	
64	SCR	SCR	12	M	Encompass CS	62	-	65	66	63	62	-	67	65	65	65	60	53	
65	SCR	SCR	12	A	Encompass CS - Agency	6	-	6	2	4	4	-	5	4	4	4	4	4	
66	MRY	SNS	12	M	Housing Authority of the County of Monterey	37	37	36	37	38	37	36	36	37	35	37	37	37	
67	MRY	SNS	26	M	MAOF	90	89	93	99	97	97	100	94	97	96	97	100	96	
68	MRY	SNS	26	A	MAOF - Agency	4	4	-	-	-	-	-	-	-	-	-	-	1	
69	SCR	SCR	12	M	Monarch Services	33	30	29	29	-	31	30	-	31	31	30	-	23	
70	SCR	SCR	12	A	Monarch Services - Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	
71	MRY	SNS	26	M	Monterey Bay Air Resources District	20	20	19	19	18	19	19	21	21	20	21	21	20	
72	SCR	SCR	26	M	Salud Para la Gente Inc	270	269	259	273	280	275	275	272	273	274	275	268	272	
73	SCR	SCR	26	A	Salud Para la Gente Inc - Agency	-	2	-	-	-	-	-	-	-	-	-	-	0	
74	SBC	SNS	26	M	San Benito County Water District	12	12	12	13	13	13	13	13	13	13	13	13	13	
75	SCR	SCR	12	M	San Lorenzo Valley Unified School District	34	90	90	92	93	-	93	93	94	92	95	97	80	
76	SCR	SCR	26	M	Santa Cruz County Regional Transportation Co	15	15	15	15	14	15	16	17	17	17	17	17	16	
77	SCR	SCR	26	M	Santa Cruz Metro	89	94	86	91	87	86	89	92	95	94	92	94	91	
78	SCC	SCR	12	M	Soquel Creek Water District	15	14	14	14	14	15	15	15	16	16	17	17	15	
79	REGION 3																		
80	MAR	FAT	12	M	County - Mariposa	-	110	108	105	102	104	-	101	98	98	98	97	85	
81	STA	FAT	26	M	County - Stanislaus	418	409	417	416	415	410	411	420	422	432	438	442	421	
82	MAR	FAT	12	M	Court - Mariposa County	-	7	7	7	7	7	-	7	7	6	6	5	6	
83	MER	FAT	26	M	Golden Valley Health Center	479	480	504	497	508	504	493	507	505	495	489	490	496	
84	MER	FAT	26	A	Golden Valley Health Center - Agency	38	46	34	33	35	36	49	41	39	38	38	38	39	
85	STA	FAT	12	M	Salida Union School District - Headstart	21	21	21	20	24	19	19	20	-	20	20	18	19	
86	REGION 4																		
87	FAT	FAT	24	M	Central California Legal Services	-	66	67	67	-	68	68	67	67	69	65	-	50	
88	FAT	FAT	26	M	City of Coalinga	29	31	31	30	29	30	29	29	30	30	29	30	30	
89	MAD	FAT	26	M	Community Action Partnership of Madera	52	50	49	48	50	49	48	49	22	47	47	39	46	
90	MAD	FAT	26	A	Community Action Partnership of Madera - Ag	61	58	64	65	68	68	66	66	34	63	63	52	61	
91	FAT	FAT	26	M	County - Fresno	1,957	1,954	1,961	1,917	1,914	1,908	1,912	1,905	1,902	1,875	1,862	1,845	1,909	
92	MAD	FAT	12	M	County - Madera	175	176	174	175	168	176	170	173	169	167	173	-	158	
93	FAT	FAT	26	M	Court - Fresno County	216	208	207	205	200	207	203	205	208	214	210	209	208	
94	FAT	FAT	12	M	Dental Source	3	3	3	3	2	1	-	1	1	3	4	4	2	
95	FAT	FAT	12	M	FASTA	156	477	-	543	-	473	367	586	-	504	503	516	344	
96	FAT	FAT	26	M	First Student	185	186	190	211	210	208	214	206	211	211	212	197	203	
97	FAT	FAT	26	A	First Student - Agency	3	3	1	1	1	1	-	1	1	1	1	1	1	

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

DOC# 5

	A	B	C	D	E	CG	CH	CI	CJ	CK	CL	CM	CN	CO	CP	CQ	CR	CS
2	County	Office	B	C		Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	AVERAGE
98	FAT	FAT	24	M	Fresno Housing Authority	80	80	83	85	86	85	84	82	83	80	78	75	82
99	FAT	FAT	12	M	Fresno Unified School District	653	664	-	659	-	645	648	644	-	634	630	634	484
100	FAT	FAT	12	M	Riverdale Unified School District	46	42	42	41	45	47	47	47	47	46	46	47	45
101	REGION 5																	
102	KER	BFL	26	M	BARC	31	30	29	19	25	24	22	22	20	21	23	24	24
103	KER	BFL	26	M	City of Arvin	29	29	31	30	30	30	30	30	29	30	30	29	30
104	KER	BFL	26	M	City of Bakersfield	674	674	667	664	658	657	646	644	639	638	648	649	655
105	KIN	HJO	26	M	City of Hanford	74	73	74	76	76	75	73	72	71	70	70	69	73
106	TUL	VIS	26	M	City of Lindsay	-	15	15	12	12	12	12	12	12	12	12	11	11
107	KER	BFL	26	M	City of Shafter	17	16	16	16	16	15	15	15	15	15	18	18	16
108	KER	BFL	26	M	City of Taft	2	2	2	2	1	1	1	1	1	1	1	1	1
109	KER	BFL	26	M	City of Wasco	36	37	37	38	38	40	39	39	40	39	38	37	38
110	KER	BFL	26	M	Community Action Partnership of Kern	227	351	357	-	363	367	372	374	390	-	393	273	289
111	KER	BFL	26	A	Community Action Partnership of Kern - Agenc	-	-	-	-	-	-	-	-	-	-	-	1	0
112	KER	BFL	26	M	County - Kern	2,838	2,827	2,825	2,818	2,829	2,778	2,791	2,789	2,801	2,884	2,900	2,965	2,837
113	KIN	HJO	26	M	County - Kings	25	24	23	24	26	25	22	21	20	20	20	20	23
114	TUL	VIS	26	M	County - Tulare	1,128	1,136	1,129	1,158	1,138	1,146	1,136	1,148	1,148	1,152	1,146	1,143	1,142
115	KER	BFL	26	M	Court - Kern County	326	326	329	324	326	318	328	318	319	319	323	324	323
116	KIN	HJO	26	M	Court - Kings County	59	61	58	56	61	61	66	65	65	66	66	64	62
117	TUL	VIS	26	M	Court - Tulare County	153	153	159	156	154	147	147	146	144	147	143	143	149
118	KER	BFL	12	M	Edison Elementary School District	-	70	76	75	71	71	69	76	2	69	66	2	54
119	TUL	VIS	26	M	First Student - Porterville	35	37	38	40	40	43	43	42	39	40	38	17	38
120	KER	BFL	26	M	Kern County Water Agency	19	19	20	23	24	24	24	24	24	24	25	26	23
121	KER	BFL	26	M	Kern Medical	1,304	1,337	1,353	1,364	1,349	1,337	1,354	1,350	1,363	1,376	1,361	1,373	1,352
122	KER	BFL	26	M	Kern Regional Center	268	279	274	287	265	268	267	308	312	319	331	320	292
123	KER	BFL	26	A	Kern Regional Center - Agency	3	3	3	3	3	3	3	3	2	2	2	2	3
124	KIN	HJO	26	M	Kings Community Action Organization	12	12	13	13	13	14	14	13	13	12	12	3	12
125	TUL	VIS	24	M	Lindsay-Strathmore Irrigation District	5	5	5	5	5	5	4	6	5	5	5	5	5
126	KER	BFL	26	M	North Kern Cemetery District	6	6	6	6	6	6	6	6	6	6	6	6	6
128	KER	BFL	12	M	Standard School District	-	179	185	194	193	186	188	193	195	197	197	-	159
130	KER	BFL	12	M	Taft Union High School District	17	25	43	42	43	43	43	43	40	41	41	40	38
131	REGION OTHER																	
132	SCC	SJC	12	M	Child Care Providers United California	4,286	4,915	3,493	4,078	3,857	4,345	3,618	5,204	2,387	4,427	3,623	6,397	4,219
133	SCC	SJC	26	M	Local 521 Staff & Officers	43	34	38	41	48	48	48	39	46	42	42	43	43
134	SCC	SJC	12	M	Retired Members Chapter (521)	421	283	282	301	433	359	373	421	190	273	408	182	327
135		SJC	12	A	Transitional/Associate Members	11	8	7	8	6	6	18	54	28	4	4	4	13
136					Total Members	36,538	37,993	36,226	37,527	36,554	37,575	36,761	38,842	34,466	37,768	37,953	39,711	37,326
137					Total Agency Fee Payers	246	219	211	207	213	214	228	267	209	211	207	196	219
139					Total Count	36,784	38,212	36,437	37,734	36,767	37,789	36,989	39,109	34,675	37,979	38,160	39,907	37,545

SEIU Local 521

COPE Payments to IU

Rolling 14-Months

Month	COPE \$\$	
July-25	\$113,484.83	*
June-25	\$97,007.48	
May-25	\$101,495.14	
April-25	\$80,626.25	
March-25	\$97,209.23	
February-25	\$85,672.43	
January-25	\$102,730.02	*
December-24	\$92,272.97	
November-24	\$96,590.80	
October-24	\$82,805.24	
September-24	\$95,845.60	
August-24	\$97,408.72	*
July-24	\$82,837.97	
June-24	\$82,313.98	

* *Three (3) Pay Periods*

SEIU Local 521 Budget and Finance Committee Motion

Item Number: 01

Date: September 17, 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 - 4) and Organizing Budgets - (page - 5)

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.

June 2025 Financials

- Bank Balances – **July 2025** - (DOCUMENT 1A) - (pages -6)
- Income Statement – **July 2025** - (DOCUMENT 2A) - (pages -7)
- Organizing Income – **July 2025** - (DOCUMENT 3) - (pages - 8)
- Dues Receipts – **July 2025** - (DOCUMENT 4) - (pages 9-11)
- Per Capita Report – **July 2025** - (DOCUMENT 5) - (pages 12-14)
- COPE Report – **July 2025** - (DOCUMENT 8) - (pages -15)

***Item 01:** To approve/confirm as presented **ALL Reports** on this Consent Agenda **EXCEPT** those pulled and listed below which will be held for discussion: - (page 16)

Follow Up:

Moved by: _____ Moved _____ Second : _____ Seconded _____

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

Teneya Johnson

SEIU Local 521 Budget and Finance Committee Motion

Motion Letter: B/1

Date: September 17, 2025

Motion Title: Approve the Legal Defense Fund reimbursement of the General Fund for \$96,924 for legal retainer expenses in 2025.

Recommended By: Riko Mendez, Chief Elected Officer and Katherine Selover, Treasurer

Background: In order to maintain and be up to date with our retainer with our Law Firm we would like to transfer these funds from the Legal Defense Fund to the General Fund.

Motion: To approve the Legal Defense Fund reimbursement of the General Fund for \$96,924 for legal retainer expenses in 2025.

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

Votes in Favor: _____

Votes Opposed: _____

Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Budget and Finance Committee Motion

Motion Letter: B/3

Date: September 17, 2025

Motion Title: Approve the Building Fund reimbursement of the General Fund for \$113,000 for unbudgeted building maintenance expenses in 2025.

Recommended By: Riko Mendez, Chief Elected Officer and Katherine Selover, Treasurer

Background: SEIU Local 521 has a Building Fund that can be utilized for building maintenance and repairs. In 2025 there has been \$113,000 in unbudgeted building maintenance expenses that have either been completed or are in progress. As such, we are reimbursing our General Fund for the expenses related to building maintenance.

Motion: To approve the Building Fund reimbursement of the General Fund for \$113,000 for unbudgeted building maintenance expenses in 2025.

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

Votes in Favor: _____

Votes Opposed: _____

Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officer's Meeting Motion

*** Motion Letter: B**

Date: August 26, 2025

Motion Title: Political Consent Agenda - (pages 23-41)

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 \$5,500 from the Candidates PAC for David Cortese's Annual Cioppino Dinner Fundraiser. **(page 25)**

Motion B/2-Contribute \$1,000 from the Candidates PAC to Nyesa Fligor for Assessor. **(page 26)**

Motion B/3-Contribute up to \$20,000 from the Independent Expenditure PAC to South Bay Labor Council. **(page 27)**

Motion B/4-Contribute up to \$300,000 from external savings to Yes on Measure A. **(page 28)**

Motion B/5-Endorse Nyesa Fligor for Santa Clara County Assessor. **(page 29)**

Motion B/6-Contribute \$1,500 to Kern Inyo Mono CLC from Issues PAC. **(page 30)**

Motion B/7-Contribute \$20,000 from the Issues PAC to WPUA Champions for Change event. **(page 31)**

Motion B/8-Contribute \$10,000 from Candidates PAC to SBLC Bowling for Change event. **(page 32)**

Motion B/9-Contribute \$100,000 from the Independent Expenditure PAC to SBLC COPE for Special Election I.E. **(page 33)**

Motion B/10-Contribute \$50,000 from Issues PAC to pass Santa Clara County Revenue Measure. **(page 34)**

Motion B/11-Contribute up to \$5,000 from the Retiree Funds in the Candidates PAC for endorsed SEIU 521 candidates Laura Basua and James Hackett for FCERA. **(page 35)**

Motion B/12-Contribute \$5,000 to San Mateo CLC from Candidates PAC. **(page 36)**

Motion B/13 – Contribute \$500.00 to San Benito County Democratic Central Committee from Candidates PAC July 2025. – **(page -37)**

Motion B/14-Contribute \$2,500 to Fresno Madera Tulare Kings CLC from Candidates PAC. **(page 38)**

Motion B/15-Contribute \$2,500 to Northern Valley Labor Federation from Candidates PAC. **(page 39)**

Motion B/16-Contribute \$500.000 from External Savings to pass the Election Rigging Response Act. **(pages 40-41)**

*** Motion Letter: B Date: August 26, 2025**

Follow Up:

Moved by: Moved Second : Seconded

Amendment: _____

Amended

By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/1

Date: August 26, 2025

Motion Title: To contribute \$5,500 from the Candidates PAC for Dave Cortese's Annual Cioppino Dinner Fundraiser

Recommended By: South Bay COPE

Date: 8-14-2025

Background: Each year Senator Dave Cortese hosts his Cioppino Dinner fundraiser. This is a great opportunity for members to support a labor champion in the state legislature. This contribution would make us table hosts and include 8 tickets.

Motion: To contribute \$5,500 from the Candidates PAC for Dave Cortese's Annual Cioppino Dinner Fundraiser

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Tenaya Johnson*

×

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/2

Date: August 26, 2025

Motion Title: To contribute \$1,000 from the Candidates PAC to Neysa Fligor for Assessor

Recommended By: South Bay COPE

Date: 8-14-2025

Background: The incumbent Santa Clara County Assessor has resigned from their position during the middle of their term creating a vacancy and a need for a special election to fill the vacancy for the remainder of their term. 3 candidates have filed to run. SEIU Local 521 members in Santa Clara County reviewed questionnaires and interviewed the three candidates. Overwhelmingly, the members present voted to recommend the endorsement of Neysa Fligor, the current Assistant Assessor, to be the next County Assessor. Members felt that she was the candidate best able to run the department and work with SEIU Local 521.

Neysa and other candidates have accepted a voluntary spending limit of \$500,000. Because she has accepted the spending limit, she is allowed to accept a maximum of \$1,000 from any one source.

Motion: To contribute \$1,000 from the Candidates PAC to Neysa Fligor for Assessor

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/3

Date: August 26, 2025

Motion Title: To contribute up to \$20,000 from Independent Expenditure PAC to SBLC Issues PAC

Recommended By: South Bay COPE

Date: 8-14-2025

Background: In Addition to Santa Clara County needing to pass Measure A, California needs to pass the statewide mid-decade redistricting proposition.

South Bay Labor Council will run a coordinated campaign to elect labor's endorsed candidate for assessor, pass statewide redistricting, and pass Measure A. The labor council is restricted to using only Issues PAC money to talk to general public voters about ballot measures and propositions. Campaign finance law allows our Independent Expenditure PAC to contribute a nominal amount (10%) of its annual expenditures to non-independent expenditures. We will have fully spent our Issues PAC by supporting Measure A, so this motion will allow us to support additional voter outreach on Measure A and statewide redistricting with other funds available to us.

Motion: To contribute up to \$20,000 from Independent Expenditure PAC to SBLC Issues PAC

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/4

Date: August 26, 2025

Motion Title: To contribute up to \$300,000 from external savings to Yes on Measure A campaigns

Recommended By: South Bay COPE

Date: 8-14-2025

Background: Santa Clara County is facing a forecast deficit of more than \$1 billion/year starting in 2027. This is due to the passage of the federal budget that cuts \$1 trillion dollars from Medicaid and over \$200 million from SNAP and the resulting cuts in California's state budget. SEIU Local 521 has worked closely with the County of Santa Clara for many years to place a revenue measure on the ballot to invest in county services. 2025 has presented us with the opportunity and the need to put that revenue measure on the ballot.

This motion is intended to allow us to contribute up to \$300,000 from our external savings towards the passage of this measure. The motion is written as an "up to" amount to provide local union leadership the flexibility to fund the primarily mail and digital campaign being run by Save Our Local Hospitals Yes on A at \$250,000 and have the flexibility to increase that amount to up to \$300,000 or contribute up to \$50,000 to the South Bay Labor Council that is running a phone and canvassing campaign to pass Measure A, pass statewide redistricting, and elect labor's endorsed candidate as the next Santa Clara County Assessor.

Motion: To contribute up to \$300,000 from external savings to Yes on Measure A campaigns by Protect Our Hospitals Yes on Measure A and the South Bay Labor Council

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Tensya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/5

Date: August 26, 2025

Motion Title: To endorse Neysa Fligor for Santa Clara County Assessor

Recommended By: Santa Clara County Endorsement Townhall **Date:** 7-31-2025

Background: The incumbent Santa Clara County Assessor has resigned from their position during the middle of their term creating a vacancy and a need for a special election to fill the vacancy for the remainder of their term. 3 candidates have filed to run. SEIU Local 521 members in Santa Clara County reviewed questionnaires and interviewed the three candidates. Overwhelmingly, the members present voted to recommend the endorsement of Neysa Fligor, the current Assistant Assessor, to be the next County Assessor. Members felt that she was the candidate best able to run the department and work with SEIU Local 521.

Motion: To endorse Neysa Fligor for Santa Clara County Assessor

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

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/7

Date: August 26, 2025

Motion Title: To contribute \$20,000 from Issues PAC to WPUSA Champions for Change event

Recommended By: South Bay COPE

Date: 8-14-2025

Background: Working Partnerships USA is a strong ally to SEIU Local 521. Each year they host their large fundraising gala called Champions for Change. This year they are honoring SEIU's very own April Verrett as a Champion for Change. This is a very high honor. The event takes place October 17th.

Motion: To contribute \$20,000 from Issues PAC to WPUSA Champions for Change event

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/8

Date: August 26, 2025

Motion Title: To contribute \$10,000 from Candidates PAC to SBLC Bowling for Change event

Recommended By: South Bay COPE

Date: 8-14-2025

Background: Each year the South Bay Labor Council hosts a fundraiser that unites labor leaders with elected representatives for a fun day of bowling. This sponsorship would reserve two lanes for SEIU 521 members to have a fund day of bowling while standing in solidarity with our fellow union members and demonstrating labor's power to elected officials.

Motion: To contribute \$10,000 from Candidates PAC to SBLC Bowling for Change event

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/9

Date: August 26, 2025

Motion Title: To contribute \$100,000 from Independent Expenditure PAC to SBLC COPE for Special Election IE

Recommended By: South Bay COPE

Date: 8-14-2025

Background: The incumbent Santa Clara County Assessor has resigned from their position during the middle of their term creating a vacancy and a need for a special election to fill the vacancy for the remainder of their term. 3 candidates have filed to run. SEIU Local 521 members in Santa Clara County reviewed questionnaires and interviewed the three candidates. Overwhelmingly, the members present voted to recommend the endorsement of Neysa Fligor, the current Assistant Assessor, to be the next County Assessor. Members felt that she was the candidate best able to run the department and work with SEIU Local 521.

Neysa and other candidates have accepted a voluntary spending limit of \$500,000. A \$100,000 Independent Expenditure, coupled with the strength of Neysa Fligor as a candidate, could tip the election in her favor.

Motion: To contribute \$100,000 from Independent Expenditure PAC to SBLC COPE for Special Election IE

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/10

Date: August 26, 2025

Motion Title: To contribute \$50,000 from Issues PAC to pass Santa Clara County revenue measure

Recommended By: South Bay COPE

Date: 7-8-2025

Background: Santa Clara County is facing a dire financial emergency. The County projected an approximately \$300 million dollar budget deficit 3 years out. After the passage of HR 1, Trump's plan to cut services to the poor to fund \$4.5 trillion in tax breaks to billionaires and corporations, the county now projects an additional approximately \$1 billion dollar deficit in out years. The County, SEIU 521, and our allies have a plan to alleviate some of that deficit by putting a sales tax before the voters in the 2025 Special Election. This measure could raise approximately \$300 million per year. Additional revenue solutions will be needed, but this measure is critical to closing the deficit and protecting services and the jobs of SEIU Local 521 members.

Motion: To contribute \$50,000 from Issues PAC to pass Santa Clara County revenue measure

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

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/11
2025

Date: August 26th,

Motion Title: Motion to contribute up to \$5,000 from the Retiree funds in the candidates PAC for endorsed SEIU 521 candidates Laura Basua and James Hackett for FCERA.

Recommended By: Retirees Caucus

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

At the July Fresno COPE meeting, a motion was approved to contribute up to \$5,000 from the candidates PAC to elect Laura Basua and James Hackett to FCERA. The Retirees feel like it is appropriate to make this contribution from the Candidate PAC contributions that are collected from retiree members. The money is stored in the same PAC but accounted for separately in SEIU Local 521's internal accounting. The intent of this motion is to clarify that the contribution should be made from the Candidate PAC funds collected from retiree membership dues.

Motion: To contribute up to \$5,000 from the Retiree funds in the candidates PAC for endorsed SEIU 521 candidates Laura Basua and James Hackett for FCERA.

Follow Up:

Moved by: Moved

Second Seconded

Amendment: _____

Amended

By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/12

Date: August 26, 2025

Motion Title: To contribute \$5000 to San Mateo CLC from Candidates PAC

Recommended By: Peninsula COPE

Date: 8-7-2025

Background: The San Mateo CLC is hosting its annual COPE banquet to raise funds for the next election cycle. Members recommended contributing at the \$5,000 "Supporter" level to purchase one table with 10 seats.

Motion: To contribute \$5000 to San Mateo CLC from Candidates PAC

Checks payable to:

SMCLC COPE

1710 S. Amphlett Blvd., Ste. #306, San Mateo, CA 94402

FPPC #743614

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

Address: FPPC Committee Address

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/13

Date: August 26, 2025

Motion Title: Contribute \$500.00 to San Benito County Democratic Central Committee from Candidates PAC July 2025

Recommended By: San Benito COPE Officers Meeting

Date: 07/30/25

Background: The San Benito DCC is hosting a 2025 fundraiser on Saturday 9/6 to gear up for the local electoral fights ahead in the critical mid-term 2026 election. Members brought forth a motion to contribute \$500.00 to the San Benito DCC to support their efforts and establish further solidarity with local pro-union community organizations in San Benito County.

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

#	County/City	Title	Amount	PAC
1	San Benito County	Committee Name: San Benito County Democratic Central Committee Committee Address: P.O. Box 2045, Hollister, CA 95024 FPPC #: 742417	\$500.00	Candidates

Follow Up:

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures:

Tenaya Johnson

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/14

Date: August 26, 2025

Motion Title: Contribute \$2,500 to Fresno Madera Tulare Kings Central Labor Council from Candidates PAC

Recommended By: Fresno COPE

Background:

Fresno Madera Tulare Kings Central Labor Council will have their Labor Day Festival & Tailgate event on Sunday, September 21st at Fresno City College. This event has been a great and exciting experience for many of our members over the last few years. Tailgate provides Tri-tip lunches, aquas frescas, fruit, beer garden, field games, kid zone, and live music.

Motion: Contribute \$2,500 to Fresno Madera Tulare Kings Central Labor Council from Candidates PAC

Follow Up:

Fresno-Madera-Tulare-Kings Labor Council Committee on Political Education
2721 Cesar Chavez Ave Suite 108,
Fresno, CA 93721
FPPC # 744646

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: Teneya Johnson

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/15

Date: August 26, 2025

Motion Title: Contribute \$2,500 to Northern Valley Labor Federation from Candidates PAC

Recommended By: Stanislaus COPE

Background:

Northern Valley Labor Federation is having their NVLF Labor Day Fundraiser on Saturday, August 30th at a Modesto Nuts game. This is a great and exciting event for many of our members. The Fundraiser provides an opportunity to celebrate all our accomplishments, and hard work and prepare for 2026 elections. There will be tacos, games, and more. We are recommending a sponsorship level of Petition for \$2,500 this will include 10 tickets for members, signature signage, and recognition.

Motion: Contribute \$2,500 to Northern Valley Labor Federation from Candidates PAC

Follow Up:

NVLF COPE
c/o S.E. Owens & Co
312 Clay Street, Suite 300
Oakland, CA 94607
FPPC # 1328933

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures: *Teneya Johnson*

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/16

Date: August 26, 2025

Motion Title: To contribute \$500,000 from External Savings to pass the Election Rigging Response Act

Recommended By: Riko Mendez, Chief Elected Officer

Background:

Donald Trump has pressured the state of Texas to conduct a mid-decade partisan redistricting to try to secure 5 additional seats in congress for Republican candidates. His goal is to not lose his majority in congress in 2026. To respond to Texas' election rigging plan, California will ask voters to adopt new congressional maps on November 4th that will likely flip 5 seats from Republican to Democrat, thus negating the action of Texas. To stop Trump and the Republican Congress from bringing more harm to the American people, California must vote yes on Proposition 50.

The good news is that as voters learn about this measure, they are becoming more supportive. Initial polling had support for the measure sitting at 52% yes. Subsequent polling has shown a growth in support to 57%. This shows that we can win this election. Indeed, we must.

The Republican National Convention has pledged \$75 million and Billionaire, Charlie Munger, has pledged \$40 million. The committee hopes to raise \$150 million but would like to raise at least as much as will be spent to defeat Proposition 50. Other SEIU Locals across the state are contributing comparable amounts based on their size. The External Savings line item in our budget has a balance of over \$7.6 million dollars. We can contribute from this line item in the budget to strategic initiatives like fighting back against Trump.

Motion: To contribute \$500,000 from External Savings to pass the Election Rigging Response Act

Follow Up:

ELECTION RIGGING RESPONSE ACT, GOVERNOR NEWSOM'S BALLOT MEASURE COMMITTEE

Receiving Bank: Amalgamated Bank 275 Seventh Ave. New York, NY 10001 212-620-8836

ABA/Routing: 026003379

Beneficiary Account: 8527200130

Beneficiary Address: 600 PENNSYLVANIA AVE SE UNIT 15180 WASHINGTON DC 20003

FPPC 1380675

Moved by: Moved Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures *Tenya Johnson*

SEIU Local 521 Officers Motion

Motion Letter: X

Date: September 9, 2025

Motion Title: Contribute \$5,000 to sponsor the 2025 Service Employees International Union’s Asian Pacific Islander (API) Caucus Summit from the Issues PAC.

Recommended By: SEIU 521 Asian Pacific Islander (API) Caucus

Background:

The 2025 SEIU Asian Pacific Islander (API) Caucus Summit is on Oct 3-4 in Minneapolis, Minnesota. The biennial summit is a place where API leaders gather across SEIU and North America to further exercise their voice and advance API communities. Sponsoring the 2025 SEIU API Caucus Summit is an opportunity to strengthen SEIU API leadership who understand our communities and are prepared to act and fight back.

Motion: Contribute \$5,000 to the 2025 SEIU API Caucus Summit from the Issues PAC.

Moved by: Moved

Second : Seconded

Amendment: _____

Amended By: _____

Votes in Favor: _____

Votes Opposed: _____

Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures:

Teneya Johnson

SEIU Local 521 Executive Board Meeting Motion

*** Motion Letter: B**

Date: September 27, 2025

Motion Title: Political Consent Agenda - (pages 79-83)

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: Endorse Jeanine Adams for KCERA Board Eight Member 2025.

Motion B/2: Endorse Robert Alvarez for KCERA Board Third Member 2025.

Motion B/3: Contribute up to \$5,000.00 from the Candidates PAC for Campaign Materials or Consulting Services for Endorsed KCERA Candidates.

Motion Letter: B

Date: September 27, 2025

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/1

Date: 9/27/2025

Motion Title: Endorse Jeanine Adams for KCERA Board Eighth Member 2025

Recommended By: KCERA Endorsement Town Hall Oct 2025

Date: 9/18/2025

Background: The Kern County Employees’ Retirement Association Board is the body that provides retirement benefits to many SEIU 521 members in Kern County. On October 21st, there will be an election for two of the four elected seats for the Board: Third Member and Eighth Member. Accordingly, on 9/18/25, members gathered via Zoom to a virtual endorsement town hall to hear from candidates and determine their official endorsement recommendations to represent them on the KCERA board.

For Eighth Member, members voted to endorse Jeanine Adams, an SEIU 521 retiree member who was previously on the KCERA Board.

Motion: Endorse Jeanine Adams for KCERA Board Eighth Member 2025

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

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

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/2

Date: 9/27/2025

Motion Title: Endorse Robert Alvarez for KCERA Board Third Member 2025

Recommended By: KCERA Endorsement Town Hall Oct 2025

Date: 9/18/2025

Background: The Kern County Employees' Retirement Association Board is the body that provides retirement benefits to many SEIU 521 members in Kern County. On October 21st, there will be an election for two of the four elected seats for the Board: Third Member and Eighth Member. Accordingly, on 9/18/25, members gathered via Zoom to a virtual endorsement town hall to hear from candidates and determine their official endorsement recommendations to represent them on the KCERA board.

For Third Member, members voted to endorse Robert Alvarez, an SEIU 521 member running to make sure that the Third Member seat is filled by a dedicated unionist.

Motion: Endorse Robert Alvarez for KCERA Board Third Member 2025

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

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

Signatures

SEIU Local 521 Executive Board Motion

Motion Letter: B/3

Date: 9/27/2025

Motion Title: Contribute up to \$5,000.00 from Candidates PAC for Campaign Materials or Consulting Services for Endorsed KCERA Candidates 2025

Recommended By: KCERA Endorsement Town Hall

Date: 9/18/2025

Background: On 9/18/25, members in Kern met for a digital endorsement town hall to consider endorsements for two seats on the KCERA board. At that meeting, members endorsed Robert Alvarez for 'Third Member' and Jeanine Adams for 'Eighth Member' on the KCERA board.

After endorsement motions, COPE contributors voted to contribute up to \$5,000.00 from the Candidates PAC to support the endorsed candidates with a mailer or other election activities.

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

#	County/City	Title	Amount	PAC
1	Kern County	Committee Name: n/a FPPC #: n/a Committee Address: n/a	Up to \$5000.00	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 Meeting Motion
Bylaws Consent Agenda

Motion Letter: C

Date: September 27, 2025

Motion Title: Bylaws Consent Agenda to Update the Retiree Bylaws

Recommended By: From Executive Board Bylaws Sub Committee

Background: Adoption of Childcare Providers United (CCPU) Chapter Bylaws

The Childcare Providers United Chapter Bylaws are being placed on the CONSENT AGENDA for approval without discussion. CCPU Chapter leaders have worked on developing new chapter bylaws. The Executive Board Bylaws Sub Committee has reviewed and approved the attached bylaws for adoption by the Executive Board.

Motion C: To approve as presented the Childcare Providers United Chapter Bylaws under the Bylaws Consent Agenda.

Follow Up:

Moved by: _____ Second _____

Amendment: _____

Amended

By: _____

Votes in Favor: _____ Votes Opposed: _____

Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures



**BYLAWS OF THE CHILDCARE PROVIDERS UNITED CHAPTER
OF
SEIU LOCAL 521
AFFILIATED WITH THE
SERVICE EMPLOYEES INTERNATIONAL UNION
ADOPTED: XXX**

TABLE OF CONTENTS

CHILD CARE PROVIDERS UNITED CHAPTURE STRUCTURE CHART	3
SEIU LOCAL 521 VISION AND MISSION STATEMENT	4
ARTICLE 1 - NAME & JURISDICTION	4
ARTICLE 2 - OBJECTIVES	4
ARTICLE 3 - MEMBERSHIP	4
ARTICLE 4 - STRUCTURE & AUTHORITY	6
ARTICLE 5 - OFFICERS	7
ARTICLE 6 - CHAPTER LEADERSHIP STRUCTURE	8
ARTICLE 7 - GENERAL MEMBERSHIP MEETINGS	9
ARTICLE 8 - CHAPTER OFFICER ELECTIONS	9
ARTICLE 9 - RECALL OF OFFICERS	11
ARTICLE 10 - STEWARDS	11
ARTICLE 11 - COLLECTIVE BARGAINING	12
ARTICLE 12 - PARLIAMENTARY PROCEDURE	13
ARTICLE 13 - STANDING COMMITTEES.....	13
ARTICLE 14 - INVALIDATION AND REVISIONS	13

SEIU 521 CCPU CHAPTER STRUCTURE

GENERAL MEMBERSHIP

CHAPTER LEADERSHIP

CHAPTER OFFICERS

Chapter Chair

Chapter Co-Chair

Chapter Secretary

REGIONAL
REPRESENTATIVES

Region 1
Representative

Region 2
Representative

Region 3
Representative

Region 4
Representative

Region 5
Representative

EXECUTIVE BOARD
DELEGATE(S)

SEIU LOCAL 521 VISION AND MISSION STATEMENT

The Mission of SEIU Local 521 is to provide our members with a voice in the workplace, in their Union, and in the larger community. Through our actions, we intend to create a more just and humane society. We are committed to protecting and improving the lives of workers and their families. We will work to improve and protect the services we provide to our communities. We believe that by working together as a united front, we can win better contracts and build industry power in our region.

In so doing, we affirm that our members shall be treated and accepted equally with dignity and respect. All members will be welcomed into our Union, encouraged to participate and shall not be discriminated against regardless of race, ethnicity, religion, age, physical ability, gender, gender expression, sexual orientation, marital status, creed, color, ancestry, disability, immigration status, or national origin.

ARTICLE 1 – NAME & JURISDICTION

Section 1 - Name

The Child Care Providers United Chapter, hereinafter referred to as the Chapter, is a recognized Chapter of Local 521, Service Employees International Union (SEIU), and complies with all Bylaws of Local 521 and SEIU International.

Section 2 - Jurisdiction

The jurisdiction of the Chapter shall be all the family childcare providers in the bargaining unit, and any other units, as approved by the Chapter and the Local Union.

ARTICLE 2 – OBJECTIVES

Section 1 - Objectives of the Chapter

The objectives of this Chapter shall be to support the rights of family childcare providers in California; to improve the compensation, benefits, working conditions, and professional development opportunities of family childcare providers; to facilitate active participation of its members in seeking to improve the childcare system in California; to promote the economic, political, intellectual, and social welfare of its members; and to represent them in disputes with childcare agencies, the State of California, and other relevant parties.

Section 2 - Objective of the Bylaws

The objective of these Bylaws is to provide rules of self-government that are not in conflict with any higher authority. Per the SEIU Local 521 Bylaws, Article XII, section 3, these Chapter Bylaws are subordinate to the SEIU Local 521 and SEIU International governing documents. Where there is a direct conflict between these Chapter Bylaws and the SEIU Local 521 and/or SEIU International governing documents, the SEIU Local 521 and/or SEIU International governing documents apply.

ARTICLE 3 – MEMBERSHIP

Section 1 - Eligibility

Any family childcare provider operating within the jurisdiction of SEIU Local 521.

Section 2 - Regular Member

A member must have an employment relationship with a bargaining unit for which SEIU 521 is recognized as the exclusive bargaining agent. Members shall have the right to vote in all Chapter and Local Union elections. Members shall be eligible to hold any elected Chapter and Local Union office, including positions of Officers, Executive Board Delegates and Trustees. All Regular Members of the Childcare Providers United Chapter shall pay 2% of the total monthly subsidy pay, with a maximum of \$90 per month.

Section 3 - Associate Member

A. Transitional: If a member in good standing wishes to remain a member after his/her eligibility is lost due to transfer into a different bargaining unit, leaving employment for other work, or other reasons, he or she may apply for Associate Membership with SEIU Local 521 within 120 days of status change so long as their position does not create a conflict of interest. The Local Officers shall approve or deny the application and may withdraw approval at any time for any valid reason. A Transitional Associate Member may only vote in Localwide Union Elections. They may not hold any office within the Local. They may only participate where the committees/activities are directed toward community/political outreach or are social/recreational in nature. When approved by the Executive Board they may be appointed to represent the Union at Central Labor Councils and other Community Groups. The dues for Transitional Associate Members shall be \$15.21 per month.

B. Honorary Associate: If a union supporter wishes to become an Honorary Associate Member of SEIU Local 521, he or she may apply for Honorary Associate Membership with SEIU Local 521 at any time so long as they or their position does not create a conflict of interest for the Local. Local Officers shall approve or deny the application and may withdraw approval at any time for any valid reason. An Honorary Associate Member may NOT vote in any Local 521 election or hold any office within the Local. They may only participate where the committees/activities are directed toward community/political outreach or are social/recreational in nature. When approved by the Executive Board they may be appointed to represent the Union at the Central Labor Councils and other Community Groups. The dues for Honorary Associate Members shall be \$5.21 per month.

Section 4 - Good Standing

It is the members' responsibility to pay dues. In order to be a member in good standing, dues must be current and paid on time. A member who has paid the full dues obligation prescribed in these Bylaws shall be determined to be in good standing with the Local Union and therefore with this Chapter. If a member is on lost time, working on a temporary basis for the Union, dues will be deducted by the Union to ensure continual membership in good standing.

Section 5 - Authorization of Additional Categories

The SEIU 521 Executive Board may authorize other categories of membership as allowed by the International Union.

Section 6 - Member Bill of Rights and Responsibilities

Members shall have rights and responsibilities set forth in the SEIU Member Bill of Rights and

Responsibilities. All members will be welcomed into our union and encouraged to participate. There shall be no discrimination against any member or applicant for membership regardless of race, color, gender, gender expression, age, sexual orientation, mental or physical disabilities, creed, religion, national origin, political opinion or affiliations, immigration status or for any reason otherwise prohibited by law.

Section 7 - CCPU Chapter Funds

SEIU Local 521 is required to set aside the dues revenue in excess of 1.5% into a Childcare Chapter Fund. Chapter Funds shall be disbursed upon the approval of the Chief Elected Officer or designee in consultation with the CCPU Chapter Officers. Given the unique needs of Childcare providers—including their status as self-employed professionals, the fact that the industry is not fully organized, and that organizing the unorganized sectors of the industry would directly improve the lives of current members and the families they serve—the Chapter’s funds will be disbursed as follows:

- **Chapter funds will be paid to CCPU to meet all obligations of SEIU 521 to financially support the mission of CCPU including but not limited to:**
 - Organizing the unorganized sectors of the Child Care industry in California
 - Advocating for funding and policies that will improve the lives of childcare providers and the families they serve
 - Providing CCPU members with advice and professional support
 - Support of CCPU’s statewide work to help cover staff salaries and operations

- **Chapter funds will be utilized to build member strength for SEIU 521 CCPU Chapter through:**
 - Collective Bargaining activities including meeting and travel expenses, communications, and member mobilization
 - Lobbying and political activism that supports the goal of improving the lives of childcare providers and the families they serve
 - Mobilizations (e.g., buses to Sacramento), strike benefits, and other extraordinary expenses in connection with campaigns on behalf of CCPU members
 - Reimbursement of lost wages for members participating in collective bargaining
 - Strategic partnerships that foster collaborative relationships and achieving mutual goals that would directly improve the lives of current members and the families they serve

ARTICLE 4 – STRUCTURE & AUTHORITY

Section 1 - Structure

The structure of this Chapter shall consist of a General Membership, a Chapter Leadership, Regional Representatives, and Chapter Stewards.

The General Membership consists of all regular members in good standing.

Section 2 - Authority

The General Membership shall be the highest authority of this Chapter and shall be empowered to take direct or indirect action consistent with these Bylaws. The affairs of the Chapter shall be conducted through the authority vested in the Chapter Leadership and the General Membership pursuant to these Bylaws.

The Chapter Leadership is authorized and empowered to take all lawful action consistent with these bylaws and to act on behalf of the Chapter. Any action taken by the membership at a General Membership meeting, pursuant to these Bylaws, shall prevail as the official policy and directives of the Chapter. Any policy decision made by the Chapter Leadership which directly affects the General Membership shall be distributed to the General Membership at the next regular meeting.

ARTICLE 5 – OFFICERS

The Officers of this Chapter shall be Chapter Chair, Co-Chair, Secretary, Five (5) Regional Representatives and Delegates to the Executive Board.

The Chapter Chair, Co-Chair, and Secretary shall be voted At-Large. All Regional Representatives shall be elected by their respective regions.

Section 1 - Duties of the Chapter Chair

The Chapter Chair shall be the presiding officer of the Chapter and shall preside over all General Membership meetings. They shall also work with the other officers, leaders, and staff on issues of interest to the chapter.

In cooperation with the Local Union Staff, the Chapter Chair shall be a resource to all Officers and shall give an oral report of their activity as Chapter Chair at all General Membership meetings.

The Chapter Chair is required to attend all Chapter Leadership and General Membership meetings. If for any reason the Chapter Chair is unable to attend a Chapter Leadership or General Membership meeting, the Chapter Chair will notify a member of the Chapter Leadership. The Chapter Chair shall be a member of the Negotiating Committee.

Section 2 - Duties of the Chapter Co-Chair

In the temporary absence of the Chapter Chair, the Chapter Co-Chair shall assume the duties of the Chapter Chair. The Chapter Co-Chair shall coordinate with the Chapter Chair to handle all affairs of the Chapter. The Chapter Co-Chair is required to attend all Chapter Leadership and General Membership meetings and to give an oral report of their activity as a Chapter Co-Chair at all General Membership meetings. If the Chapter Co-Chair is unable to attend a Chapter Leadership Meeting or General Membership meeting, the Chapter Co-Chair will notify a member of the Chapter Leadership.

Section 3 - Duties of the Chapter Secretary

The Chapter Secretary shall keep a correct record of the proceedings (minutes) of all the Chapter Leadership and General Membership meetings. The Secretary will be responsible for distributing a copy to all members present at the next scheduled meeting. The Chapter Secretary shall also provide a copy of the minutes to Local 521 in accordance with these bylaws so they may be archived. On the direction of the Chapter Leadership, the Chapter Secretary shall answer correspondence and

communications in a timely manner. The minutes shall be posted on the Local's website no later than (5) business days after they are approved by majority vote at the preceding Chapter meeting.

The Chapter Secretary is required to attend all Chapter Leadership and General Membership Meetings. If for any reason the Chapter Secretary is unable to attend a Chapter Leadership Meeting or General Membership Meeting, the Chapter Secretary will notify a member of the Chapter Leadership. If the Chapter Secretary is absent, the Chapter Chair will designate a Chapter Officer to accomplish that task for the duration of that meeting.

Section 4 - Duties of the Regional Representatives

Chapter Regional Representatives shall be the presiding representatives of their respective region and shall preside over their respective region's meetings. They shall have general supervision with the consent of the Chapter Leadership. Regional Representatives shall give an oral report of their region's activities at each regular Chapter Leadership meeting and General Membership Meeting.

Chapter Regional Representatives are required to attend all Chapter Leadership meetings, General Membership meetings and their respective regional meetings. If, for any reason, the Regional Representative is unable to attend a General Membership Meeting, Regional Membership Meeting or Chapter Leadership meeting they shall notify a member of the Chapter Leadership.

Section 5 - Delegate to the Local 521 Executive Board

The Delegate and Alternate Delegate shall also be required to attend General Membership Meetings and Chapter Leadership meetings to report on their activities. In the event the Delegate and/or Alternate Delegate fails to attend three (3) consecutive Local 521 Executive Board meetings without excuse, Article X: Section 15 of the Local 521 Bylaws will apply.

Section 6 - Absences

Chapter Officers who cannot attend a meeting shall notify a member of the Chapter Leadership that they will be absent. In the event any Officer fails to attend three meetings without cause or proper notification within a 12-month period, the officer's seat shall be declared vacant.

ARTICLE 6 - CHAPTER LEADERSHIP STRUCTURE

Section 1 - Structure

The Chapter Leadership shall consist of all Chapter Officers, Regional Representatives, and Executive Board Delegates.

Section 2 - Meetings of the Chapter Leadership

- A. The Chapter Leadership shall meet monthly.
- B. Special meetings of the Chapter may be called by the Chapter Chair at any time. The Chapter Chair shall be able to call special Chapter Leadership meetings without prior written notice in such cases where the Chapter Chair deems the time factor is of urgency and the issue demands immediate attention, or when they feel a strategic position of the Chapter would be lost by

hesitation. Alternatively, the Chapter Leadership shall be able to take action through an email poll when the issue demands immediate attention. The Chapter Chair shall make a reasonable effort to contact all Chapter Leadership members.

- C. Minutes of the regular and special meetings shall be recorded and presented in writing for approval at the next regular Chapter Leadership meeting.
- D. The Chapter Chair shall cause an agenda to be presented for each meeting of the Chapter Leadership prior to that meeting, and whenever possible, a copy of the agenda shall be distributed with the notice of the meeting to all Chapter Leadership members.
- E. Quorum shall be defined as a majority (fifty percent plus one) of the filled seats on the Chapter Leadership.

ARTICLE 7 – GENERAL MEMBERSHIP MEETINGS

Section 1 - Schedule of Meetings

Meetings of the General Membership shall take place at least once every two (2) months (except during the months of July and August) at such time and place designated by the Chapter Leadership. The Chapter Leadership will determine whether the meetings shall take place in person, via videoconference, or a hybrid of the two options.

Meetings of the Regional Membership shall take place at least once every two months at such time and place designated by the Chapter Regional Representative. The Regional Representative shall determine whether the meetings shall take place in person, via videoconference, or a hybrid of the two options.

Section 2 - Quorum

A quorum for a General Membership Meeting shall be twenty (20) members in good standing. A quorum for Regional Membership meetings shall be ten (10) members in good standing.

Section 3 - Special Meetings

The Chapter Leadership is authorized to call a special General Membership Meeting at any time it deems necessary, with at least five (5) days advance written notice and with the purpose, time, date, and place noted.

Section 4 - Meeting Cancellation

If the Chapter Chair deems it necessary to cancel a General Membership Meeting, notice shall be provided to the General Membership seven (7) business days in advance of the scheduled meeting unless such prior notice of cancellation is infeasible.

ARTICLE 8 – CHAPTER OFFICER ELECTIONS

Section 1 - Term of Office

The term of the elected office for Chapter Officers shall be for three years.

Section 2 - Election Committee

Prior to the nomination of Chapter Officers and stewards, an election committee of at least three (3) members shall be chosen by the General Membership. In coordination with Local Union staff, the Committee shall rule on the qualifications of nominees and certify them for upcoming election. The duties of the Election Committee shall be to:

- A. Conduct the affairs of the election;
- B. Validate the qualifications of the nominees;
- C. Act as initial judge in all matters arising from the election procedures;
- D. Be responsible for the tabulation of the results of the election;
- E. Certify the results of the election.

No member of the Election Committee may be a candidate for office.

Section 3 - Eligibility

A person shall be eligible for nomination and serve as an elected Officer who has been a member in continuous good standing in the Chapter for at least three (3) months immediately preceding the nomination.

Section 4 - Nominations

- A. The nomination period announcement shall be sent out to the General Membership at least fifteen (15) business days prior to the nomination period being opened.
- B. The nomination period will be for a minimum of ten (10) business days.
- C. Nominations for office can be made from the floor at a General Membership Meeting called for this purpose or submitted in writing to the Election Committee.
- D. Nominees must submit written notice of acceptance of nomination within three (3) business days of the nomination period closing.

Section 5 - Notice of Election

The notice of election including the date, time, and manner of election shall be sent out to the General Membership at least fifteen (15) business days prior to the election period.

In the event that only one nominee is accepted for each office, then that candidate shall automatically be declared elected, and no election will be held for that particular office.

Section 6 - Ballot Preparation

The Union Office shall prepare electronic ballots for each contested office, listing the name of each candidate in alphabetical order.

Section 7 - Voting

- A. The election shall be conducted by electronic secret ballot vote.
- B. Optional Candidate Statements will be due no later than three (3) business days after the closing of nominations. If available, Candidates' Statements will be distributed with the ballots.
- C. There shall be no proxy, absentee, or write-in votes permitted at any time.

D. The candidate receiving a majority of the votes cast for that office shall be declared elected.

Section 8 - Fair Election

Adequate safeguards to ensure a fair election shall be provided. No Chapter or Local Union funds, resources or mailing lists will be used to assist any member's candidacy.

Section 9 - Vacated Offices

Vacated offices shall be filled by appointment of the Chapter Leadership except for the position of Chapter Chair, in which case a Special Election will be held. The General Membership shall be notified by electronic mail that there is a vacancy in the Chapter Leadership, and a Special Membership meeting will be held for the purpose of accepting nominations for the vacant position. Qualified regular members who wish to be considered for appointment must attend this meeting in order to be considered for appointment to the vacancy. From this group of interested qualified/verified members, the elected leadership of the Chapter will vote to appoint the candidate they feel will best represent their interests.

ARTICLE 9 – RECALL OF OFFICERS

Section 1 - Procedures

An Officer may be removed from office at a recall meeting upon a written petition signed by thirty percent (30%) of the Chapter General Membership being presented to the Chapter Chair. A notice of a recall meeting shall be distributed to the General Membership by the Chapter Secretary stating the date, time, and place of the recall meeting. The notice must be distributed at least ten (10) days prior to the meeting and within five (5) days of receipt of the written petition.

Section 2 - Recall Petition

Each page of the petition must be headed “recall petition” and must specify the person to be recalled and the charge.

Section 3 - Lack of Quorum

No action can be taken at the recall meeting without quorum. The recall vote shall be by secret ballot and shall require a majority of those voting to remove the elected officer from office. No other business may be conducted at a recall meeting.

Section 4 - Opportunity to Address

The person designated for recall shall be afforded an opportunity to address all charges being made against them at the recall meeting prior to the recall vote.

ARTICLE 10 – STEWARDS

Section 1 - Representation Areas and Term of Office

Stewards shall be elected by the General Membership as often as needed. Steward elections can be by any procedure acceptable to the membership, subject to approval by the Chapter Leadership. Questions of procedures in Steward Elections shall be referred to the election committee.

Section 2 - Nominations

Aspiring Stewards may be nominated from the floor at a General Membership Meeting or shall collect a petition with ten (10) signatures from the membership and submit it to the Chapter Leadership for a vote. The aspiring Steward shall attend the next General Membership Meeting to do a presentation of their candidacy, so the General Membership can hold a vote.

Section 3 - Eligibility to Hold Other Offices

Stewards may also hold elected offices in the Chapter.

Section 4 - Stewards' Rights and Responsibilities

The Steward has no greater rights than any of the members in this Chapter. The responsibilities of Stewards include:

- A. The Steward is responsible for the enforcement of the collective bargaining agreement.
- B. Stewardship requires complete support of the interests that represent the highest good to the members of the Chapter.
- C. All Stewards shall have copies of the Chapter, Local, and International Bylaws and all necessary working agreements and rules pertinent to the membership available at all times.

Section 5 - Replacing a Steward

Any Steward may be replaced at any time by simple majority vote of Chapter Steward Leadership. Additionally, a recall petition signed by twenty percent (20%) of the Chapter General Membership may be presented to the Chapter Leadership who shall call for an election to be held within thirty days.

ARTICLE 11 - COLLECTIVE BARGAINING

Section 1 - Structure

The CCPU Negotiating Committee shall be comprised of family childcare providers from SEIU Local 521, SEIU Local 99, and AFSCME-UDW. SEIU Local 521 in partnership with SEIU Local 99 and AFSCME-UDW, will determine the number of members each local will have as part of the Negotiating Committee prior to the expiration of the collective bargaining agreement.

Section 2 - Authority

The Negotiating Committee shall be elected by the General Membership. The Negotiating Committee shall only serve in this role for the successor contract negotiations for which they have been elected. All tentative agreements are subject to final ratification or rejection by the General Membership.

Section 3 - Eligibility

Negotiating Committee representatives must be members in good standing of the Chapter for at least three (3) months prior to the election.

Section 4 - Nomination

- A. Nominations shall take place no later than four (4) months prior to the expiration of the contract.
- B. A Notice of Nomination and Election shall be provided to the General Membership Meeting at least fifteen (15) business days prior to the opening of nominations.
- C. The nomination period will be for a minimum of ten (10) business days.
- D. Members in good standing may nominate themselves.

- E. Nominations can be made from the floor at a General Membership Meeting called for this purpose or submitted in writing.
- F. Nominees must submit written notice of acceptance of nomination within three (3) business days of the nomination period closing.

Section 5 - Notice of Election

The notice of election including the date, time and manner of election shall be sent out to the General Membership at least fifteen (15) business days prior to the election period.

Section 6 - Election

An Election shall take place no later than two (2) months before the expiration of the contract and shall be by electronic secret ballot election. No proxy, absentee or write-in votes shall be permitted.

Section 7 - Vacancies

The Chapter Chair can make an appointment from among the eligible members in the bargaining unit. Such appointment must be confirmed by the Chapter Leadership.

Section 8 - Ratification/Rejection Votes

Votes to ratify a tentative agreement and votes to authorize an extension of an expired agreement must be by majority vote by electronic secret ballot.

ARTICLE 12 - PARLIAMENTARY PROCEDURE

Where not in conflict with these Bylaws, meetings of this Chapter shall be conducted using Robert's Rules of Order Revised.

ARTICLE 13 - STANDING COMMITTEES

Chairpersons and Members of Standing Committees shall be appointed by the Chapter Chairperson with confirmation of the Chapter Leadership. The Chapter Leadership may add additional standing committees that are necessary to achieve the goals of the Chapter.

Section 1 - Election Committee

The Election Committee is responsible for the efficient and democratic procedures of internal elections, pursuant to Article 8 of these Bylaws.

ARTICLE 14 - INVALIDATION AND REVISIONS

If any section of these Bylaws is judged invalid for any reason, including for reason of conflicts with the International Constitution and Bylaws and the Bylaws of Local 521, such section shall be inoperative but all other sections shall continue in full force and effect.

In the event of invalidation of any section of these Bylaws, the Bylaws Committee shall meet to revise that section in order to bring it into conformance with the Local and International Bylaws. The General Membership shall vote on such revisions at its next scheduled meeting, or at a special

meeting called with at least ten (10) days' notice. All votes to revise these Bylaws shall be by two-thirds of those attending the meeting.

Quarter 3 Report – 2025

The Peninsula Region is proud to present our Q3 2025 report, reflecting the determination and progress of our members throughout counties, cities, and nonprofit employers. This quarter has been defined by resilience, growth, and unity. Across every sector, our members have stepped up to meet challenges head-on; whether through bargaining strong contracts, holding employers accountable, or mobilizing for critical community and political fights.

Our organizing has continued to grow in both reach and impact. We have welcomed new members into our union family, built stronger steward structures in key worksites, and invested in leadership development that ensures workers are not only represented but empowered to lead. These investments are creating a deeper bench of leaders who can take on the fights ahead and secure meaningful victories for working families.

At the same time, we have continued to elevate our voice in the broader community. No Kings day. From shaping local policy discussions to standing in solidarity with community allies, our members are showing that SEIU 521 is not only a force in the workplace but also in the community within our region. Rain or shine, our commitment to justice, equity, and dignity for all workers continues to guide us.

As we move into the final quarter of the year, we remain focused on sustaining momentum, building power, and preparing for the critical battles ahead in 2026 and beyond. Together, we are proving that when workers organize, lead, and act, lasting change is possible.

Membership Growth:

1. County, City & Non-Profits: We closed the second quarter of 2025 with 350 new memberships, bringing us over 60% for our quarterly goal. A testament to the organizing strength of our teams and member leaders.
2. Cope: Averaged \$16.28 per sign up. Our member leaders are at the heart of this transformation. Their voices, experiences, and relationships in our communities drive our strategy and shape our future. By investing in COPE, we empower our leaders to build political power, influence key decision-makers, and advance policies that uplift working families.

Building Political Strength

This quarter, the Peninsula Region has continued to expand our political presence and fight for policies that protect working families and strengthen our communities. Our members know that decisions made at city halls, county boards, and state legislatures directly impact on our

workplaces, wages, and the services we provide. That's why we are stepping up to make sure workers' voices are heard loud and clear.

Palo Alto – Yes to No Kings: Fight Back

In Palo Alto, we joined forces with community allies to rally against the “Kings” bill, a harmful measure designed to strip away protections and weaken the power of working people. Our members stood shoulder to shoulder with local organizations, shining a light on why this fight matters and what's at stake. Through rallies, community forums, and direct conversations with elected leaders, we made it clear: we will not allow corporate interests to silence the voices of workers.

This campaign is more than just one fight—it is part of a broader commitment to protecting our members' rights, defending public services, and ensuring that policies reflect the needs of working people, not special interests. By standing united, we've demonstrated once again that when workers organize and fight back, we have the power to win.

Leadership Development

A core priority of the Peninsula Region this quarter has been strengthening our union's leadership pipeline. We know that our power is rooted not only in the size of our membership, but also in the depth and skill of the leaders who step forward to organize, represent, and mobilize their coworkers.

Throughout Q3, we invested in steward trainings, leadership academies, and one-on-one mentoring to ensure that members are equipped with the tools they need to lead effectively. New leaders stepped into steward roles across multiple worksites, while experienced leaders sharpened their skills in areas such as grievance handling, contract enforcement, and public speaking. These trainings are building confidence, fostering solidarity, and ensuring that members feel supported as they take on new responsibilities.

Looking ahead, we will continue to prioritize leadership development as a foundation of our union's long-term strength. By cultivating leaders at every level, we are ensuring that SEIU Local 521 remains resilient, adaptable, and ready to win for working families.

1. Wins in the field:

- Our leaders are stepping up to defend jobs and demand fairness:
 - San Mateo County MOU handout and Education CRE's
 - Prioritize the training of our Stewards at steward council and through the in-person training presented by the MRC.

Contract Negotiations Underway:

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

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

Key Regional Priorities for Region 1:

Rebekah’s Bargaining Wins

At Rebekah’s, our bargaining team secured 15 non-monetary items that directly improve working conditions and ensure dignity on the job. Among these wins is a strong commitment to support nursing mothers by providing private rooms to meet their needs, a critical victory that reinforces our union’s values of equity and respect in the workplace. These gains highlight the power of member-driven negotiations and set the stage for continued progress in future bargaining cycles.

Region 1 Steward Trainings

This quarter, we prioritized steward development within San Mateo County, expanding our training program to prepare leaders to take on grievances, enforce contracts, and mobilize their coworkers. Our approach combined structured curriculum with interactive learning, ensuring that stewards not only understand their rights and responsibilities but also know how to put them into action. This training is provided by the MRC.

A key component of this effort has been the introduction of in-person steward training for all of the Peninsula region, which created opportunities for stewards to build practical skills through hands-on exercises and real-life scenarios. These sessions allowed participants to strengthen their confidence in representing members, deepen relationships across worksites, and practice effective communication strategies for resolving workplace issues.

The impact of these investments is already clear. We are seeing stronger leadership at the worksite level, more effective enforcement of our contracts, and a growing culture of solidarity among members. By building a network of trained and connected stewards, we are laying the groundwork for upcoming fights and ensuring that members are supported and represented every day on the job.

Santa Clara County Office of Education – Layoff Fight

Our members are preparing for the upcoming budget battle to protect jobs and services. This campaign is not over and will continue to center on:

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

This fight is laying the groundwork for a strong, member-driven contract campaign later this year.

San Mateo Courts Bargaining Preparation

Our team is organizing early to ensure a united membership and a strong bargaining table. By engaging members now, we are positioning ourselves to secure significant gains when negotiations formally begin.

Chase Program for New Hires

We are partnering with Mark from the International Union to establish a chase program that tracks and engages non-members at new hire orientations. This program will help us connect with new employees from day one, strengthen our union culture, and drive deeper participation in our campaigns.

Closing:

Together, we are building a stronger, more united Region 1; one where workers lead, communities rise, and power is built from the bottom up. This quarter has shown what is possible when members stand together with courage and determination: we win at the bargaining table, we develop leaders who inspire others, and we shape the policies that impact on our families and communities.

As we look ahead, our focus remains clear: to protect jobs and services, to grow our union, and to prepare for the critical fights on the horizon. With the strength of our members and the solidarity of our movement, we will continue to transform challenges into victories and build a future rooted in dignity, equity, and justice for all.

SEIU Region 3 Report

Actions within Stanislaus county are heating up as they continue to engage in contract negotiations. The County has offered a three year contract at 2% which has caused an angry response from the membership, in addition to wishing a one year contract on medical benefits with no cost increase to members, however, the medical portion of the overall contract is being negotiated separately. Another negotiating item that the membership highlighted in their responses to the membership survey was the ability to continue to telecommute. SEIU has really put the pressure on the Executive Leadership to continue with approving telecommute, however, membership is requiring this language be codified in our MOU. Executive Leadership has expressed their informal support of continuing telecommuting. Membership is cautious of this commitment and see it as a starting point to further encourage the formalization of the telecommute language, nevertheless.

As Region 3 Vice President, I have adamantly supported the codification of the telecommute policy for several reasons:

- 1) The return on investment is still viable and has not changed since telecommuting was implemented as a response to COVID protocols.
- 2) The use of telecommuting is a “no cost benefit” meaning that as a budget item, this work option does not fiscally impact the County, and
- 3) The telecommute work option is a Retention and Recruitment aid that the County can use for it’s hiring packages.

During this critical time, the more members we have the better are the chances of signing a beneficial contract for the membership. As a result, we have seen an 8% increase in membership growth up from -4% from the previous reporting period.

Supporting members in being successful in their actions has been aided by the addition of a new Internal Organizer. With this position filled Stanislaus was able to organize an action activity last week in which 12 represented work sites participated with those locations spread throughout the County.

At our last Board of Supervisor Meeting we organized workers to address the BOS directly which many from the membership as well as members from the community participated in. This was a powerful display of unity attended by 100 people which highlighted membership and community concern as to the lack of hiring unfilled positions which will increase work loads and also cut into the services the community expects. Our next targeted action against the BOS, which will occur on 9/16/25, we have a goal to increase the turn out to 250 which will be a mix of union and community members.

During this reporting period Region 3, has six open cases: one from Merced, two from Stanislaus, and three from Mariposa. As well, Mariposa has begun their contract negotiations.

As Stanislaus County continues in contract negotiations, the county continues to engage in monthly meetings between Executive Leadership and our general membership. However, due to scheduling conflicts, the meeting was not held last month.

In Unity,

Eric Schwarzentraub, M.S.W.

Region 3 Vice-President

Treasurer's Report

September 2025

SEIU 521

Snapshot of Revenue and Expense through August 31, 2025

General Fund

- Expenses have slightly (by \$359) exceeded Revenue YTD in the General Fund.

Organizing Fund

- Revenue has exceeded expenses by \$1.6 million YTD in the Organizing Fund.

	General Fund	Organizing
	Actual YTD	Actual YTD
INCOME		
DUES RECEIPTS	26,011,018	
OTHER INCOME	1,633,233	
TOTAL INCOME	27,644,251	4,096,116
EXPENSES		
ORGANIZING OFFSET	4,096,116	
SALARIES	7,659,012	
PAYROLL RELATED	5,712,774	
MISCELLANEOUS	100,183	
ARBITRATIONS & LEGAL	649,168	
FACILITIES	1,254,591	
ADMINISTRATIVE - OFFICES	372,487	
INFORMATION TECHNOLOGY	281,922	
COMMUNICATIONS	1,484,438	
GENERAL GOVERNANCE MEETING & TRAINING	109,355	
MEMBER & LEADER EDUCATION & TRAINING	9,174	
POLITICAL/SOCIAL INVOLVEMENT	235,739	
SOCIAL & ECONOMIC JUSTICE	41,951	
MEMBER INVOLEMENT	238,082	
NEGOTIATIONS	170,950	
MEETINGS & EVENTS	185,871	
REPRESENTATIVE DUES	4,962,797	
TOTAL EXPENSES	27,564,610	2,494,301
TOTAL INCOME LESS TOTAL EXPENSES	79,641	1,601,815
VOLUNTARY TRANSFERS	80,000	106
TOTAL INCOME LESS EXPENSES & TRANSFERS	-359	1,601,815

Cash and short-term investments

	January 1, 2025	August 31, 2025
General Fund	\$9,007,251	9,251,967
Organizing	\$7,958,138	\$7,490,310
Agency	\$36,498	\$37,738
Contingency	\$677,665	\$700,682
Strike	\$1,748,268	\$1,837,458
Capital	\$747,348	\$871,316
Building	\$745,674	\$852,490
Legal	\$665,329	\$721,433
Good & Welfare	\$67,208	\$69,490
TOTAL	\$21,653,379	\$21,832,884

SEIU Local 521 Executive Board Meeting Motion

Motion Letter: D/1

Date: September 27, 2025

Motion Title: Approve the Legal Defense Fund reimbursement of the General Fund for \$96,924 for legal retainer expenses in 2025.

Recommended By: Budget and Finance Committee

Background: In order to maintain and be up to date with our retainer with our Law Firm we would like to transfer these funds from the Legal Defense Fund to the General Fund.

Motion: To approve the Legal Defense Fund reimbursement of the General Fund for \$96,924 for legal retainer expenses in 2025.

Follow Up:

Moved by: _____

Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____

Votes Opposed: _____

Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures:

SEIU Local 521 Executive Board Meeting Motion

Motion Letter: D/2

Date: September 27, 2025

Motion Title: Approve the Strike Fund reimbursement of the General Fund for \$229,491.12 for expenses related to the Kern County contract campaign and strike in 2025.

Recommended By: Budget and Finance Committee

Background: SEIU Local 521 has a Strike Fund. The members of SEIU 521 Kern County Chapter engaged in a powerful and winning one day strike on March 5, 2025. As such, we are reimbursing our General Fund for the expenses related to the strike and the contract fight.

Motion: To approve the Strike Fund reimbursement of the General Fund for \$229,491.12 for expenses related to the Kern County contract campaign and strike in 2025.

Follow Up:

Moved by: _____

Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____

Votes Opposed: _____

Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures:

SEIU Local 521 Executive Board Meeting Motion

Motion Letter: D/3

Date: September 27, 2025

Motion Title: Approve the Building Fund reimbursement of the General Fund for \$113,000 for unbudgeted building maintenance expenses in 2025.

Recommended By: Budget and Finance Committee

Background: SEIU Local 521 has a Building Fund that can be utilized for building maintenance and repairs. In 2025 there has been \$113,000 in unbudgeted building maintenance expenses that have either been completed or are in progress. As such, we are reimbursing our General Fund for the expenses related to building maintenance.

Motion: To approve the Building Fund reimbursement of the General Fund for \$113,000 for unbudgeted building maintenance expenses in 2025.

Follow Up:

Moved by: _____

Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____

Votes Opposed: _____

Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures:

SEIU Local 521 Executive Board Meeting Motion

Motion Letter: E

Date: September 27, 2025

Motion Title: Localwide Trustee Policy

Recommended By: Riko Mendez, Chief Elected Officer and SEIU 521 Officers

Background:

This policy is to provide guidance to At Large and Regional Trustees regarding the performance of their duties and to SEIU 521 represented workers who seek assistance of such trustees. This was reviewed by the Officers at the August 26, 2025, Officers meeting, and reviewed and amended by the Trustees on September 23, 2025.

At Large Trustees - Localwide matters

1. SEIU 521 members seeking assistance from an At Large trustee on Localwide matters shall contact the Executive Representative to the Chief Elected Officer and Localwide Trustee to clearly state their request for assistance or questions.
2. If the SEIU 521 member sends such request for assistance to a different recipient(s), it does not disqualify them from receiving assistance. The recipient shall forward the request to the Localwide Trustee and the Executive Representative.
3. At Large Trustees shall work closely with Union's counsel for support/guidance in accordance with the SEIU 521 and International Bylaws for all localwide matters brought to their attention.

Regional Trustees – Regional matters

1. SEIU 521 members seeking assistance from a Regional Trustee on regional matters shall contact the Regional Director, Regional Trustee and Executive Representative to the Chief Elected Officer to clearly state their request for assistance or questions.
2. If the SEIU 521 member sends such request for assistance to a different recipient(s), it does not disqualify them from receiving assistance. The recipient shall forward the request to the Regional Director, Regional Trustee, and the Executive Representative.
3. Regional Trustees shall work closely with Union's counsel for support/guidance in accordance with the SEIU 521 and International Bylaws for all regional matters brought to their attention.

Trustee Review of Bylaws

RM:kns SEIU 521 CTW/CLC

Per the Localwide Bylaws, at least one member of the Bylaws Committee will be a Trustee or Trustee At-Large. The Chair will be a Trustee At-Large who is appointed by the President and concurred by the Executive Board. All proposed amendments to Chapter or Local Bylaws shall be reviewed and approved by the Chief of Organizing and/or Deputy Chief of Organizing and Union's counsel for accuracy and adherence to the SEIU 521 and International Bylaws.

Motion C: To approve and adopt the Localwide Trustee Policy.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

**SEIU Local 521
PAC Report
7/31/2025**

Independent Expenditures		
Bank Balance as of 7/31/25		\$ 805,003.89
<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)
SEIU CA CalPERS	7.19.25-B2	(100,000.00)
GF Reimbursement; ck# 1308	unknown	14,032.14
<i>Available Funds - PAC</i>		668,652.77 (0.00)

Candidates		
Bank Balance as of 7/31/25		\$ 92,068.69
<i>Outstanding Deposits: Jul</i>		10,064.25
<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)
Friend of Paul Fong for WVCCD 2024	1.21.25-B6	(500.00)
MBCLC Labo Awards 2025	3.29.25-B1	(4,000.00)
Glenn Church for Supervisor 2026	5.27.25-B2	(500.00)
Gabby Chavez-Lopez for SJC Council D3 2025	6.24.25-B8	(700.00)
MRY County Democratic Central Committee	6.24.25-B9	(500.00)
Labor Day Event	7.19.25-B1	(500.00)
Johnson for CalPERS Board 2025	7.19.25-B3	(5,900.00)
David Miller for CalPERS Board 2025	7.19.25-B4	(5,900.00)
Endorsed Candiates FCERA Basua & Hackett	7.19.25-B7	(5,000.00)
<i>Available Funds - PAC</i>		59,289.34
<i>Available Funds - RETIREE</i>		17,586.00 (0.00)

Issues		
Bank Balance as of 7/31/25		\$ 72,936.35
<i>Outstanding Deposits: Jul</i>		9,882.25
<i>Outstanding Motions:</i>		
UC Regent Fundraiser Gala	2.25.25-B3	(5,000.00)
BWOPA Fresno Chapter	6.25.25-B1	(480.00)
Silicon Valley Working Blue Democratic Club	7.19.25-B5	(500.00)
<i>Available Funds - PAC</i>		76,838.60 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



Latino Caucus (Fresno) — REGION 4
QUARTERLY REPORT
July 2025 – September 2025



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

The Latino Caucus (Fresno) held monthly Hybrid and ZOOM meetings from July 2025 to September 2025.

In July 2025, the Fresno Latino Caucus took sign ups for Volunteers for the Hispanic Heritage Month Event on October 1. Members that will be in the planning committee are Elva Fonseca, Carlos Fonseca, Darlynn Qualls, Anna Moreno, Belle Franklin, Esther Jasso-Rojas, and Diana Vasquez. Various Latino Caucus members are helping in the All-Caucus Backpack Event to be held in August 2025. Caucuses plan is to help our members in Region 4 by providing backpacks for their children and organizing to recruit new members.

In August 2025, Latino Caucus (Fresno) members are continuing their plan to engage and recruit new members to our Caucuses. We held the All-Caucus Backpack event on August 9, 2025, and it was a success. We set up tables for Caucuses to engage and inform members and their families about the Caucuses. Members were given a passport and needed to go through each Caucus prior to receiving backpacks. Overall, the members and their children enjoyed the event. The Planning Committee was made up of Via Cooper-Whigham, Darlynn Qualls, Jennifer Jensen, Esther Jasso-Riojas, Dana Johnson, Belle Franklin, Diana Vasquez, Carlos Fonseca, Elva Fonseca, and Anna Moreno, Monica Gilbert, and Nancy Patrick. We had additional Caucus members that helped which was great they were: Laura Basua, Esper Schram, Trisha Qualls, Tiara Franklin, Derrick Qualls. Retirees that also helped us out in getting backpacks ready were Robert Mack, Bella Barella, Solomon Barrela, and Nola Tamayo.

In September 2005, Latino Caucus (Fresno) the Hispanic Heritage Month Planning Committee met in September. In reviewing LC Budget, the Planning Committee decided to use the \$500 budgeted line item for this event to donate to the Annual Harvest Fest Event, which gives out turkeys, and food items for members in Region 4, prior to Thanksgiving Holiday. LC-Fresno will be holding a small event on our October 1, 2025, meeting to Commemorate this event. LC-Fresno members also volunteered to help at the Fresno County Bargaining Kick-off event held on September 5, 2025. Some of our members are in various caucuses, those that assisted and engaged Fresno County members are as follows: Darlynn Qualls, Francis Coronado and her husband Billie, Jennifer Jensen, Esther Jasso-Rojas, Dana Johnson, Diana Vasquez, Anna Moreno, Via Cooper-Whigham, Mónica Gilbert and her Son Cameron Gilbert. It's great to engage and educate members in Region 4 about our various Caucuses in Fresno. LC-Fresno sent 2 members to the Annual Central Valley Women's Conference held in Fresno; this event plays a critical role in Women's empowerment and growth. LC-Fresno will be participating in the Fresno Suicide Prevention Walk on September 27, 2025. Our members are focused on membership engagement, Caucus membership growth and building Community relationships.



**People Working with Disabilities (PWD)
REGION 4
3RD QUARTERLY REPORT
JULY 2025 – SEPTEMBER 2025**



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

July 2025, the Fresno PWD Caucus membership held a Hybrid meeting. Report back from PWD Caucus members on the progress of the All Caucus – Backpack event for Region 4 that will be held on August 9, 2025. Francis Coronado reported back on the Community event held at the Belmar Nursing Home. Caucus members held Bingo at the Facility and gave out small prizes to winners. Volunteer members of PWD Caucus reported on the Women’s Caucus Diaper and Distribution to be held in August 2025 to various non-profit organizations. PWD members voted to donate \$100 to the Fresno Suicide Walk to be held on Sept. 27, 2025, volunteer names were taken. PWD members had discussions on reviewing the budget and purchasing Polo Shirts and PINs based on funds available. PWD also voted to send 3 members from PWD Caucus to the Central Valley Women’s Conference.

August 2025, PWD Volunteers met with other Caucus volunteers to prepare backpacks and prepare our talking points for the All-Caucus Backpack Event on August 9, 2025. Volunteers from PWD Caucus were as follows: Francis Coronado and her husband Billie, Esther Jasso-Rojas, Dana Johnson, Monica Gilbert, Nancy Patrick, Diana Vasquez, Jennifer Jensen, Belle Franklin, Derrick Franklin, Trisha Qualls, Tiara Franklin, Via Cooper-Whigham, Darlynn Qualls, and Anna Moreno. PWD Caucus members took assignments for day of event in either having the 1 on 1 conversation with members, distributing snacks, or distributing backpacks. Great assistance from SEIU Staff – Margarita Hernandez, Admin. and Angel Ruiz, IWO; they assisted in checking membership for us at entrance. The event held on August 9th was a success. We had members that had never been to the Union office and happy faces from their children. We also managed to have Various caucuses sign up new member applications.

September 2025, PWD members volunteered for the Fresno County Bargaining Kickoff Event held on September 2025. We were glad to have the opportunity to talk to members regarding the various Caucuses and what our focus and purpose is within SEIU Local 521. On September 27, 2025, PWD Caucus members will be participating in the Fresno Suicide Prevention Walk. PWD has also submitted our order for PWD Polo Shirts. Great end to the 3rd Quarter. Moving forward to planning for the Harvest Fest Event in October 2025

Diana Vasquez, PWD Caucus Chair

Darlynn Qualls, PWD Co-Chair

Jennifer Jensen, PWD Secretary

Via Cooper-Whigham, Treasurer