

BlogBooker

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Contents

1	2013	5
1.1	May	5
	Dues Increase (2013-05-30 03:39)	5
	Labor Union Defined (2013-05-30 14:47)	14
	Forums (2013-05-31 11:07)	15
1.2	June	16
	Calendar of Events (2013-06-02 20:50)	16
	BREAKING NEWS (2013-06-07 11:29)	16
	Register (2013-06-24 15:58)	16
	Lost Password (2013-06-24 15:58)	16
1.3	July	17
	Archives (2013-07-17 17:57)	17
	SEIU...The Talk by Members (2013-07-18 04:16)	17
	Welcome (2013-07-18 05:48)	17
1.4	August	17
	Mailing list (2013-08-12 11:40)	17
1.5	June	18
	Dues Increase (Update) (2013-06-19 08:51)	18
	This is OUR Future... (2013-06-25 10:35)	22
1.6	July	24
	Is "It" in our future? (2013-07-16 21:33)	24
	What is the Right to Work Law... (2013-07-24 09:21)	26
	Dear Bob... (2013-07-30 22:33)	28
1.7	August	33
	Moving in the Right Direction (2013-08-05 21:23)	33
	The Democratic Process (2013-08-13 08:08)	36
	CAUTION...This Could Happen To Us (2013-08-18 09:20)	38

	A Chance for Change (2013-08-25 13:27)	39
1.8	September	41
	The Plot Thickens... (2013-09-02 20:16)	41
1.9	October	42
	THE TIME TO HELP IS NOW (2013-10-12 21:34)	42
	The City of Riverside (2013-10-26 08:50)	45

Chapter 1

2013

1.1 May

Dues Increase (2013-05-30 03:39)

On June 18th, 2013, SEIU Local 721, Inland Empire region, will have an election on whether or not to increase your membership dues. They are calling this the "Strong Future 5 Year Plan". The design of this plan will increase your current flat rate of \$12.00 per pay period, to a percentage rate of 1.5 % of your base salary. Please refer to their plan and calculator to see how your take home pay will be affected. Also keep in mind that you may see an increase of your dues with our current contract. [1]SEIU Dues Increase. If you are making \$25.00 per hour, SEIU Local 721 will be increasing their revenue from you alone by 172 % over the next 5 years.[2]SEIU Strong Future Calculator (1) (it may take a few seconds to load...worth the wait.)

Knowledge is power. Take the time to go to the "Labor Unions Defined" tab, [3]Article XV Section 6(a)(page 27). I would venture to say that most members would support an increase if it were based on a flat rate as outlined in this section. By voting on, and approving a 1.5 % dues increase, the SEIU staff that work for US, have just secured themselves yet another inevitable raise. Remember when we took pay cuts and furlough days? SEIU Local 721 did not take these same cuts or furloughs...and miraculously there was still enough of your dues to pay the outrageous salaries of their staff.

A union of the membership is just that, it belongs to the members. SEIU staff do not belong to our union. They belong to a separate [4]union.

Be informed. Talk with your co workers. If you are supportive of a 1.5 % increase of your union dues resulting in less take home pay, by all means, vote yes. However, if you feel as a majority of the IE membership does, you will make every effort to be at the union hall located at 6177 River Crest Dr. Riverside, CA. on Tuesday, June 18th, 2013 between 5:00 and 9:00 pm to cast your NO vote.

1. <http://www.scru721.com/wp-content/uploads/2013/05/SEIU-Dues-Increase.pdf>
2. <http://www.scru721.com/wp-content/uploads/2013/06/SEIU-Strong-Future-Calculator-1.xlsx>
3. <http://www.seiu.org/15728.SEIU-Constitution-Bylaws-2012.pdf>
4. <http://uur.webexone.com/login.asp?loc=&link=>

admin (2013-05-30 15:24:03)

MembersInTheKnow...I couldn't agree more. This vote is clearly rigged to make sure the vote swings their way. As you pointed out, they had more than enough \$'s to send out campaign flyers during the election. The folks in the desert communities doing the work for the people are the ones that stand to lose the most! Palm Desert, Indio, Blythe, Coachella Valley Water District, all the folks at RCRMC that work a 12 hour shift. This gives our care givers less than 30 minutes to make it to the union hall. How dare our union think they are above board when they try to slide a vote like this through. There are folks currently employed that have disabilities preventing them from attending. ADA violation, I think so. As far reaching in both demographics and geographics as this county is, this is a vote that should be done by ballot! If you agree, let your voice be heard. Let Patricia Castillo, Inland Empire Regional Director (interim) know how you feel. Email her at patricia.castillo@seiu721.org. Tell her this vote needs to be fair and a true representation of the membership.

admin (2013-05-30 03:20:54)

SEIU has been promoting what they call a "Strong Futures Campaign" for a few months now. The "cut to the chase" part of it is that over a 5 year period of time, they will be increasing your and my dues until they reach a specific percentage, 1.5 % of your salary. So, as your salary goes up, their "take" does as well. They are putting this to a vote in Riverside. You must vote in person on Tuesday, June 18th in Riverside. The address is 6177 River Crest Dr., Suite B, Riverside, CA 92507, from 6:00 p.m. – 8:00 p.m.. When the Executive Board members were asked last Thursday, May 22nd, in Riverside (I was at the meeting) they stated that while not convenient for many, mailing of the ballot would be cost prohibitive. Really? When they were running the Executive Board Election Campaign, they did quite a bit of mailing, all on your dime and now they are on a budget? Interesting.... I urge you to attend the June 18th session and voice your opinion by voting. If you have any questions, I will be happy to answer them, explain my position, etc. I cannot do it during working hours, please e-mail me at adsailor55@msn.com, state your name and employee # in the subject line, or shoot me a text on my cell 312-282-4832 and ask your question or voice your concern and I will get back to you within 24hrs. PLEASE SPREAD THE WORD, TELL YOUR CO-WORKERS!!!!!!

MembersInTheKnow721 (2013-05-29 22:41:33)

I find it interesting that the union is trying very hard to limit the amount of members that know about the vote on June 18, 2013. WHY? If this is a good thing for the members and everything is being done "by the book," why are not ALL members being made aware of the vote to increase our dues? What are they trying to hide? I believe we should be sent a ballot in the mail or be given ample opportunities across the county to cast our vote. That would be a fair and democratic process. By limiting members' access to vote, they are taking away a very important right we have as dues-paying members. Isn't the purpose of the union to protect our rights NOT violate our rights? SEIU 721 is famous for saying, "we are a member driven union." We ARE members, together let's drive this union on a road of integrity, transparency and a real focus on member representation and member's rights. Exercise your right to vote on June 18, 2013. Tell your Executive Board you expect the truth, you expect to be informed of ALL votes taking place by members, you demand that all members be given an opportunity to vote and you expect them to protect ALL members, even those that don't share their same beliefs. Vote NO on June 18, 2013 and make your voice heard!

disgusted (2013-05-30 16:46:12)

I just heard about this blog. Whoever is running this site needs to get the word out to as many people as possible so that they will know what is really going on. I will be able to let those that work with me know about it, but that's not going to help much. This rep named Chris was explaining this increase to a coworker of mine. He said that if 721 had more money that 721 would be better prepared to get us a better contract the next time. LIUNA workers pay just a bit more a month than we do, and they got a way better contract than we did. My coworker told him that they were not in agreement with the increase. Chris just walked away and didn't say anything about a meeting or a vote. Had I not read this blog, I would be unaware of a meeting or a vote. I looked on the 721 website and no mention of the June 18 meeting is made. Is 721 only letting those who agree with the increase know about the meeting? Why such a short time span to vote? Why is there no blog on the 721 website so that we can ask these questions of the leaders of this union? Crooked.

disgusted (2013-05-30 17:01:25)

One more thing just crossed my mind. A couple months ago 721 was handing out these color calendars, and newsletters. How much money was spent on that and why was it only during the election? Now they don't have enough money to hold a mail ballot election. Boloney.

admin (2013-05-30 17:12:42)

Disgusted...You are absolutely correct. By passing this increase based on a percentage, they have guaranteed themselves an increase. After 5 years, regardless of the amount of any pay raise you may receive, 1.5 % will go right into their pockets. It is extremely critical you let your coworkers know about this back-room deal that's about to go down. As far as why there is no information about this on the SEIU website is a question that should be posed to SEIU Local 721 President Bob Schoonover. He will be at the union hall located at 6177 River Crest Dr. in Riverside on the day of the election. My guess is he'll act as if he had no knowledge...Be there and bring your coworkers between 6:00pm and 8:00pm. If 20 people show up and vote yes, guess what...

disgusted (2013-06-03 17:50:09)

Do Riverside County supervisors know about this article in the contract? ARTICLE 24 MAINTENANCE OF MEMBERSHIP (Supervisory Unit Only) Employees in the Supervisory representation unit who are members of SEIU on June 29, 1989, shall remain members during the period covered by this MOU. Such employees may withdraw during the month of April of any year as described below. Any employee desiring to revoke their authorization for dues shall forward a letter by United States Mail or in person to SEIU; setting forth his/her desire to remove said authorization and may include reasons thereof. To be considered, a letter shall be received by SEIU on or after April 1st, but no later than the last working day of April. SEIU shall promptly forward a stop deduction to County payroll in the manner provided by the County. Failure to timely notify SEIU as described above shall be deemed abandonment of the right to revocation until the next appropriate time period.

judithbustamante is worthless as a union repp (2013-07-15 21:07:41)

Judith Bustamante is a worthless Union Rep who NEVER answers her phone or reply to ANY of my emails. I had the displeasure of talking to her (I went to the union site and demand to talk to her 3 times, in which she claimed she did not have time for me 2 times) so the only one time I was able to talk to her about my classification compaction issue (I am a senior in my position and I also have master degree) and thanks for the huge LIUNA pay increase , as a SEIU professional, I will be making LESS than the LIUNA technician (who have half of the responsibilities that I have). At one point on the conversation, Judith told me I was complaining too much...So what I have a master degree and was going to make LESS than the technicians who don't have any degree. She told me it happens and she said it was like that in her job as well. Also she and Jason Klumb told me that I was the only one complaining too much about the compaction between SEIU and LIUNA salaries. Nobody else in my classification was complaining...so I was the only one who had an issue.... Basically I should shut up and NOT bother them. I could never ever get a hold of Judith & Jason ever again; despite of the many emails I have sent them. I was wondering how much Judith makes.... Now I know 84K a year sounds sweet? Judith did you have to go to school and get a higher education to justify your \$84K? I will tell you your work SUCKS!

admin (2013-06-03 19:34:17)

Attached is a link to our current MOU. Disgusted...you are absolutely correct. However, for those of us hired after 6/29/89, we still have to pay the dues. Either to the union or to a charity (per DOL... This is what lobbyist get paid to push through Congress). I have also added a calculator on this page, Strong Future Calculator, that after you plug your hourly rate in the box, gives you a complete picture of just exactly what is at stake. I hope you share this site and information with all of your co-workers that belong to our Local. Together we can stop this...Time is limited and resources are few so we need to have an overwhelming show of support of folks casting their NO vote...Can you help with that?? http://www.seiu721.org/inland-riverside_county_mou_2012-03-01_through_2016-11-30.pdf

MembersInTheKnow721 (2013-06-03 21:22:43)

Disgusted, yes I know about the provision to withdraw from the union. Up until this year, I had every hope things would improve. In fact, things have proved to get more corrupt and down right crazy! I have no idea how they get away with what they do! I will anxiously be waiting for next April, especially if the dues increase goes through!

Fed Up (2013-06-04 07:42:26)

There are several issues here that I find VERY WRONG! First of all, as stated by others before me, the Union always finds the money to do mailings to promote THEIR agenda. They mail out biased political mailings during elections, and promote themselves during SEIU elections. Second, only being able to vote in person is unfair to many; the handicapped, people who do not live in the area, people who have prior obligations, etc. I believe, as others have stated that the Union is conducting the voting this way to try and sway the vote in their favor. Third, I have received next to nothing from the Union for years now. The 5 year contract was a joke for those of us that have been long time, loyal employees. Those of us who are capped out don't see an actual raise in pay for 3 years (and then it is only about 1.42 %) I feel like I was not represented fairly in the contract negotiations. With no pay increases (all of the COLA's are wiped out by the retirement % additions), and the price of everything going up. How are we supposed to afford to pay the Union more?!! If I felt like the Union had gotten me anything, I would consider giving back, but that is not the case. If this dues increase goes through, I will be withdrawing from the Union.

Fed Up (2013-06-04 07:53:23)

I agree 100 %!!!!!!!!!!!!!!

admin (2013-06-05 07:22:22)

Hopefully, in the past few days you have received a couple of emails from Wendy Thomas. DON'T BE ALARMED!! The sky is not falling. The best way to get people to conform to your way of thinking is to use scare tactics. Please remember, this "Vote Yes for the Strong Future" campaign being conducted by SEIU staffers is geared toward the lower end or first /second step employees. It looks good on the surface when you see an actual reduction in your dues. THIS WILL ONLY BE TRUE IF YOU ARE CURRENTLY MAKING \$18.50 PER HOUR OR LESS. For those members, there will be no increase in January 2014, but come June 2014, there will most definitely be an increase. Remember, you can't focus on just the immediate picture. For those members that are seeing the end of their careers quickly approaching, union dues are a before tax deduction meaning there will be a decrease in your annual take home salary which could affect how CalPers will be calculating your retirement. For those members whose careers will stretch beyond 5 years, and are now the lower step earners, eventually you will get to that top tier and see how much of an impact this increase will have on your way of life, it will have you wondering, WHAT HAS MY UNION DONE FOR ME LATELY? If this passes, we ALL will know what they have done for themselves lately! It will take a re-write of the ByLaws to change the dues system...Good Luck with that!! Remember, every time you earn a step increase, see a COLA increase in a contract, or receive any other monetary benefit, the union is going to take 1.5 % off the top, without question. Hmmm...I think they have a word for that but it just escapes me at the moment... SHOW UP AND VOTE NO ON THE STRONG FUTURE 6/18/2013

disgusted (2013-06-05 15:16:21)

According to the international by laws Article XIII section 1a \$7.65 of our \$24 dues are a per capita tax and Article XIII section 1d says that \$5.00 from the remaining \$16.35 is used to fund a unity fund which is to be used to improve our pay, benefits, security. I understand that there are some other taxes on our dues that are sent out of state to Washington DC to the international. With over half of our dues being sent out of state, my feeling is that we should be keeping those dues here in Riverside to fund our fight. I think this fund that everyone thinks is going to be created to help us with our fights is a scam to get more money out of us to fund someone else's agenda. Look at this article from 2002. <http://capitalresearch.org/pubs/pdf/x3760043486.pdf>

disgusted (2013-06-05 15:21:32)

Why are staffers telling us how we should vote? Something is wrong with this picture.

disgusted (2013-06-05 16:06:05)

Just doing some research on 721 and came up with this article - <http://lacityworkers.com/ramon-rubalcava-drinks-and-drives-costing-s-eiu-members-huge/> I looked on the 2012 lm-2 and saw that this very same Ramon Rubalcava still works for 721 and that he earned \$118,813 in 2013. So in 2011 he cost the members \$150,000 to get him out of that jam and instead of firing him we continue to pay him an exorbitant salary and he will more than likely get a really nice retirement from us. Does anyone know what kind of retirement the staffers get?

disgusted (2013-06-05 16:08:24)

I was wrong. We didn't pay the \$150 G's in 2011. It was done while 660 was still around. It still was paid with union dues.

disgusted (2013-06-05 17:15:58)

Oops. Another correction. He earned \$118,813 in 2012. What does he do?

disgusted (2013-06-05 20:06:46)

I just got off a call with a friend of mine from Los Angeles who is friends with a staffer there. My friend is a member of 721. She was telling me that her friend told her that several months back all of the managers went on a retreat to San Diego where 721 put them up for a couple of days in a hotel. She believes they stood on Coronado. The managers were fed and boarded during this retreat. Is there anyway to find out how much was spent on this retreat?

admin (2013-06-05 21:10:19)

I couldn't find anything in the LM2 with regard to the Coronado in San Diego, but I did find a Board Retreat in Palm Springs at the Riviera, a mere \$25,897.00 weekend. In fact after looking through the LM-2, I've been able to identify 11 entries for hotels , Schedule 14 - Other Receipts, in the amount of \$433,763.00. In addition to that there are 12 entries for restaurants totaling \$293,455.00. You do the math...and I'm sure I missed a few here and there...

admin (2013-06-05 21:18:02)

You missed the additional \$777 Schedule 18 General Overhead that brings his salary to \$119,590.00. The SEIU Staffers are very tight lipped about their benefit package but from what I've read on line from folks who are, or have at one time worked for SEIU, it sounds very VERY good. BTW - Ramon is the Director of Benefits and ER...go figure!!

disgusted (2013-06-05 21:36:00)

The retreat may have been this year.

disgusted (2013-06-06 13:41:46)

Is this what we can expect? I guess were not alone.

disgusted (2013-06-06 13:42:21)

<http://www.yelp.com/biz/seiu-local-1021-san-francisco>

Silvia (2013-06-06 16:07:44)

How could they justify this type of increase if the representation remains the same? So if i make more are they going to do anymore for me then a lower paid employee? No ! Obviously not. This should be made public , like in the newspaper and local news channels..too many people are going to be affected by a yes vote and its unfair to limit the votes to the riverside area under such time constraints...

disgusted (2013-06-07 09:40:33)

In looking at the requirements to come to work for 721 as a Worksite Organizer, who are the staffers that represent us in the workplace, it doesn't look like 721 really cares if the staffers can do the job of representing us. It looks like 721 cares more about getting us to go out in the streets to make a lot of noise and look ridiculous in their purple t-shirts on tv. The following is from an advertisement on the 721 website - "EXAMPLES OF DUTIES: Recruitment: Accountable for working with union leadership and stewards and recruiting new members to participate in union activities and political campaigns. Regular one-on-one contact with members will be required. Leadership Development: Develop and maintain effective worksite leadership structures through the recruitment, training, and support of stewards and other union leaders. Build stewards' councils, issue committees, and other leadership structures. Staff Development: Responsible to seek out and identify individual staff development needs with Supervisor. Communication: Maintain regular and effective communication with workers in assigned jurisdictions through personal visits, including house visits flyers, newsletters, phone calls, mailings, bulletin board postings, and meetings. Respond to telephone messages in a timely manner. Issue Campaigns: Participate in the development and implementation of effective industry strategies and coordinated activities to raise standards. Identify significant worksite and/or departmental issues and develop strategies and tactics to effectively address them, including petitions, group grievances, work actions, media events, and legal actions. Legislative and Electoral Campaigns: Participate in and recruit members to participate in legislative and electoral campaign activities, including lobbying, phone banking, letter writing, door-to-door canvassing, and other activities. Administration: Maintain a calendar which accurately documents past, present, and future activities, visits, weekly work plan, and appointments in connection with work as a worksite organizer. Maintain accurate records, including activity reports. QUALIFICATIONS: Ability to work effectively as part of a team. High level ability to communicate orally and in writing. Analytical skills necessary to interpret contract language. Ability to work under pressure and with minimal supervision; must be well-organized and self-motivated. Ability to exercise good judgment and discern priorities. Ability to make effective use of resources available to the union. Dedication to improving the position of working people and strengthening the role of organized labor through work actions, community relations, and legislative and political activity. Ability to work effectively with members and staff from diverse ethnic, social, and economic groups. PREFERENCES: Prior union organizing and negotiations experience is highly desirable, but not required. Prior labor experience is preferred, but not required. Related experience will be given consideration as will steward and rank-and-file experience You must possess a valid California driver's license, auto insurance, and an automobile for business use. COMPENSATION: Salary range as of July 1, 2010: \$53,023.62 (entry) to \$76,313.38 (10+ years). Fully paid benefit package including medical, dental, vision, and a generous life insurance. The Worksite Organizer is an UUP bargaining unit position subject to a staff union contract." It doesn't look like a high school diploma is even needed and one can start off earning \$4,418.64 per month. Not bad for someone without so much as a high school education. Makes me wonder why I even went to college. It's hard to think that someone with no experience in anything other than rabble-rousing could be the one standing between us and losing our jobs. This is disgusting. <http://www.seiu721.org/2013/04/worksite-organizer—tri-counties.php> Oh my God! Look at the External Organizer requirements - <http://www.seiu721.org/2013/05/experienced-external-organizers.php>

disgusted (2013-06-07 10:28:54)

Something else that I just saw. The advertisement for the Worksite Organizer says that the top pay for the position is \$76,313.38 per year but yet I see Worksite Organizers on the 2012 LM2 earning well over that amount. How is that possible? Why did I even bother to finish high school? Here are some names of those who are way, way, way, way, way over the top - Daniel Carrillo - \$81 G's plus Charles C. Leone - \$85 G's plus Norma F. Lozota-Moya - \$84 G's plus Roman Martinez - \$94 G's plus Reginald P. Mims - \$87 G's plus Kevin Monk - \$80 G's plus Norma R. Pearson - \$82 G's plus Adriel L Peterson - \$86 G's plus Gilbert Ramirez - \$89 G's plus Susan Sturdevant - \$81 G's plus James Torres - \$91 G's plus It looks like Roman Martinez is the winner. This guy is in Riverside and is useless according to my friends at DPSS. They say he only shows up when he needs them to sign something. Whenever a problem is presented to him he responds that the workers need to band together to fight back and then he leaves. He's clueless. I must say though that it's not bad pay for someone who doesn't do anything. My friends say he drives a BMW, an Escalade and another Cadillac. Poor guy. We really do need to pass

the dues increase so we can help him with the maintenance on his cars. Does anyone know the other highly paid staffers?

disgusted (2013-06-07 13:05:50)

I missed one Judith Bustamante - \$84 G's plus. The winner remains the same. The LM2 is very informative. Everyone should look at it.

TruthFinder (2013-06-09 17:56:13)

I understand SEIU staff were calling SEIU Inland members yesterday telling them they need to vote for this dues increase - the message is that we don't have a choice - that we either vote for the dues increase now or LA will make us pay the entire 1.5 % in January. Well everyone please remember the bylaws must be changed in order to do that and how soon do you think they can pull that together? AND, they can't afford to send out ballots, right? But, let's say they the pull together a vote to change the bylaws, every member should have the opportunity to be part of the committee to determine what changes will be presented to the members. **WE CAN BE PART OF THAT!** So, let's say the change happens and LA out-votes the IE (they do have many more members) and we are forced to pay the increase. We can all become "fee payers" which allows us to pay less dues yet the union still have to provide representation to the fee payers. If ALL our unhappy SEIU Inland region members became fee payers, how financially strapped would the union be? Would they perhaps be willing to negotiate instead of force a dues increase? Let's say they don't want to negotiate and demand we pay more, well we can always decertify and choose a different union or an "association" to provide representation for our members and associations also provide contract negotiations. **WE HAVE OPTIONS!!** Don't let SEIU 721 staff and other members scare you into voting yes - **VOTE NO and KEEP your POWER!** I don't have to remind you, this is a **MEMBER DRIVEN UNION**, let's show them what that really looks like!!

admin (2013-06-10 09:12:40)

What really seems to be the irritant in all of this is the lack of respect and consideration this Board extends to all of the members. The continual platitudes and patronizing that goes on. During the May 23rd General Membership meeting we were told there just wasn't enough funding to provide mail in ballots for a dues increase. Gosh...it seems just a few months ago we had more than enough to send these out...<http://www.scru721.com/wp-content/uploads/2013/06/721M1st.pdf> Some days I just want to open my window and scream to the world, "I'M MAD AS HELL AND I'M NOT GOING TO TAKE IT ANYMORE!!"

disgusted (2013-06-10 14:57:49)

Schoonover and the others, will say that it was paid for by their own campaign funds, some of which came from staffers according to Rosanna Mendez. <http://sternburgerwithfries.blogspot.com/2012/08/new-scandal-erupts-at-seiu-local-721.html> One reason that this is a keeper is because it is showing Wendy Thomas as a 911 Communications Supervisor when in fact she was already unemployed. She was terminated way before these went out in the mail.

admin (2013-06-10 16:14:07)

Touche' My point exactly.

admin (2013-06-12 20:57:35)

For those of you that are not on our mailing list and would like to receive emails and current updates, it's easy. Just login on the Home page and then you can navigate to the forums page and either comment on an existing topic and start your own thread. Your information is secure and the **ONLY** thing sent to our site is your email address. This completely anonymous. Here was today's mass mailing: **WHAT THEY'RE NOT TELLING YOU** Lately, I have received several emails from members regarding the dues increase. Some in favor, but the majority opposed. Some have asked questions which deserved to be answered. As the reader of this email it is the intent that these questions encourage you to speak with other members or even contact the Local and ask them to explain the details to you...Have them explain how the 1.5 % increase number was derived. Ask them to direct you to the section in the ByLaws that states this amount is required. Here are some of the questions we've received: 1) Can someone

show me where 721 members voted for a 1.5 % dues structure? 2) Did the EBoard set the general dues rate to be 1.5 %? 3) When did they set the general dues rate to be 1.5 %? 4) Did this general dues rate include Riverside? 5) Did the membership vote to set the general dues rate to 1.5 % or did they just vote on the approval of the by laws in 2009? Here's what we've found in the International Constitution & ByLaws, as well as Local 721 ByLaws - 721 Bylaws Voted For In December 2009

ARTICLE 5 – MEMBERSHIP DUES AND ASSESSMENTS SECTION A – Dues All members shall pay dues under a dues structure established in accordance with applicable law and the SEIU Constitution and Bylaws. The Executive Board will establish a general dues rate for Represented, Associate, Organizing, Retired and Staff members and will honor all affiliation agreements. The Represented Member dues rate set by the Executive Board shall be approved by a secret mail ballot vote of the members. **WHERE, IN WRITING, IS THE 1.5 % DUES RATE SET BY THE EBOARD??? WAS THE VOTE IN 2009 FOR THE BYLAWS AND THE 1.5 % DUES RATE???** Members of those locals who became members of Local 721 during the 2007 realignment of local unions shall have the right to vote by legacy local on any increase in dues to reach the standard established by the Executive Board. Such vote may be taken at a noticed membership meeting or by secret mail ballot. **WHERE DOES IT SAY THAT THE EBOARD CAN IMPOSE???**

SECTION B – Assessments A special assessment shall be assessed after recommendation of the Executive Board and upon approval by a secret mail ballot vote of the impacted membership. International Bylaws Article XV Section 6(a). Effective January 1, 2012, for all members of Local Unions who have annual earnings of \$16,000 or more, the minimum dues shall be equal to \$32.00 per month. Effective January 1, 2012, for all members with annual earnings between \$5,500 and \$16,000, the minimum dues shall be equal to \$27.00 per month. Effective January 1, 2013, through January 1, 2016, the minimum monthly dues for all members with annual earnings of \$5,500 or above shall be increased by \$1.00 annually, effective January 1 of each year. Notwithstanding the above, by action of the Local Union the minimum dues may be reduced for retired members, organizing committee members, and associate members. The Local Union may establish minimum dues for members with annual earnings which are less than \$5,500. Upon request, these requirements may be waived by the International President, as provided in subsection 6(d) below. (b). A Local Union's dues system shall not contain a maximum limitation on the dues amount per member otherwise applicable under the Local Union's dues formula. Upon request, this requirement may be waived by the International President, as provided in subsection 6(d) below provided that any maximum limitation permitted by the International President is indexed for inflation. (c). Local Unions in which the Constitution and Bylaws provide for a dues system other than a flat rate system (e.g., a scale, hourly or percentage formula system) shall maintain the formula necessary to generate a dues minimum equal to the flat rates specified in this section. Every Local Union shall strive to have a membership dues system based on a percentage of monthly gross earnings. **STRIVE** - To make a strenuous effort towards any goal. This doesn't say that you have to go to a percentage based system. The percentage rate minimum required in converting to a percentage dues system shall be the rate that provides the Local Union with revenue equal to what it otherwise would have received under its prior dues system as of that date. The calculation of revenue otherwise receivable under the prior dues system shall be based on the Local Union's average monthly membership for the six month period ending one month prior to the date of conversion. Questions concerning the application or interpretation of this subsection shall be resolved by decision of the International Secretary-Treasurer, subject to appeal to the Executive Board. (d). The International President, with ratification by the International Executive Board, may waive the requirements of this section for such period as he or she deems advisable upon a showing of good cause as set forth below so long as such waiver does not impair the ability of the Local Union to properly represent its members. A full waiver will be granted to any Local Union which has established, in accordance with its Constitution and Bylaws, an alternative dues structure and/or dues increases which satisfy the goals of this Section. Full or partial waivers of any of the requirements of this section may be granted taking into consideration the resources of the Local Union, the Local Union's dues rate, whether the Local Union has recently implemented a dues increase, the percentage of workers represented by the Local Union covered by a union security clause and the wage rate of the Local Union's members. A waiver also may be granted to Local Unions in right to work states that are engaged in active and strategic organizing efforts in accordance with approved industry division plans. <http://www.seiu721.org/democracy/bylaws.php> <http://www.seiu.org/a/ourunion/constitution-and-bylaws.php> Take a moment to check this out for yourself. The links above will take you to both ByLaws. Be informed. It does not dictate a 1.5 % increase. **VOTE NO ON THE DUES INCREASE!!**

TruthFinder (2013-06-12 21:33:23)

I have read the links you provided and I don't see a reference to a 1.5 % increase. Amazing that this is such a scam!!

disgusted (2013-06-13 13:59:55)

Admin, don't forget to update the voting time on the calender. It still says 6 to 8.

admin (2013-06-13 14:13:43)

Thanks...will do!!

admin (2013-06-17 07:10:46)

Tomorrow, our membership will vote on an extremely important issue that will ultimately affect every SEIU member in the Inland Region. It is the intent of our Local to increase your dues to help them get out of the financial hole they have dug themselves into. In order to get this accomplished, the union has resorted to intimidation, extreme rudness to our folks certified as ADA (wanting proof of their disability in order to allow a proxy vote) and threats. As far back as May 23rd, 2013, the union has been telling us..."YOU ARE VOTING TO APPROVE A 5 YEAR PLAN. YOU'RE GOING TO PAY THIS, ONE WAY OR THE OTHER! YOU DON'T HAVE A CHOICE!!" The fact is, we DO have a choice! WE don't have to accept this. THIS was not APPROVED by members in the Inland Region as they will have you believe. Even their own staff is running around trying to find something, anything in the ByLaws that will give them the upper hand. The fact is, they have nothing!! THIS IS OUR UNION NOT THEIRS! WE JUST LET THEM WORK FOR US!! WE DO HAVE OPTIONS!! When the ByLaws were voted on in 2009, the Inland Region membership OVERWHELMINGLY voted down any percentage based dues increase. The committee that was formed to debate this issue recommended to the E-Board at that time, [1]each region affected should vote to decide. THE VOTE NEVER HAPPENED!! THE UNION IS TRYING TO IMPOSE A RECOMMENDATION!! VOTE NO TOMORROW EVENING! 5:00pm - 9:00pm 6177 RIVER CREST DR. RIVERSIDE, CA 92507. TAKE 5 MINUTES TO CAST YOUR NO VOTE AND THEN ENJOY THE REST OF YOUR EVENING. HELP US TO RESTORE DEMOCRACY TO OUR OWN UNION! WE NEED YOUR VOTE!!

1. <http://www.seiu721.org/2010/03/seiu-721-policy-on-refunds.php>

admin (2013-06-17 12:20:01)

Hey everyone... This may not be necessary, but you may want to consider taking your last pay warrant with you to the union hall tomorrow night. I'm not saying that they may have a problem with their computers or database, but this could be a very convenient problem for them to have. They will then ask to see your union card. I, for one, was never issued a union card so I will assume there are others in that same position. I don't want to be told I am Fee Payer or Decenter and therefore I would not be entitled to a vote. Your pay stub will indicate your bargaining unit and the amount you pay in dues...just a precaution. See you tomorrow night!!

Dexter (2013-06-17 12:21:35)

Why don't we just kick the Union out. I am voting Yes, because if rates go up, perhaps we can get rid of the Union. Crazy Logic, perhaps, but lets Jack these fees way up.

admin (2013-06-17 14:10:37)

Like your thinking, but not the approach. If rates go up and we have to endure for any length of time, in the long run we lose and they win. It's sad that it has to come down to a US or Them thing, especially when this is propelled by people in positions they should not be in, in the first place. The opportunity to change unions/associations will present itself when the time is right. At this point I think the best course of actions is to see what happens with the vote and formulate our action after that is complete. Stand with us Dexter...VOTE NO. It can only get better!!

disgusted (2013-06-17 20:55:14)

No argument here. I can't afford another .75 % out of my paycheck, let alone 1.5 %. What I'm confused about is what about these people who think their dues are going to drop below \$24 per pay period. How can that happen when the

international by laws say they should be paying a minimum of \$32 per month? Is the union pulling the wool over their eyes too?

admin (2013-06-18 07:32:47)

If any SEIU employee in the Inland Region is earning \$10.00 per hour or less, receives no step increase, COLA or any other monetary benefit to their hourly rate until 2018, then the Union is correct, they will see a reduction at the beginning and will break even after the 5-Year Plans reaches maturity in 2018. Based on our union's ability to negotiate contracts on the workers behalf, by the time they finish with us, we should all be earning around that much. Not because of our employer, but because there will always be a need to increase the dues percentage. Once we allow the flood gates to open with this percentage structure, they will always need more to fuel their exotic taste. I have one word for SEIU...DECERTIFY!

David Bishop (2013-06-18 08:14:22)

Really! Really!! SEIU does not contact us in advance, we learn the day of the election, no mailed ballots are provided and we need to drive to the voting location, for some its over an hour. So SEIU is not very confident that the proposal will pass so keep the electorate away and load the voting box with the hard core unionist, How nice how very very nice! Give us a net loss in a 5 year contract and then try and sneak in a pay raise for the UNION BOSSES. Show us something positive to help out the Departments outside of the Hospital and maybe we might consider a fixed, not percentage, increase in dues. Get Real!

foxNincteft (2013-07-02 18:18:50)

в магазине "Солнечные Врата"

Moderator (2013-07-02 18:33:58)

I'm a bit rusty on my Russian, but I think this says, "Don't get SCRU'd by SEIU", yep...that's what it says. Don't get SCRU'd by SEIU...

Moderator (2013-07-15 21:25:10)

This is why it is so important that we begin contacting our peers and members. If you received my earlier email, print out and share this with your coworkers. Here are a few more things to consider when you're talking with your peers. 1) How long can we afford to be held back by SEIU? 2) Is this about our futures or is this about their future? 3) We don't work for SEIU! Attached are a few sites worth looking at...Stay united...and for those that did receive the letter, so you know I did attempt to Be everyone...sometimes you gotta love technology... <http://sternburgerwithfries.blogspot.com/> <http://loco221.wordpress.com/> <http://perezstern.blogspot.com/>

Labor Union Defined (2013-05-30 14:47)

Labor Union: A labor union is an organization of wage earners or salary workers established for the purpose of protecting their collective interests when dealing with employers. Though unions are prevalent in most industrialized countries, union representation of workers has generally declined in most countries over the past 30 to 40 years. In the United States, unions represented about one-third of all workers in the 1950s. Today, unions represent less than 15 percent of the labor force—and less than 10 percent of the labor force in the private sector (unions represented between 35-40 percent of public-sector workers in the late 1990s). But although labor unions are not as strong a force in the United States economy as they have been in earlier decades, they continue to be an important factor in American businesses.

While SEIU will have you believe they have the interest of the workers at heart, they really don't. The motivation, and the need for your dues, is merely political in nature and almost criminal in act. When our

Local 721 has a payroll that exceeds millions of dollars annually, with as many as 30 of these employees making in excess of \$100,000/year, it makes one wonder what the dues are really being used for and how the Executive Board is being less than good stewards of [1]these funds.

During this last election, the odds against the unionized workers in Riverside County could not have been greater. Local President Bob Schoonover was aware that a terminated Sheriff's Department Dispatch



Supervisor [2] was running for the office of Executive Board VP. Amidst the complaints filed with the Executive Board, the individual was not removed from the slate. According to the [3]SEIU International Constitution and ByLaws and [4]Local 721 ByLaws, both agree that any member currently employed within a bargaining unit of the Local and current in their dues is eligible to hold office. Keyword: EMPLOYED.

Another interesting fact that you will come across as you review the LM-2 report is the use of Lost Timers. After speaking with several members with the union, and with Executive Board members directly, no one has been able to deliver a comprehensible definition of just what exactly a Lost Timer is, but they do exist, all of these positions are funded with your dues. I'd like to think back to a time when all was good in the



union...I just can't remember that far back...[5]

As more info comes, we will absolutely get it posted so that everyone can enjoy the calamity that is SEIU 721.

1. <http://lacityworkers.com/wp-content/uploads/DOL-Form-Report-Disclosure-seiu-721-LM-2.pdf>
2. <http://www.scru721.com/wp-content/uploads/2013/05/th11.jpg>
3. <http://www.seiu.org/a/ourunion/constitution-and-bylaws.php>
4. <http://www.seiu721.org/democracy/bylaws.php>
5. <http://www.scru721.com/wp-content/uploads/2013/05/bob-and-freeman1.jpg>

Forums (2013-05-31 11:07)

[bbp-forum-index]

1.2 June

Calendar of Events (2013-06-02 20:50)

[calendar]

BREAKING NEWS (2013-06-07 11:29)

BREAKING NEWS:

6/10/13 - FINALLY!!! - SEIU 721 HAS POSTED ON THEIR WEB SITE THAT THERE WILL BE A MEETING OF THE GENERAL MEMBERSHIP ON JUNE 18TH. 52 PEOPLE HAVE RSVP'D TO ATTEND THEIR "DUES REALIGNMENT" MEETING. MAN, I HOPE THEY BRING A FEW MORE PEOPLE TO THE PARTY!! JUST VOTE NO! THIS WILL FORCE THEIR HAND. MAKE THEM SPEND MORE AND REWRITE THE BYLAWS. BECOME A FEE PAYER IF IT PASSES. ALL THE BENEFITS OF THEIR HARD WORK AND THEN WE WILL CONSIDER OTHER OPTIONS!! FIGHT THE GOOD FIGHT!!

*****VOTE NO ON 6/18/2013*****

6/7/2013 - AFTER ALL THE NOISE WE'VE BEEN MAKING, THE VOTING HOURS ARE NOW BETWEEN 5:00 PM AND 9:00 PM, 6/18/2013. ACCORDING TO THE EXECUTIVE BOARD, THEY SAY THIS INCREASE WAS VOTED ON AND APPROVED IN 2009. THEY WANT THIS TO HAPPEN.

STAND FIRM!! VOTE NO. WHEN THE VOTE TO CHANGE THE BYLAWS COMES AROUND, AND IT WILL, WE'LL VOTE NO ON THAT AS WELL! IT'S THE MEMBERS...NOT THE UNION THAT HAVE THE FINAL SAY...SOLIDARITY!!

6/6/2013 - CONTACT IE REGIONAL DIRECTOR PATRICIA CASTILLO DIRECTLY. HER OFFICE NUMBER IS 951-571-7701 AND HER CELL NUMBER IS 626-318-5925. LET HER KNOW HOW YOU FEEL ABOUT THE WAY THIS VOTE IS BEING CONDUCTED. DEMAND ANSWERS! BE PROFESSIONAL, BUT BE DIRECT!! SEIU STAFFERS ARE MAKING EVERY ATTEMPT TO SWAY THIS VOTE IN THEIR FAVOR.

TAKE A STAND! THIS IS OUR UNION!

Register (2013-06-24 15:58)

[bbp-register]

Lost Password (2013-06-24 15:58)

[bbp-lost-pass]

1.3 July

Archives (2013-07-17 17:57)

[Archives]

SEIU...The Talk by Members (2013-07-18 04:16)

Welcome (2013-07-18 05:48)

Welcome to OUR Blog page...

This site is dedicated to the members of the Inland Region of SEIU 721. It's designed to give us the opportunity to voice our opinions with each other about things that matter...whether it be with ongoing negotiation's, or the actions, or inactions, of our Executive Board...This is our forum.

There will be a time in the very near future where each of us will need to ask ourselves if we are satisfied with the direction SEIU 721 is dragging us. Will we be better served in establishing our own path? Will the benefits of moving forward and establishing an organization where the welfare of the members trumps political preference be in OUR best interest? Where we, the members, choose the financial path that best suits the members, and not an International Labor Organization. If you agree with this, than you've come to the right place. Join us, and rally your coworkers to register here.

Let's use this forum to keep ALL members of Local 721 informed of current events...Let's use this site to our advantage...

Here you can comment on a post, or if you decide, engage in a forum. To create or comment on a forum, you will be required to register. If you choose to receive our News Letter, and we hope you do, please register for that on this same page. Your password will be sent to the email address you provide. To log in or register, simply go to this [1]page. Once you login, you will be able to go to your user profile and change your password. You can also follow us on Facebook...

again, Welcome to our site...

Looking Towards the Future...

1. <http://www.scru721.com/seiu-the-talk-by-members/>

1.4 August

Mailing list (2013-08-12 11:40)

1.5 June

Dues Increase (Update) (2013-06-19 08:51)

Last night the membership spoke...and spoke volumes!! What was said by the response of our members and co-workers is that THIS IS OUR UNION! I believe that SEIU realized within an hour of opening the doors that they were out organized, out gunned, and out smarted.

Members from every area of our region made a strong showing. The folks from the CVWD, RCRMC, DPSS, Public Defenders Office, Sheriff's Department, Probation, City of Riverside, Hemet, San Jacinto and so many more. Last night it truly was a MEMBER DRIVEN UNION.

There was also a group of folks that helped with this campaign that have no vested interest in our union whatsoever. Whether you were coming in to vote or heading out after placing your vote, these folks had your back. They held signs showing their support for our effort...Mother's, sister's, nephews and nieces...This is the type of support we, as a union, should embrace...not only are we members and co-workers, we're family!

The union hall was overwhelmed...They (SEIU) had no idea the issue would receive this type of response. I want to thank all of you for staying even though several members I spoke with endured the line for over 1-1/2 hours. Your dedication to this cause and devotion to your fellow members is truly appreciated. We need to have this type of turnout for our general membership meetings!

We can't stop here, though. This type of response is what is needed to keep OUR union moving in the right direction. Unions are good for workers as long as the focus stays on the worker. We're gaining some traction and momentum and we need to keep this moving in the right direction. Let's all try to get more involved in our union.

It's time for all of us to get out of the backseat and slide into the drivers' seat!!

Oh yes...one more thing

YES - 112

NO - 697

disgusted (2013-06-19 11:15:23)

The proof that they didn't expect that many members to show up was evident by the number of stations that they had set up to hand out ballots, and to deposit the ballots. I bet they now wish that they had done a mail in secret ballot. That was pure stupidity on their part. One thing is for sure. Their belief that no one would take time from their busy schedules to come and vote helped to instill a hatred of 721 within the members who were waiting in line who had come expecting to be able to just walk in, vote, and then go home to enjoy the rest of their evening. Thank you Wendy Thomas, Patricia Castillo, and whoever the other brains were who put this screw up together. Now what? Well seeing that almost 9 % of the total membership voted NO against this plan, and we know that Wendy Thomas and the rest of her cronies aren't going to let this rest. It is a fact that we cannot go back to sleep. We need to keep the momentum going. Maybe we can do this by putting together a movement to get rid of Wendy Thomas. All we have to do is associate her with the now defunct Strong Future plan and let the members know how she tried her darnest to BS us at the May 23rd meeting. What do you think? I don't know about the rest of you out there, but I am totally disgusted with the way that 721 was doing their darnest at first to keep us uninformed. I do not wish to continue being associated with this corrupt political nightmare known as SEIU. Anyone who thinks

that SEIU is a true labor organization has been drinking too much of the purple Kool-Aid. They do not care about representing us in the work place. They put social issues over our own work place issues. Think about it. Since all their reps plus some were so busy for some time now trying to sway us to vote YES on the Strong Future plan, who was representing us in the work place? Are you telling me that management was behaving during that period of time? If I was getting what I paid for, I wouldn't mind paying more but we're not even getting our \$24 worth with SEIU. Looking at the requirements to come to work for SEIU as a rep, the only requirement is that you have your own car and auto insurance. Oh, and let's not forget being able to walk, talk and annoy professional adults. Experience in representation is not required. LIUNA members pay about \$10 more than we do per month and LIUNA represents their members. They're not experiencing any financial shortfalls. How is that? How often do you see their rep's bugging them to put on orange tshirts and make fools out of themselves? And lets not forget the fact that they did get a better contract than we did. Don't let Wendy Thomas BS you into thinking that she negotiated a far better contract. She didn't. As for the almost 9 % who voted NO last night. Remember the fact that there were a lot of members in the desert who couldn't make that drive. Also keep in mind that there were members who couldn't come to vote because of the fact that they were working in places like the hospitals and the jails. No consideration was given to them. There would have been a whole lot NO's. One thing that seriously needs to be looked into is the fact that 721 did not publicize the fact that members with disabilities could have voted with a proxy ballot. Why was this not publicized? I wasn't aware of it until yesterday. Not a smart move Wendy.

Lori (2013-06-19 11:28:26)

Now that you have opened the flood gates and eyes to the truth behind SEIU's agenda, will you continue to keep us informed so that we can stay involved in standing strong against what they are trying to force on us.

admin (2013-06-19 12:27:00)

Absolutely...As long as there's an interest by the members, we will continue to post. We want to use this forum as way of getting information to all of our co-workers. If issues or questions arise, post them here. Behind the scenes we have a staff of well informed professionals that take the business of our business very seriously...Thanks again for the support!!

admin (2013-06-19 13:00:48)

You're correct...Wendy has got to go. Actions do speak louder than words and last night was a very clear indication of just how fed up our membership is with her and SEIU. I'm in favor of a rewrite of the bylaws. However, I don't want them to hand pick their group of cronies to write what our membership should abide by. We need to reach out to the other regions, LA/OC, and TriCounties. We need to include in these new bylaws a dues structure that is fair to the membership, not the union. The International states that the rate for members making in excess of \$16,000.00 per year shall be #32.00 per month. I don't think we will be met with much opposition from the other regions if we were to tell them that not only will they get good contracts, they will see more in their take home pay. If you know of any contacts in the LA/OC/Tri County area...share this web site. Let's get this Local back on track!

TruthFinder (2013-06-19 22:06:32)

It is unfortunate that our Executive Board members are so disconnected with the membership. I heard many people yesterday say they just want out of SEIU. I can relate - what has happened here should be reported to the Department of Labor. Maybe I will look into that. In the mean time, I would like us all to take a moment and pat ourselves on the back. We, the members, stood together (in LONG lines) to send a message to those we have entrusted to represent us in times of need and when our contracts with our employers need to be negotiated. In these areas, our union has failed the membership. Yesterday, I listened to many members share the same story of disappointed, disbelief and anger. How did we get here? We had such high hopes for the BIG union we hired called SEIU. That hope has all but dissipated. What I did see yesterday that inspired new hope is the amazing relationships that our members have with each other. We, the members, care about each other in ways our union can only imagine. We can build on those relationships, create and nurture new relationships, all while building a new organization that appreciates the same values and expectations as our members. We can do this, let's show them how! Please ask all your coworkers to reg-

ister on this website so we can continue to build our family of connections. Congrats to all - let's celebrate a true victory!

don't like to be lied to (2013-06-20 08:58:38)

SEIU lied to the members. The Union said that a "Yes" vote was to phase the 1.5 % increase over 5 years and a "NO" vote members would pay the full 1.5 % in January 2014. Union said members did not have a choice not to pay the 1.5 % because this rate was already passed on the Bylaws in 2009. Union did not follow the Bylaws and did not send a "secret mail ballot" to members. Union held the voting at their office hoping that members from Desert areas would not come to cast their vote for they are located too far from the office. This would assure that Union would pass the 1.5 % rate increase under the radar. Union did not announce and post the voting until a few days before the voting took place. Had I plainly lied or made false statements and acted so dishonest serving the public that I was hired to serve, I would have been FIRED from my job! This matter needs to be REPORTED to the proper Labor authorities. After this, I refuse to TRUST in anybody (I don't care who it is) that works for this UNION. I also want to change unions. I would pay 3 % (double) in union dues of my salary to go to another Union. I just want a Union that is honest with the affairs of their members.

wannanewunion (2013-06-20 09:37:30)

How can our own union lie to us the way they did with this vote???? Those were plain lies they told. Since when are members not formally told about a voting? Most people found out about it by chance. It was obvious they didn't want many members to show up so they could pass a YES and call it a done deal. That was just plain deceitful and there has to be consequences to what they did. SEIU sends mail-in ballots for any other reason, especially elections for people we don't know or issues we don't care to vote for. A mail-in ballot should have been sent to all members, but they tried to be sneaky and thought we wouldn't figure it out. That it was it was too expensive to send mail-in ballots which is what they always do and in especially must do in this case. This is ridiculous and it has no excuse. No one there can be trusted and I don't think we can fix SEIU. I want a new union, period!

john dough (2013-06-20 14:57:40)

I agree, this union is a waste of space. Maybe the Executive Board should be recalled. You have to think, this was not thought of overnight. I think they knew this when they were (bargaining for us), I mean screwing us. The fools who voted yes, really.... what raises were you going to get if the increases were to happen and health ins. going up... oh also, why couldn't SEIU bargain for a 3 to 5 year plan to give back our pension, instead of the full 8 % in a year? I spoke with Angie and asked her about any meetings before this vote, because they were all about having meetings during the bargaining and mailing things to us, she said that in May 2013 there was a meeting about increasing dues. Please correct me, but I can't recall that happening and she also stated that mailers were sent to members regarding the vote. I havnt' rec'd squat.. What a joke of a Union.....Liuna anyone.....

admin (2013-06-20 17:54:56)

There was a meeting in May of 2013. In fact, it was on the 23rd and only a handful of members were there. Mark Kisselburg was designated as the spokes hole for that meeting to try and sell this to the limited amount of members that were in attendance. When asked how this information was going to be disseminated, Mark indicated that it would be by word of mouth. Quite a few people asked why not mail in ballots and the response was, too costly. Whenever this Local needs to get something passed, they contact the union loyalist, let them know there will be an election of some sort, post it on the SEIU web site as a General membership meeting with no particular agenda, very few, if any one shows, and then viola'...we have something new that none of the membership was aware of. There needs to be a better sense of accountability and complete transparency...NO MORE OF THIS SECRET SQUIRREL STUFF!!! I have a challenge to ALL of our IE Region members that are keeping up at this site. Go to the next meeting and bring an SEIU member with you. It's usually only once per month and last for a couple of hours. See first hand how a screwed up, self serving, patronizing Board of boobs works!! You and your friend will be amazed and leave speechless!! An evening of cheap entertainment at its best...No Cover...

admin (2013-06-20 18:16:43)

Unfortunately, it almost took a financial impact to 8000 people to open the eyes of the members, me included. The sad part about this is there will be no consequences for the IE Board to answer too, no one will be held accountable. You know now that the union is not your friend or concerned with your well being. It's going to be up to us to straighten this Board out. At a recent meeting, the Board elected to throw money at the candidate running for the DA's office without even having the entire Board present. After listening to the compassionate plea for financial support from the paralegals working in the DA's office, Wendy Thomas was offering to give money to the cause before a motion was even made. This is something the membership should vote on...It's our dues not Wendy's personal piggy bank. Let's stop the lies and deceit. WE ALL NEED TO GET INVOLVED! Read my reply to Blazin.saddles. We have 2 choices, Love em' or Leave em'...

Anonymous1984 (2013-06-20 21:06:47)

I'm beginning to think SEIU started the SCRUI website for some strange reason. It's starting to smell like a false flag attack. Get the members riled up for something big to happen. I voted No but I think there's something fishy going on. If SEIU can rig presidential elections, they can rig this.

admin (2013-06-20 21:35:55)

Okay...I'm done rolling on the floor...They can't even figure out their own database...Did you see how many dues paying members they turned away because their records indicated they were either a decenters or fee payers...? But I guess you have a point...We will continue to try to provide the best information we are able to obtain so that our members don't get scru'd...

It's true.... (2013-06-21 11:23:53)

This is true. A co-worker of mine went to vote and seiu did not let him vote because he was not in their database. This particular co-worker has been with SEIU since January 2013 when he got promoted and left LIUNA to SEIU. So, 5 months paying union dues and SEIU still don't have him on the database???? bunch of incompetents. My co-worker already made a formal complain but I doubt that SEIU will keep tract of either....

disgusted (2013-06-21 21:22:45)

As long as they get your money, they don't care about your rights. There is no help for these nincompoops. They're about as corrupt as they come.

facts are facts (2013-06-24 09:41:57)

SEIU 721: • Spent 18Million Dollars on a 10 Million Dollar Building in L.A. • Discriminates Against Members • Violates MOU on a Regular Basis • Local and International • Squandered Strike Leverage, BAD CONTRACT, LIUNA's, Better • Multiple Election Violations • Reported to Election Committee and ignored • FIRED Employee Negotiates Salaries Away • Respiratory Therapist lost \$2.00 an Hour • Allowed Group Grievance to TIME OUT; Account Tech I's • Majority of Dues goes to International • Limited Access to Ballot Box 2 hours, • NO vote for Desert members in Desert's New Hall. Why is that? • Not a Union a Political Super PAC

decert721 (2013-06-24 12:08:44)

The only thing that I see is incorrect in your statement is that the limited access to the ballot box was for 4 hours, not 2 hours. Which MOU do they violate on a daily basis? You are absolutely correct that SEIU is not a labor union and although the staff will lie to you and tell you that SEIU is a member driven union, in reality it is a staff driven union. Since our contract doesn't end until November of 2016, do we have to wait until then to decert? Does anyone out there know the answer?

Theresa (2013-06-24 15:58:55)

I was there and wasn't able to vote because they couldn't find me in their database. I have been in SEIU and a dues paying member since 2008.

TruthFinder (2013-06-24 22:28:24)

Where there is a will, there is a way. No is the answer to your question, we don't necessarily have to wait. I am working on it. If you would like to help, ask all seiu721 members to register on this website. We will need to be able to contact ALL members in order to inform them of current events. Knowledge is power and if we want to keep the power, we need to have current contact info for as many members as possible and we need to practice effective communication- something our union is still looking up in the Dictionary. Please tell all members to register and keep up on the blog. We need to stay together if we want to be successful!

This is OUR Future... (2013-06-25 10:35)

It's with great pleasure for me to announce that next week Julie will be starting her new assignment. Julie has a long history of being on the frontlines in Los Angeles fighting for Social & Economic Justice. She brings with her a wealth of experience that includes running her own local, bargaining, organizing, coalition building, building long lasting relationships and much more. The members, staff in Inland, and the union as a whole will benefit from her continued leadership. She will be sorely missed in the LA office. Julie has made a lasting impression in Los Angeles with a multitude of achievements.

Bob

This is the latest from our inferior leader, Bob Schoonover. Bob, out of the kindness of his heart, has given the IE Region, a jewel of a Director. Julie Butcher. Read what[1] LA City Workers had to say. Apparently, [2]Julie has honed her skills of negotiating in such a fashion that she actually gave back to the leaders of Los Angeles while taking from the members...amazing.

Some IE members have expressed their concerns, that once again, we, the members, are told nothing...Should we be surprised? As one member put it, " and many sign out with,"In Solidarity", it's more like "in sanity"...What do you think?

1. <http://lacityworkers.com/la-city-attorneys-smash-seiu-721-julie-butcher/>
2. <http://www.youtube.com/watch?v=L7DxSesTjo0>

Moderator (2013-07-01 05:52:16)

REGIONAL COUNCIL UPDATE....Just an FYI.. On Wednesday, July 10, 2013, the results of the Regional Council elections that were held on June 18th, will be counted after the E Board Meeting. For all of us that told ourselves, "I need to get more involved", this would be that time...Hope to see all of you there!!

disgusted (2013-06-25 20:09:03)

How about this: <http://lacityworkers.com/2-rouge-la-city-attorneys-conspire-with-seiu-721s-julie-butcher/> 2 Rouge LA City Attorneys Conspire With SEIU 721's Julie Butcher June 23rd, 2011 Home ■ lacity ■ 2 Rouge LA City Attorneys Conspire With SEIU 721's Julie Butcher In one of the most bizarre events of this budget year Two LA City Attorneys Juliann Anderson who is the Secretary of the Los Angeles City Attorney's Association and Jule Bishop have attempted to convince members of the LA City Attorneys Association to hold a Second Vote. Although fairly standard in this cycle of concessions, what makes this story odd is that these two Board members are NOT authorized to take these actions, and goes against everything the elected board has been working for to benefit the members as a whole. Setting up a webpage they convinced other attorneys that this was a legitimate meeting, bypassing the duly elected board and asking members to sign a petition to revote on the concession contract. It is a shame that

these members are asking for a second vote with NO claims of impropriety, they simply want to have their way. Now SEIU 721 has begun the Voting process and plans on mailing ballots to the LA City Attorneys without an attached contract which will include three choices; 1. The coalition agreement* 2. The new agreement from CAO – 26 days furloughs + 4 % 3. Status Quo – Keeping Colas and avoiding pay reductions and huge contributions. Julie Butcher Returns Who could possibly convince these people that this is the proper course of action to take? Sources close to the investigation reveal a twisted plot involving none other than Julie “Giveback” Butcher from SEIU Local 721 the affiliated union of the LACAA. This is the work of one very desperate former City Union representative who has been shipped out to meddle in county business and no longer works for the LA City members her personal relations with one of the individuals may have clouded her judgement in this matter. In an email exchange we have obtained, Legal Counsel for SEIU 721 Bob Hunt clearly states that, ” There are potential legal issues if anyone asserts that some official action must be taken as a result of the meeting. I would advise that SEIU avoid doing anything based on this meeting absent authorization from the LACAA board.” Julie Butcher of SEIU 721 Julie Butcher’s response,” That’s not my understanding & we’re preparing to mail ballots.” David Sanders, SEIU Regional Director for LA Cities did not return phone calls for comment. LACAA Board Will Respond It is unclear at this time just which of the many avenues the LACAA Board will take to remedy this ridiculous situation, but you can count on them not standing by idly while the entire membership and their will is hijacked by an outdated irrelevant union boss and some vigilante attorney clamoring for a bigger office and management favor at the expense of her co-workers. *Coalition Agreement can not be voted on as the agreement would be modified no guarantee of what the employees would get would be included because the members elected board are not in current discussions with the office of the cao in this fashion.

MembersInTheKnow721 (2013-06-25 20:15:18)

It does not surprise me. After the members spoke loud and clear, rejecting the ”strong future” plan, you would think the union/leaders would take a step back and ask,”What are our members telling us? What do they think is important?” As far as I know, our members were not asked what needs we have prior to Ms. Butcher being offered the job. It may have been beneficial to SEIU to hire a Regional Director who has the knowledge, skills and abilities the IE members are looking for. It appears the union will continue to grasp for solutions without taking the time to ask,”what is the core problem?” Or perhaps they know...and don’t care.

Volunteer Moderator (2013-06-27 17:42:58)

Just browsing through the editorials today and an interesting article from RedState caught my attention. Gives a clearer picture of what we are fighting for...If the folks that do our bidding are entrenched in the same struggle, is it any wonder the death of the union is almost inevitable...Really, when you think about it, the only true winner in any of this is the union. Don’t fret...I’m still totally committed and 100 % pro worker but it’s good to know we DO have options, WE don’t have to belong to a union whose only interest is well...theirs. There is a light at the end of the tunnel and the tunnel is not that far off...<http://www.redstate.com/2013/03/17/union-hypocrisy-on-display-seius-union-staff-votes-to-strike-seiu-bosses/>

disgusted (2013-07-01 10:05:06)

What time does the E Board meeting start? Will it be at the same place that we voted at?

Moderator (2013-07-01 10:32:49)

All the details for the upcoming meeting on 7/10/13 are posted on the calendar. I’m told that the E Board meeting should conclude at approximately 5:00PM. The vote count will take place at the Union Hall. 6177 River Crest Dr. Riverside, CA 92501

TruthFinder (2013-07-01 21:51:33)

I think this is telling - SEIU organizations are so focused on political power they have completely forgotten about the public service workers they are SUPPOSE to be representing -oh but wait, representation isn’t really their thing. If you have ever needed a Rep - you know that! I have often said, SEIU 721 looks just like our employer(s) except WE

PAY to belong to SEIU - someone please remind me why....

1.6 July

Is "It" in our future? (2013-07-16 21:33)

Recently, SEIU Local 221 in San Diego, decertified SEIU as their labor organization. As a matter of fact, 6 bargaining units in San Diego have decertified SEIU in the past 2 years. This wave of dissatisfaction against SEIU is gaining momentum and has recently hit the shores of the Coachella Valley Water District in Riverside County.

Decertification is nothing new to SEIU. More and more across the country, employees are bolting from SEIU and choosing to either establish their own association/organization or opting for smaller, localized unions where the focus of their existence is not solely for political posturing in the national arenas.

THE PROCESS...Change is never easy as the former SEIU members in San Diego, and soon to be decertified members of the CVWD, know all too well. It requires the work and dedication of several people at all levels within a bargaining unit. California State Law and the Public Employees Relation Board (PERB) outline the requirements and several decisions have been made with respect to past rulings. It is a time consuming, time committing process, but the rewards are worth the work.

WHAT TO EXPECT..."If you decertify, you won't have any representation." or "Your MOU will be void if there is any kind of decertification attempt by the members." and the one that really sends a scare, "*You can be fired for trying to decertify.*" These are some of the "tall tales" that folks in San Diego and the CVWD were being told during their decertification process. The folks in San Diego and the CVWD knew the union had a full arsenal of propaganda so they were prepared for the assault against their members!

The fact is, all of these lies are false. Not only is the MOU a binding contract between the employer and the employee, it also serves as a binding contract between the union and the employee with respect to representation. They (the union) will still be required to represent any employee during a disciplinary hearing during the term of the MOU. Even during a decertification process, every employee within the bargaining unit remains covered under the terms and conditions of the MOU.

At the moment the MOU is signed, the only duty of the labor organization to the members is to collect monthly dues, worksite organizing, and advocacy on behalf of the members. The MOU is effectively in place until the established negotiated duration and even though all unions know this to be fact, they will insist this is not true. Be informed. Know your rights. A copy of a bargaining units MOU should be made available at no charge to each member upon request.

Legally, your employer cannot cancel or rescind an MOU presented by the union. The MOU is between the employer and the employee.

While there are several reasons a person can be terminated from employment, decertifying a union is not one of them.

Typically, when a union feels threatened, the first reaction is self preservation. Do or Say anything and everything to appease the member. This will happen, and when it does, take a moment to reflect on the professional service and attitude your union representatives have given to you. Have you been treated fairly?

Have you had your questions answered in a timely manner? Have you been talked to, or talked at? Do you know what happens during those closed door meetings?

THE DIFFERENCE BETWEEN A UNION AND AN ASSOCIATION...Basically, they're the same. Both have an elected board of officers, both are governed by a set of bylaws, both require dues to be paid by the membership, and both deal with the day to day business of any corporation. The main distinction between the two is this:

An association is a member owned, member driven, member run corporation where the revenue generated and expenses created are handled at the local level. There is no "international" to contend with. Every member has an actual voice and a chance to be part of the democratic process.

A union is focused on consuming as much of the members contributions for the purpose of propelling their political agenda, while at the same time reinvesting as little as possible at the local levels. Rather than employ any type of legal team for member advocacy, SEIU will rely mainly on union stewards (free labor) to advocate on behalf of the union, not the member.

Please check out the attached links. Absorb as much information on the subject as you can and never think this is out of reach for any bargaining unit...SEIU is only as big as the members allow...

[1]http://cityemployeesassociates.com/Union_or_association_.html

our neighbor does not belong to a large international... [2]http://sbpea.com/images_orig/SBPEA%20BYLAWS%20as%20amended%20091807.pdf

[3]CEA

Looking towards the future...

1. http://cityemployeesassociates.com/Union_or_association_.html
2. http://sbpea.com/images_orig/SBPEA%20BYLAWS%20as%20amended%20091807.pdf
3. <http://www.scr721.com/wp-content/uploads/2013/07/CEA.pdf>

D E C E R T I F Y (2013-07-20 15:38:00)

How to decertify a union: Employees who no longer want a union to represent them — whether it's because the union is undemocratic, corrupt, violent, or just plain inept — are entitled to seek an election to determine if a majority of their coworkers want to drop the union. Such elections, which are conducted by the National Labor Relations Board (NLRB), are known as "decertification elections." Employees who want to vote a union out must circulate a petition calling for a decertification election. A sample petition is available below. They should not seek help from their employer, because the union can then complain that an unfair labor practice has tainted the election. Employees may take advantage of outside assistance, though. Signatures should be collected on non-work time and in non-work areas. It is important that the names of the union and the company be filled in before any signatures are collected. It doesn't matter why the employees are dissatisfied. But there are some timing issues that are important. The NLRB has a rule that a new union is given one year to represent the workers before a decertification election can be held. Unions that have already negotiated a contract for employees can usually be subjected to a decertification election near the expiration of the contract. Therefore, workers with an old union should start their decertification drive a few months

prior to the expiration of their contract to be sure they don't miss their window of opportunity. If at least 30 percent of the workers in the bargaining unit sign the petition, then it must be sent to the NLRB's closest regional office, along with a cover sheet, NLRB Form 502. Once the petitions have been received and validated, the NLRB will set a date for the decertification election, usually about 60 days in the future. Individuals on both sides may campaign to sway the employees. When the vote is held, if a majority of the workers who participate favor decertifying the union, or if the vote results in a tie, then the NLRB will officially remove the union's recognition as the bargaining representative of the workers. <http://www.unionfacts.com/downloads/unionDecertificationPetition.pdf> Where do I sign?

SEIU does not reply to members' questions (2013-07-18 08:09:20)

I have contacted Jason Klumb (Inland Area Regional Director) and Judith Bustamante (Union Rep & worksite organizer - who makes \$84K a year) seeking representation regarding departmental changes issues and what a waste of time. They don't care to answer phones NOR reply to members emails! They just don't care. I want to decertify now. I want to pay for an association/union that works for the members...not just take the money for the members and do absolutely nothing! SEIU721 are a bunch of overpaid unprofessional.

TruthFinder (2013-07-18 20:49:00)

I do love the idea of having our own association. What I like is that we, the members, have true control over our union. There would be no "international" to pay, there would be no "LA agendas" to wrestle with, there would be no stewards to find AND train (no free labor), no staff to "hunt down," no work site organizers to hide from when they want us to throw on the purple t-shirts and scream on a corner, no confusion when it comes to identifying our members, no dues increase proposals without total member notification and proper voting opportunities, no election shenanigans, wow, sounds like heaven!!

What is the Right to Work Law... (2013-07-24 09:21)

Right to Work Law & Legal Definition

Right-to-work laws are state laws that prohibit both the closed and union shop. A right to work law secures the right of employees to decide for themselves whether or not to join or financially support a union. However, employees who work in the railway or airline industries are not protected by a right to work law, and employees who work on a federal enclave may not be.

Under federal labor law and state right to work laws, which exist in slightly less than half of the states, you have the right to resign from membership in a union at any time. If you resign from membership, you may not be able to participate in union elections or meetings, vote in collective bargaining ratification elections, or participate in other "internal" union activities. If you resign, you cannot be disciplined by the union for any post-resignation conduct.

If you resign from union membership, you are still fully covered by the collective bargaining agreement that was negotiated between your employer and the union, and the union remains obligated to represent you. Any benefits that are provided to you by your employer pursuant to the collective bargaining agreement (e.g., wages, seniority, vacations, pension, health insurance) will not be affected by your resignation. However, the union may exclude you from some "members-only" benefits. Although you may resign from union membership at any time, you may be limited to a specific "window period" before you are able to end any automatic dues deductions. [1]<http://definitions.uslegal.com/r/right-to-work/>

The Bad News...

California is not a Right to Work State. Below is a 3 minute version provided by The National Right to

Your Right to Work Rights – In Three Minutes

1. No employee in the United States can legally be required to be a full-dues-paying, formal union member. But in many states, an employee can be forced to pay certain union dues or be fired from his or her job.
2. Union members have the right to resign from formal membership at any time. However, dues deduction authorizations may limit when they can be revoked.
3. Employees covered by state Right to Work laws cannot lawfully be required to pay **any** union fees to keep their jobs. But state Right to Work laws do not protect railway and airline employees and employees of private-sector contractors on some federal properties.
4. Because they enjoy the special privilege of exclusive representation, unions have a legal duty to represent fairly all employees in their bargaining units. Unions are legally required to represent nonmember employees the same as members, but unfortunately this duty is often breached.
5. If a law or bargaining agreement permits it, employees can be forced to pay certain union fees. If you don't join the union, or resign from membership, and notify the union that you don't want to pay full dues, the required fee must be limited to the union's proven costs of collective bargaining activities. This fee may not *lawfully* include things like political expenses.
6. Nonmembers with religious objections to supporting a union have the right to ask the union to redirect the forced dues amount to charity. Religious objectors do not have to belong to a specific church to claim this right.
7. A union member who wants to work during a strike should resign from union membership **BEFORE** going to work. If the resignation is mailed, the employee should not work until the day after the resignation is postmarked. Otherwise, the employee could be fined by the union. If you are already a nonmember, you can work at will during a strike and not be lawfully fined.
8. Many employees have a legal right to petition for an election to oust an unwanted union from their workplace or to eliminate the union's ability to collect forced fees. You should contact us if you want to do this.
9. Your best source for information about your Right to Work rights is this web site. Foundation attorneys have represented many employees like you, and have taken several cases all the way to the U.S. Supreme Court to protect workers' rights.
10. If, after reviewing the information available through the links below, you are still unclear about your rights, or believe that you need legal aid because union officials have violated these rights (as they frequently do), call us at 800-336-3600 or send us an e-mail [2]here.

To learn more about your legal rights, please select the category of employment to which you belong:

- [3]Federal Government Employee
- [4]Private Sector Employee
- [5]Public School Teacher or College Professor
- [6]Airline/Railway Employee

- [7]State or Local Government Employee

1. <http://definitions.uslegal.com/r/right-to-work/>
2. <http://www.nrtw.org/legal.htm>
3. <http://nrtw.org/about-your-legal-rights-federal-government-employee>
4. <http://nrtw.org/about-your-legal-rights-private-sector-employee>
5. <http://nrtw.org/about-your-legal-rights-public-school-teacher-or-college-professor>
6. <http://nrtw.org/about-your-legal-rights-railway-or-airline-employee>
7. <http://nrtw.org/about-your-legal-rights-state-or-local-government-employee>

Dear Bob... (2013-07-30 22:33)

By now, many of you have received your official "[1]Dear Member" letter from Bob Schoonover. I've read this letter over and over, trying to dissect the underlying meaning. This is just one poster's interpretation of what Bob is trying to get across without letting the cat out of the bag. Feel free to leave your comments below.

Rumors? What rumors? After Patricia Castillo was sent out to the IE as interim IE Director, Wendy and Julie were interviewing for the mega dollar permanent position. Wendy Thomas was on a mission. A mission to show LA that she was in charge of the IE members, securing her the position and crowning her Queen...Queen of the IE!!! To launch her plan, she needed a platform. What better way to accomplish this than to SCRUI with the members. Increase their dues. That will get her the recognition she so desperately needs...Julie got the job.

Equalize dues...Really? Bob, has it ever occurred to you that maybe the membership in the other regions would like to LOWER their dues to our flat rate? If this were to happen, you do realize that SEIU 721 will still be on the hook to represent all 87,000 of us at a fraction of the cost. It would be like a pay raise for the folks in LA, OC, and the Tri Counties. You mentioned the plan lacked communication, member involvement, education and feedback. You're absolutely correct. SEIU staff at the Riverside Office did nothing to inform members. SCRUI 721 on the other hand, communicated and got the word out, (over 900 members showed up) and educated them on how much more of their money SEIU will be getting. I think your pledge to "not let this happen again" can be taken in several different ways. Here's how I'll take it; The next time we try this, the members will not know UNTIL it's a done deal.

Believe me Bob, when I say I am completely comforted when you tell me "at this time" there are no plans to change the ByLaws. However, in retrospect, it may be advantages to our local to pursue this and bring in our supporters and colleagues from the other regions. We are the members, we make the rules. Remember, the IE voted SEIU in, we can also vote them out. Same goes for the other regions.

How much of our dues did the mistake of moving the Desert office to Palm Springs cost? And now we're going to pay to move it again?! And how much will it cost members to get out of the lease or did we buy this one also? The mistake in Riverside cost \$2.8 million, but hey, we got a popcorn machine...

Oh yes...and let's not forget the meet and greet we had with Julie Butcher, our new IE Regional Director. What a great night that was! Seriously, finding out we have a new Regional Director via a surrender letter is akin to finding out your daughter got married...yesterday, and everyone knew but you! C'mon Bob! With the \$100k a year salaries your folks are pulling down in LA, I would like to think they would have prepared you a bit better. I guess this would fall under the communications category you and your staff are working on.

Speaking of categories, in paragraph 5 you mentioned representation, or lack of. Recently, one of the most knowledgeable advocates we have, Nick Martinez who was tuned in and turned on with what he was doing, is now missing. He gives a damn about the members, fights for the members, and he advocates for the members. In Nick, you have a person the members related to and trusted. Shortly after Julie arrived, there have been no visits by Nick to any of his worksites. You wouldn't happen to know anything about this, would you Bob? We need Nick back...NOW!

You ask us for input. You ask for ways to strengthen our union. You ask for our opinion. Why? You thumb your nose at us. You and the rest of the purple gang are not concerned with what we have to say. You've proven it time and time again, just ask the Respiratory Care Practitioners (RT) at Riverside County Regional Medical Center. After your meeting at RCRMC on 7/26/2013, you told the RT's, SEIU was going to fix the wage reduction negotiated by Wendy Thomas. How will you do this Bob, let Wendy negotiate another side letter?

Sending a letter of surrender is humbling. And since at the end of your letter you looked forward to hearing from us, you're hearing from us. True, this is one voice, at one keyboard, but it is the feeling of a rapidly growing number of supporters.

In your own words Bob, "SEIU 721 is your union and you should control its destiny."

Thanks for the support Bob, we're going to!!

1. <http://www.scru721.com/wp-content/uploads/2013/07/SEIU-Apologizing-Letter.pdf>

Judy Bustamonte has got to go.... (2013-08-15 20:40:17)

Judith Bustamonte makes \$84K a year, She never answers phone calls and never replies to emails. When I stopped by to see her, she told me she was busy. When I talked to her about my salary compaction issue between my classification (SEIU) and LIUNA classification, she told me that I was complaining too much. I have nothing personally against her but for the \$84K that she is making, she should at least answer her phone calls, don't you think? at least she could pretend that she cares..... It might hurt us a little less..... What a waste of \$84K a year.

MembersInTheKnow721 (2013-07-31 21:56:57)

I would also like to address Bob through this website. Bob, I am sure you have no clue what happened to Nick Martinez because you don't seem to know about ANYTHING that happens out in the IE. So, I will give you the benefit of the doubt. I will tell you, since I am sure you don't know, Nick Martinez is the members' advocate. Nick is well respected and extremely missed at the hospital, was beginning to make great strides at DPSS and was the "only HOPE" the accounting members had left in SEIU. Do you know what happens when members lose hope? That is right, without Nick and OUR hope, there is NO reason to keep SEIU around. You best think about returning Nick back to the SEIU 721 office in Riverside immediately. Whatever you did to him, or whatever you think he did to you best be resolved before more members get hurt. You do remember the members, don't you Bob? If you do, show them you care by finding Nick and putting him back to work for the members. If you truly want to save your chances for seiu's future existence in the IE, I suggest you hire more ADVOCATES like Nick. You wouldn't be in this mess if the other WSO's had the advocate skills and passion to help members that Nick shows everyday in his work with members. You have one REALLY SOLID staffer and you remove him from our area? Bad move Bob, really bad move. I would ask yourself, "Is this issue with Nick worth losing the IE?" Because that is what it will cost you.

Communications....what a joke (2013-08-01 09:29:54)

After changing my address on the SEIU721 website 3 times, and 1 time at the office. I still do not get any mail from my SEIU721. Needless to say, I did not receive the apologizing letter from Bob Schoonover either. It's been 9 months since I moved and changed my address. After learning about this letter through another SEIU 721 member and reading the response of the letter through the SCR721 website, I called the regional office and told them to update my address NOW. They gave me an excuse that the reason why my address hadn't been updated yet...it was because it takes a "LITTLE" time. Well, 9 months ain't little. I demanded that my address was updated. He gave me another excuse that the so called "Communications" take care of the addresses and website. By the way, I asked him do we have a NEW Director? How come SEIU721 does not POST these types of IMPORTANT information on the website? (What can it be more important than getting rid of the worthless nothing but eating cookies all day old director Jason Klumb and getting a new director. Especially when it is OBVIOUSLY that SEIU cannot get a handle on their own database. How come that SEIU 721 has not posted the results of the voting for the dues increase and I mean the numbers of YES(s) and NO(s) on the website? As a member, I go to the website to this type of information. How come SEIU has plenty of employees making from \$80K – \$100K a year and can't seem to be able to handle a database and a website correctly? I get MORE information about what my union is up to on the SCR 721 website than with my own union website (of which I pay \$24 a month in membership) and the SCR 721 website is FREE! My goal number 1 in life is to get out of this union...and I will gladly pay double and that is \$48 a month to the SCR 721 website & people. SCR721....you are doing an OUTSTANDING job....and so far it is FREE! But I will gladly contribute if you guys need. Please where do I sign??? Goodbye SEIU721

wannanewunion (2013-08-02 08:27:34)

Enough is enough. What do we have to do to decertify SEIU and get another union? Could we be part of LIUNA? I guess some of us need to read the 'how to' below: [http://www.unionfacts.com/article/union-member-resources/how-to-dece rtify-your-union/](http://www.unionfacts.com/article/union-member-resources/how-to-dece-rtify-your-union/) I don't buy that apology letter from Bob (SEIU) for one second. If all that stuff could happened under his watch, who is really minding the store? He had to know and approved it all, or be completely oblivious. Either way, it's a horrendous way to lead this union. This is all too murky for me and one has to think that there is a lot more going on that we don't know about. It's way too shady for me. I want out!

wannanewunion (2013-08-02 08:29:38)

And by the way.... Does Bob read what this site has to say or are we all just venting?? Does any one know?

Moderator (2013-08-02 10:58:11)

I can positively guarantee all readers/posters to this site, they are looking at what is being posted and the sentiment of those comments...But that's secondary to our primary goals and what we want to accomplish for our members. This site wasn't designed to keep SEIU informed of what's going on under their noses. It's intended to keep all of us banded together, working together as a REAL organization should. Our efforts are going to be rewarded. It's not going to happen over night, but it's going to happen and it's members like you that have had their fill of SEIU who will be the ones that win it for all of us. It's going to be a fight. Stay true to the fight!! Get your co workers to register at this site. At this point, it's more important to have new members to our site, to get registered, and then to pledge to get at least 15 more people to register. This is how a grassroots organization can really take off..In order to decertify, we will need 2400 signatures. This is why creating our base is critical. The letter below was authored by a member with several years of knowledge working with and for SEIU 721. If this level of frustration is felt by this person, Bob should be able to sense things are not going well... August 01, 2013 An open letter to Bob Schoonover. Dear Bob I am writing to you in response to your propaganda letter Dated July 23, 2013. I wish to address the letter item by item because it is apparent the high paid employees you have surrounded yourself with are obviously filling your head with lies and misleading's. Given the threats and lies circulated by your Regional Director Jason Klumb and then Patricia Castillo regarding dues increases no wonder there is confusion and misunderstanding. Our Inland Region members have been told for years the members in the L.A. City and County chapters are pissed as hell at the Inland region members because of the amount we pay in dues. It appears that your representatives have been

playing both sides against the middle. The L.A. regions want their dues lowered not the Inland Regions increased. The scare tactics of By-law changes and forced dues increase were just that, lies and threats. You are responsible for the wedge being shoved between SEIU and the Inland region members. You can't use your scare tactics to beat us into submission. Why would you try to "equalize" dues in this region when our members have been subjected to so many losses in salaries and benefits? Why would you expect the Inland Region to support you and your tactics when you allow someone to run for the E-board when she was terminated last December? You continue to support that selection and rub our faces in it by allowing her to work as a "LOST TIMER." How much did it cost to mail this out and how many undeliverable letters did you get back? I would really like to know that number. I also disagree with your premise of "Increased dues should be used to get increased wages." You have it backwards. "Increased wages may get you increased dues." The members want results, not empty promises. We have been hearing empty promises way too long. LIUNA has already done the work for you, all your employees have to do is act on the information they already have (ask Wendy about that). Again you have surrounded yourself with yes people that fill your head with lies and misleading information. When members have brought things to your attention, such as side letters signed by Wendy Thomas, your response is always "I knew nothing about it." Really? Perhaps that is why you are in the position you are in. You failed to perform the duties as President here in the IE and Wendy Thomas has taken it upon herself to appoint herself a new title-Director of the IE Region. Check the expenditures; I wouldn't doubt you will find a receipt for a GOLD CROWN! You want to show leadership? Order her to stop performing functions as an advocate and contract negotiator. She is harming the members and YOU are ultimately responsible. You have knowledge and have CHOSEN to do nothing. Your behavior leads me to believe you approve of her actions, if you didn't, you would put a stop to it. The results of your May General membership meeting are skewed. Members were given the wrong information and many stayed away. Conduct that meeting now after a month of trying to get the word out and you will probably get a different result. Something like, cut YOUR expenses, hire Advocates that know the law and represent members don't force feed them propaganda. You need to cut your operation expenses 25 % in the Inland Region Right off the top. Our employees lost wages had to go on furloughs, wages frozen for 4 years. We had our wages cut now you and your staff have to cut too. No SEIU staff in the Inland region (or in L.A.) should have benefits any greater than any member, EVER! No car insurance, no 100 % medical, no \$100,000. + salaries. Not until you get your house in order don't expect us to pay for it. Let me tell you what the most pressing issue, REPRESENTATION! I have personally been advocating and warning this so called union for over 5 years now of the impending compaction of nearly ALL SEIU members in the county. It is Staggering. I met with Julie Butcher 3 weeks ago with Nick Martinez to address the issue and we worked out a plan. Last week I contacted Julie to tell her Nick was not returning my text and E-mails and Julie tells me that I should address my concerns and plans to Roman and Eloy. The answer is NO. I want Nick back NOW and I told Julie to call me. She wants to do lunch! NO, I want Nick back NOW! CALL ME JULIE! Update Bob. Julie tells me tonight that Nick Martinez has been put on administrative leave. That he is being investigated. She tells me that Rebecca Yee is conducting an investigation. Again take some leadership put a stop to this nonsense and bring Nick back NOW! This is nothing more than Jason Klumb and Patricia Castillo who are both gone now, pissing up a rope because the members LOVE NICK! LET ME MAKE THIS PERFECTLY CLEAR, BOB, BRING NICK BACK NOW! Whatever trumped up charges can be brought against him; He overcomes by the quality of REPRESENTATION he provides to the membership. A little history for you. This Union allowed my grievance, a group grievance I might add, over 20 members, to time out in December of 2010. Same Issues, Compaction and Working Out of Class for over 10 years Now! Glenn Sanders told me that L.A. told him to allow it to time out. I asked Julie to call me immediately last Thursday and she has not E-mailed or called. So much for ideas about how to strengthen our position in the workplace. The letter you sent out was a feeble attempt at damage control. Here is a suggestion for you; FIRE Wendy Thomas and do not let her back. Want to improve moral, want to improve the member's perception of you? That would go a long way. Oh yeah and bring back Nick Martinez. In fact put him in charge of Advocacy and make ALL the worksite organizers answer to him and follow his instruction so they know what the hell they are doing. Pull all of the L.A. folks out of here and don't bring them back. I hear about Rosie in the Hospital and no one can stand her because she uses L.A. scare tactics. This aint L.A. bub and it never will be. Rosie is offensive and disrespectful to the IE members-you want to lose ALL IE members? Keep Rosie and the other L.A. bumpkins out of the IE! Oh Yeah, Replace Glenn Sanders as Regional Steward. He is ineffective and boring as hell. He has done nothing to improve steward council. There you go several immediate ideas for you to act on. Nick

and I have been working together on the grievance of several members as well as a strategy to re-open the group Grievance the union allowed or ordered to time out. This is what is important. Make this work and show me some leadership and you might gain some ground with members. Ignore me and you will continue down that slippery slope. We have been trying to tell you for years and you refuse to listen. I must assume you do not care to hear what we are telling you. Did you hear Coachella Valley Water District say they want to decertify? Keep your ear to the ground 'cause there are more statements like that yet to come! F Y I thanks for the snub tonight. I guess Wendy neglected to inform you I was on the Inland Regional Council for the last three years. Interesting how so many were recognized that never showed up to the Actual council meetings over the last three years. Some things just never change. Sincerely...

decert721 (2013-08-04 11:24:43)

Is our untrustworthy political organization 721 (it sure as heck isn't a labor union) looking into these two worthless staffers? JUDITH BUSTAMANTE <http://www.thebankerscapital.com/50/Profile/3159> Is she busy listing and selling houses when she should be representing us in the work place? Oh wait! She's not even an Advocate. She's an organizer. BENNIE TINSON Go to <http://www.msjc.edu/ScheduleofClasses/Pages/Fall-2013.aspx> and download the PDF class schedule. Go to page 27 of the schedule and look under Political Science PS-101. You will see that he teaches a Political Science class on Mondays, Tuesdays, Wednesday, and Thursdays from 8 am to 9:15 am. My wife is a teacher and I know that there is more to teaching than just standing in front of a class and talking. There's prepping, grading tests, preparing grades, lesson plans, etc. etc. How much of this is he doing on our dues dollars. As it is, it looks like he is teaching on our dues dollars. As for our rep, whose first name is all I know (Roman). The only time we ever see him is when he needs us to sign some stupid petition or card. Him and this little skinny old lady were or are our rep's. Neither was or is worth their weight in toilet paper. We haven't seen the lady for quite a while now. The last time I saw Roman was when he wanted me to vote for the dues increase. He told me that if I voted against the dues increase that Los Angeles would force it down our throats. Guess how I voted. And now this other idiot, Schoonover is saying that it's not going to be forced down our throats. If you ask me, he's a two-face. Thanks for posting the letter from Schoonover. I didn't get the letter. I've gotten other propaganda from 721, but not this letter. I haven't moved, so nothing has changed. Was this letter sent to only select 721'ers? I feel a good point was made about the cost of mailing this letter, when we were being told that 721 couldn't mail ballots for the June vote due to lack of funds. Can we request an audit of 721 by a third party accounting firm to see if 721 is really broke or not, and if it is, why it is? My last question is are we now paying for two office buildings in the desert now, or are we going to be paying for two office buildings in the desert in the near future? Whoever made the decision to move into the unsuitable office building should be held accountable to us for making this poor decision without listening to the members in the desert.

decert721 (2013-08-04 20:03:16)

Schoonover knew what was going on. It was said that Wendy Thomas had said Schoonover was going to be present on the day of the vote. Someone must have tipped him off that it was best for him not to show his face. There is so much corruption in this union. It all starts Schoonover.

Moderator (2013-08-16 07:19:43)

It is frustrating to the members in a sense that we are not getting what we pay for. We have at least 2 staffers from SEIU paid by the dues collected from members. Judith Bustamante sells [1]Real Estate as a way to supplement her \$84k SEIU salary and Bennie Tinson is a staffer at [2]Mt. San Jacinto College (pg 25) when he is able to pull himself away from his duties as a full time SEIU staffer. As one member stated, his wife is a full time teacher and spends a majority of her off time grading and preparing lessons. How much of their time is spent devoted to their OTHER job? This is not acceptable, but as we know all too well, Bob will do nothing...and he wonders why he won't be able to stop us... All any employer wants is for their employees to be productive and responsible. WE pay a lot and get neither...

1. <http://www.thebankerscapital.com/50/Profile/3159>

2. <http://www.msjc.edu/ScheduleofClasses/Documents/FA13%20Schedule%20of%20Classes%20-%20Final%20for%20Web.pdf>

1.7 August

Moving in the Right Direction (2013-08-05 21:23)

Hello from the founding members of REAP, The Regional Employees Association of Professionals,

First and foremost, we'd like to thank you for visiting our site, www.scru721.com. When word first spread of the pending dues increase to our members, one of the first things we did was check the SEIU 721 site for information. You probably don't need us to tell you that the information contained on that site is, well to be honest, weak and there was absolutely nothing posted until June 10th, 2013. We were on this at the beginning of May.

We wanted the members to be informed. We wanted ALL members, in ALL bargaining, units to know just what their local was up to. They had, and continue to have, an agenda, as they normally do and this was to impose their will on us and not think for a second, there would be any resistance. Because you heard of our site, you started getting fed from a source other than the SEIU. You took this information and shared with your co-workers, and in turn, they shared with others and before the 18th of June, we were well on the way with forming *OUR* grassroots organization and we didn't even realize it.

To some, www.SCRU721.com may seem to be more of a place to vent and do some bashing, and for me personally, it certainly has been good therapy. At this point however, it's probably best for all of us to begin the transitional period of moving forward. We need to begin the building process of REAP and this is why we are reaching out to you.

A group of SEIU 721 members got together one day and started sharing their vision of what they wanted their union to be like. Someone asked the question, why can't we have that? Why can't we start our own union? Well, we did the research and determined WE CAN have our own union. Yes, there are timelines we have to consider, there are strict rules we have to follow and we will need to inspire enough members to sign petitions and eventually vote for the organization they want to represent them in the event they are faced with disciplinary issues, as well as, contract negotiations.

While we are strategically waiting for "our time," we can begin to organize our own "association." Our Association will be very different than a formal "union" because we will not be tied to any international union, which requires almost half of our dues. Our association will allow us to keep our members' dues money within the association and the dues money will be spent here, locally.

Several members have met a few times already in order to decide what our options are if we choose not to stay with SEIU 721. While we are developing our own association, that does not mean we are committed to any one decision. We can use the association to develop, organize, educate and communicate with our members. The members will decide which organization, if any, they want to belong to, when the time comes.

The early discussion included topics such as identifying a name for the association and developing the bylaws. After much discussion and searching for a strong acronym that would identify us, we decided that the name of our new association will be REAP...

Regional Employees Association of Professionals:

We will REAP the Rewards

We will REAP the Benefits

We will REAP the Satisfaction

We will REAP the Respect and

We will REAP what we Sow.

Para Professionals, Professionals, Supervisors and R.N.'s, as well as, County Regional Parks and Riverside Waste will have an opportunity to join REAP. As REAP begins to grow, members will have an opportunity to see the difference between REAP and SEIU 721. SEIU 721 does not share the same philosophy as evidenced by their past behaviors. If you are looking for an organization that is professional, civil and believes in developing and maintaining a healthy partnership with management and our employers, please consider REAP.

We need your help to begin the process of growing and strengthening REAP. Whether you work for the county, city, or another municipality in our local, we are devoted and dedicated to this process and are asking you to join us.

Many of you who have been reading and posting on our site may have asked yourself more than once, "should I be posting this" and "Really, who is "SCRU721?". We are a small but growing group of professionals, committed to our members. Our mission is to escalate the quality of our lives, improve the quality of our work atmosphere, and administer a climate of security and fairness for all - employer and employee alike, and do so with dignity and respect. Those of us who started this effort have at least 10-25 years working with Riverside County and all of us share the vision of where we COULD be. For those of us who have been with the county when our bargaining unit was PERC and then SEIU 1997 and now SEIU 721, over time we've seen the deterioration of the structure and fabric that has held us, our families and professional relationships, together for so long. This fabric has worn itself far too thin. The purpose behind REAP is to step away from the stigma of "mega" unions and evolve into an organization that is truly member driven.

Because you have visited our site, you have expressed a desire to make this same change. We want to help you get there. We urge you to contact us and become involved. By their own admission and actions, SEIU is not the member driven labor organization they claim to be. It's merely a shell game and we are the pea. Whether you can participate by being on our Board of Directors or our Steering Committee, we need folks that have the desire to get, and keep us, moving in the right direction. You are that person! Is this something you can help us do?

Making a change like this is never easy. It requires hard work, dedication, devotion and it also takes financing. Each of us is donating to our futures. There is also at least one member from the LA area who has also contributed. If this is something you feel comfortable doing, we welcome and thank you for your help, but the biggest help we need is to get the word out. If you have co-workers telling you that they would prefer not to get involved, or they just don't have the time...those are the members we need. The work will be challenging, but in the end, we will REAP the rewards. We just need to get people to register at www.scru721.com.

They will be engaging as many members as possible in a Strong Future (Dues Increase) conversation between now and November...the entire agenda from the last Regional Council meeting is posted [1]here (sorry for the poor quality). We will continue to post updates on OUR site...[2]

Until then, thank you for taking the time...

Looking towards the future,

REAP Members at Large

1. <http://www.scru721.com/wp-content/uploads/2013/08/Regional-Report.pdf>

2. <http://www.scru721.com/wp-content/uploads/2013/08/Regional-Report.pdf>

TruthFinder (2013-08-05 22:47:08)

I definitely think implementing this plan is a move in the right direction! Having our own association will allow us to improve our reputation and strengthen relationships with our employers and management. We are professionals; we have the knowledge, training and experience to improve our workplaces through collaborative efforts. No yelling, screaming or name calling, we will take care of business while treating people with dignity and respect, that is what professionals do.

decert721 (2013-08-07 12:36:10)

You can expect a lot of smoke and mirrors BS from 721 in the days to come. SEIU is not going to let us decertify without a fight. Something that is still bothering me is do we now have 2 desert offices, or is there now just 1 office in the desert? If there are 2 offices, why are there 2? Didn't the Queen Bee herself say that 721 was broke?

decert721 (2013-08-07 16:53:05)

I don't feel decertifying 721 for no union is a smart move. Management will have their way with us if we don't have someone to represent us. Knowing that there is a plan to decertify 721 and bring in or form our own association, which will be driven by us I feel is a good idea. As long as we have someone that we can call when management is messing with us, and they will be there to back us, I can support this plan. One thing I know that I don't want are those people that 721 was sending out to talk to us. They treated me and my friends like children. They are rude and very discourteous. They cannot take no as an answer. I have friends that are members of the Teamsters, the electrical workers, and the nurses unions. They really do pay high dues dollars, but they are getting representation. Their dues dollars aren't being used on political or personal agendas like our dues are being used for. Didn't 721 brag about improving their representation. Has anyone seen any improvement? Smoke and mirrors, smoke and mirrors. I don't see how Wendy Thomas can say we got a great contract deal when L.I.U.N.A. got a better deal and they didn't even have to strike. If you don't believe me just compare our contract to theres. L.I.U.N.A. pay a fixed amount of dues and they are maybe paying \$10 or so more than us. They get representation for their money. We get SCRUI'd for ours. I hope 721 REAP's what they sow, and I hope they REAP it soon. Keep us informed.

Moderator (2013-08-07 17:51:57)

I understand your concerns with decertification. It's never a good idea to have "no plan" and we don't intend to put the members who have entrusted us, into that position. In order to have a cohesive relationship with management, particularly in an economic environment as we are experiencing, it's important to take the necessary measure to ensure any steps taken, are positive steps taken in a professional, responsible manner that is indicative of a quality organization which will keep us moving in a forward direction. There have been several comments posted on this site about our current contract and the lack of support it garnered, not only from the negotiating team, but from the members. As unions go however, we banded together in support of our union, we lost a days wages, we did what we thought was for the good of the group and as it turned out...it was for the good of a few individuals. Yes, LIUNA did negotiate a better contract, but we really have no idea of how well the members of that union are represented. Getting a good salary package always makes members feel as if they were successful, but negotiations revolve around so much more...complete transparency, representation, advocacy, premium and overtime pay, etc. There is quite a bit involved, it's not just about, "what will I get". When the time comes, we will be prepared. SEIU is on a self preservation mission. The workplaces will be filled with SEIU staffers, particularly in light of the pending decertification of the Coachella Valley Water District. In our MOU, they have negotiated the right to be on the worksites, and the members

ratified this. It does not mean the members have to talk with them. Most of these people are from other regions. They have no idea what our MOU says. Challenge them. They've been given a list of talking points and they probably won't stray too far off course. And yes Decert721, you are correct, they will be rude, arrogant, and obnoxious. As with any organization, dues are the lifeblood and a necessity. They are to the union as water is to the body, we can't live without it. There is however, a line we need to draw when our dues become their necessity and do more for them, than they do for us, as is the case with SEIU. Read any paper from across the country. Somewhere, SEIU is out there posturing their political influence like a schoolyard bully. The question is, how long do we keep letting them take our milk money?

The Democratic Process (2013-08-13 08:08)

Core democratic values are the fundamental beliefs and constitutional principles of American society, which unite all Americans. These values are expressed in the Declaration of Independence, the United States Constitution and other significant documents, speeches, and writings of our nation.

The Preamble to the Constitution of the United States simply states, "We the People..." This one document has been the moral compass which has guided our country for over 237 years.

When dealing with SEIU 721 however, "We the People" is meaningless, particularly when involving the members. I would venture to say this probably holds true for SEIU in general.

Recently, a town hall meeting was held to determine which of two candidates will receive the endorsement of SEIU Local 721, for the Office of District Attorney for Riverside County. Of the handful of members in attendance, at the conclusion of the meeting the members were asked to vote as to who they felt should receive the union endorsement.

The members voted and the votes were tallied.

Now the process changes gears...It's at this point where the democratic process is thrown out the window and the political monster known as SEIU steps forward to administer its ruling.

The process, as it was relayed to me, is this. Through the democratic process, the members determine, by a vote, who they feel will represent their interests, as well as the interest of their constituents, in a professional and respectful manner worthy of the office. These votes, by the members, are then given to the Regional Council to prepare and present to the Executive Board for consideration. The Executive Board will then hand down their decision to either endorse the candidate chosen by the members, choose the candidate not chosen by the members, endorse neither or endorse both. Really?

By the way, for those of you reading who were not able to attend, less than half of the Executive Board and only 3-4 Regional Council members were present. How then, can any recommendation or final decision be rendered? This should serve as a gauge of how important the democratic process is to the board members we have elected. Just a thought...What if the Executive Board members who were not present, choose the wrong candidate? Who will prevail?

When did this become about what the union wants rather than what the members need? If the decision will ultimately be made by the Executive Board, it was pointless to have a town hall meeting. Was there a reason to waste the time of the candidates? Was there a reason to purchase \$500.00 dollars' worth of sandwiches and burrito veggie wraps?

These are the same people that negotiate our contracts, write side letters without member knowledge, willfully violate our ByLaws, and continue to have their closed door meetings. Almost makes one think they've got something to hide...

My final thoughts...When any organization feels they are greater than the members they serve, when the members feel there is no trust towards the organization, when the feeling of hopelessness by the members is so low that during an election cycle, less than 20 % respond... it's time to make a change!

JOIN US IN MAKING THAT CHANGE!!!

TruthFinder (2013-08-13 08:57:17)

Members who were there that night told me they were shocked to hear the words, "the vote made tonight by the members will serve as a recommendation to the Regional Council and Executive Board." I was told that comment was made perfectly clear because EBoard members said it at least three times. I for sure will be going to the next one. I would LOVE to see the regional council or EBoard try to change the vote of the members! Think about it. We have men and women fighting every day for our freedom and yet we have an organization right here in the good ol' U. S. of A. who disguises itself as a labor union, Service Employees International Union, who diligently work to take away our freedoms and rights as citizens! We definitely need to make a change.

decert721 (2013-08-13 11:16:27)

All the EBoard needs is a big red flag with a yellow hammer and sickle behind them. In fact, this same flag should be SEIU's flag.

rvsdrunner (2013-08-14 15:19:53)

I was there the evening the members voted on who to endorse for District Attorney. The summary of events posted by truthfinder and the original post are accurate. I was also one of the individuals who worked to change the policy/rule/practice that the Regional Council and EBoard, under no circumstance, can overrule the vote of the members. The members of the Riverside County Leadership Council (RCLC) developed a protocol that was to be used when endorsing candidates. We worked very hard to create a process that was fair and that were within the parameter of our bylaws. We were told the process we developed had to be approved by Sam Stevens, the political coordinator in LA. We were also told "they" wanted all regions to agree to one protocol. While I can see having a standardized practice would be beneficial in some cases, it should NEVER be acceptable for any group or entity to overrule the vote of the membership. Again, this is another reason SEIU 721 practices and beliefs do not work for us here in the Inland Empire – and perhaps those practices don't work for Ventura or LA either.

decert721 (2013-08-15 09:00:11)

Is Sam Stevens a member and if so, is he a member in the Inland Empire? What is Sam Stevens' position in 721?

rvsdrunner (2013-08-15 20:59:32)

Sam (I'm guess that is short for Samantha) is not a member she is a staffer. I am not sure what Sam's official title is but she is in charge of all the political stuff SEIU 721 does - and they do a lot! That includes LA, Ventura and the IE.

CAUTION...This Could Happen To Us (2013-08-18 09:20)

Recently, I've been doing some research on how many members SEIU is losing across the country. It almost a staggering amount. I say almost because I'm surprised there aren't more than what I can find, but I'm sure they're out there. When I check out sites like [1]Stern Burger with Fries, and read what's going on in our own Local, I get excited for CVWD. What gets me even more excited is knowing this day will also be coming for the members of Riverside County and that soon, we too, will have our time as a headline on that [2]site.

In an earlier post, we made mention of the many employees across the state that have voted against SEIU and went through the decertification process. In October of 2012, [3]Amador County joined the ranks of Counties where the employees voted to fire SEIU. SEIU was not pleased with this and did their best to block the decertification process. Watch this [4]You Tube video of what Amador County Board of Supervisor member John Plasse had to say. Whether or not Amador County employees were successful is not clear and the process may still be underway. We have some contact info and once we determine the results, we'll post them here.

The thing is, SEIU doesn't want to play fair and they don't want to lose. They want their cake...and yours too! It's their way or the highway. Personally, I'd rather be on the highway...

There's an alternative option for US and it doesn't include SEIU! We need to get the word out. Let ALL the members know about the prospect of a better future? This is what they did in [5]San Diego. See the smiles on their faces? Those are genuine smiles!! This group decertified SEIU! They are in charge of their own finances, their own choices, their own destiny. What are you willing to do to get people to register on our site to see smiles like that?

This morning I came across a couple a guys working in my city who also happen to be SEIU members from our Local. From what they told me, most employees within the city are unhappy. They have heard about and would like to follow the lead of CVWD (I gave out some contact info...). The gentlemen I spoke with haven't seen anyone from the union since the last contract negotiations...but hey, this is what we've come to expect from SEIU...it's all about the members...right!! Taking the time to talk with anyone during the course of our day is how we'll get people on board. When you talk with folks at work, ask them who their bargaining unit is...let's get this list built!!

Doing the right thing for the right reason is a no brainer and no fault should ever be cast for doing the wrong thing for the right reason, but doing the wrong thing for the wrong reason should become the new SEIU motto.

Will it ever be about the members or will it always be about the members money and what the members can do for SEIU? Do you think the staffers at SEIU have a conscience, any morals, or self convictions?

The writer D.L. Moody said, "Character is what you do in the dark". I wonder what the folks at SEIU do in the dark?

Looking Towards the Future....

1. <http://sternburgerwithfries.blogspot.com/2013/08/more-california-workers-to-bolt-seiu.html>
2. <http://sternburgerwithfries.blogspot.com/2013/07/more-california-workers-dump-seiu.html>
3. <http://www.scru721.com/wp-content/uploads/2013/08/Amador-County-Decert.pdf>
4. http://www.youtube.com/watch?v=_ctc1SR1Stg
5. http://www.asdce.org/Executive_Director.html

TruthFinder (2013-08-18 21:35:43)

Kudos to the wordsmith who created and maintains this site! I love the fact I can find information on this site without having to do all the research myself. The links help to support what is written which validates the content. I LOVE IT! Thanks so much for the information AND for being inspirational. I will continue to pass the along the message!

rvsdrunner (2013-08-18 21:51:34)

That video is very interesting. The more information that I read, hear, see on this site the more I understand the decertification process. Please let us know what happened in Amador County. I am wondering if they achieved the same outcome that San Diego County did. I am beginning to see a pattern...

We support you all the way (2013-08-20 13:58:28)

Can you post how many signatures (or I should say) how many people have signed up to the website so far? it gives us an estimate how many more members we need....to reach our goal and to be able to start the decertification process? Co-workers are wondering how we are moving along and how many signatures/members we have at this point. It makes it a goal to work towards....

A Chance for Change (2013-08-25 13:27)

Every day, each of us are faced with some sort of personal challenge. It's not the challenges that define us , but rather the way we choose to deal with them. How often have you heard coworkers at your job site tell you, "that's the way we've always done it" Does this mean there can never be a change? Does this mean you shouldn't care...just give up, there's no hope? Does this mean that it will require more energy than I choose to put forth to make a change, therefore, I am satisfied with the status quo?

IT'S TIME TO BREAK THE STATUS QUO!

The change process is never easy, it's never quick, and it certainly isn't easy. American cultural anthropologist, Margaret Mead was once quoted as saying, "Never doubt that a small group of committed people can change the world. Indeed, it is the only thing that ever has."

So, when is the best time for change? Is it better to wonder than to act? It's probably much safer, but will it be more rewarding? When confronted, will you accept what you are being told or will you investigate for yourself? What are your personal convictions? Ask yourself, are you satisfied with the status

quo or are you willing to take that leap of faith and believe...believe that there may actually be a group, willing and armed with the knowledge of how to make a significant change in your life path? Changes that will make a positive impact for you, for the well being of your family, and quite possibly make an impact on the financial future of our employers. These can be real changes. These are positive changes, changes we simply can't afford to look away from.

The only way for our committed group to be successful is with your help. If you are reading this, then chances are you have a coworker within one of our bargaining units, or you know someone at another work site that is not aware of this website. This is our challenge to you. Engage them! Get them involved. Ask them if they are 100 % satisfied with the direction their future is heading?

Every member we get registered on this website, gets us one step closer to attaining our goals. If you are interested in becoming more involved with the direction of our efforts, reach out. Send your contact information to scru721@outlook.com. Let's make this change together!

So the question remains...How can we make these changes together? The opportunity for change only comes around every so often. Don't let this chance for change escape you. The challenges ahead are not the challenges of our group, **THESE ARE YOUR CHALLENGES**. [1]REAP is committed to you, please consider committing yourself to REAP.

We've posed quite a few questions in this short post. They can either be rhetorical or you can respond to the email address above. Either way, hopefully we've stirred up something for you to think about in the coming days and weeks ahead...Be Safe!!

"The best thing you can do is the right thing; the next best thing you can do is the wrong thing; the worst thing you can do is nothing." -Theodore Roosevelt

Looking Towards the Future...

1. <http://www.scru721.com/?p=613>

1.8 September

The Plot Thickens... (2013-09-02 20:16)

Depending on your geographical location within the county, you may have received a [1]letter in the mail from SEIU 721, sharing news of the work they have been doing in securing a solid contract for the members of the Coachella Valley Water District. Good Job!...I think.

Along with this letter, came a solicited [2]letter of [3]support from (7) State Legislators. [4]Anthony Rendon, who is the [5]Chair Person of the Committee on Water, Parks, and Wildlife, is also the author of this letter. In addition to Mr. Rendon's support, 5 other members of the Water, Parks and Wildlife Committee are supportive of the Coachella Valley Water District members. In his letter, Mr. Rendon is urging the CVWD Board of Directors to reconsider shifting the burden of increasing health care costs onto the employee. SEIU's letter is a similar copy of Rendon's or vice versa...Either way, SEIU wants my [6]support! While my unsolicited support to the men and women of the CVWD goes without saying...I DO NOT SUPPORT SEIU.

So why the urgency? Why would these members of the Senate and Assembly be willing to lend their names when they haven't been apprised of all the inner workings, posturing, and politics of our Local? Could it be that something is going on with the CVWD members? How true the saying, "You don't get something for nothing". Each of these members, with the exception of Lorena Gonzalez, has accepted [7]money from SEIU, other Public Unions, or both. It's unclear if Lorena Gonzalez received any campaign contributions or the information was not made available publicly.

Of the 14 State Assembly Members sitting on the Water, Parks, and Wildlife committee, 9 are Democrats. Of those 9, 6 lent their signatures to this letter. Senator Ben Hueso's sits on the Senate Committee on Natural Resources and Water. No Republican Assembly/Senator members on either committee were asked for support. Apparently, only Democrats are allowed to do so.

So who are these members and where are their Districts? Anthony Rendon is from the 63rd District, [8]Jimmy Gomez - 51st District, [9]Mike Gatto - 43rd District, [10]Roger Hernandez - 48th District, [11]Lorena Gonzales - 80th District, [12]V. Manuel Perez - 56th District and State Senator [13]Ben Hueso from the 40th District. Only Perez, Gonzalez, and Hueso are representatives in the [14]area the Coachella Valley Water District provides services to.

But I'm confused. SEIU is staring at a decertification by the members of the CVWD and has probably not shared this "small bit" of information with the legislators. This explains the urgency. Regardless of how this was presented, I only hope the Assembly Members addressing the CVWD Board, are in support of the [15]members, and not endorsing SEIU. refer to paragraph 4

Another thought...If SEIU is truly fighting for the rights of workers (as they claim), if they are adamantly concerned with the health benefits/compensation each member receives to support their families (as they claim), and if representation is only necessary during contract negotiations (as we've witnessed), then couldn't any labor organization do this? If the sole concern of SEIU is the betterment of the worker, then why fight any decertification? Is that truly their sole concern? Really...is it all about the betterment of the worker?

At the beginning of this post I mentioned about the mailing I had received. It was sent in a oversized 5x7 envelope and had the 2 letters and the post card asking for my support. SEIU paid to send this letter, but SEIU couldn't afford to send out ballots in June during the dues increase. It appears SEIU decides where, when and what the members money should be used for, like the TWO offices in the Desert, what a deal!! I wish SEIU would get it together!

At least they had the good sense not to print the post card with pre-paid return postage...I have to use my own stamp...

1. <http://www.scr721.com/wp-content/uploads/2013/08/SEIUCVWD.jpg>
2. <http://www.scr721.com/wp-content/uploads/2013/08/Legislature-1-.jpg>
3. <http://www.scr721.com/wp-content/uploads/2013/08/Legislature-2.jpg>
4. <http://asmc.org/members/a63/>
5. <http://awpw.assembly.ca.gov/>
6. <http://www.scr721.com/wp-content/uploads/2013/09/CVWD-Support.jpg>
7. <http://maplight.org/california/legislator>
8. <http://asmc.org/members/a51/>
9. <http://www.asmdc.org/members/a43/biography>
10. <http://assemblymemberrogerhernandez.com/roger/>
11. <http://www.asmdc.org/members/a80/>
12. <http://asmc.org/members/a56/>
13. <http://sd40.senate.ca.gov/>
14. <http://www.cvwd.org/about/about.php>
15. <http://www.scr721.com/wp-content/uploads/2013/09/Letter2.pdf>

TruthFinder (2013-09-02 22:06:58)

Do the fine men and women at CVWD know about this letter? Did they approve of the letter? If anyone knows, please post...

decert721 (2013-09-03 16:43:59)

Except for Lorena Gonzalez, the others probably figure that if 721 is gone, then their personal little ATM is gone as well. Hmmm.

1.9 October

THE TIME TO HELP IS NOW (2013-10-12 21:34)

Greetings,

Recently, the Inaugural Membership meeting of REAP was held. During our meeting we reviewed, revised, and voted on our bylaws. We also elected our interim Executive Officers consisting of our President, Vice President, Secretary, Treasurer, Parliamentarian, and Retiree Coordinator. This meeting was very successful and has established a solid foundation for our association.

SEIU's sole focus continues to revolve around their political agenda and Local 721 is in step with the International. As with all labor organizations, SEIU is required to submit their annual financial statement to the Department of Labor. This report can be somewhat confusing, but the DOL has done an excellent

job of making this very clear. Click [1]here for Mac or [2]here for PC, to see an overview of the report SEIU submitted to the Department of Labor. Based solely on SEIU's financial statement, it is very obvious this organization is in dire financial straights. Taking nothing else in this report into consideration, the Receipts Report and the Disbursement Report should put things into perspective. When ANY organization spends \$10,158,007.00 more than they bring in, red flags should be waving...and waving wildly. During 2012, the Disbursements identified in the LM-2 report for Local 721, were \$70,014,017.00, however the amount of dues received was only \$59,856,100.00. With 52 % of members dues being sent to the International, and a payroll for SEIU 721 Staff exceeding \$19,000,000.00, at what point does the leader of the organization apply the financial brake? When all is said and done, at the end of the year there is a difference of \$10,158,007.00. Because our dues are SEIU's main source of revenue, there should be no question a dues increase is inevitable.

Many of the employees represented by SEIU continue to feel disconnected and frustrated. SEIU continues to be that weight around our neck that just keeps dragging us further and further down. A Power Point presentation was shown during our meeting portraying the significant differences between SEIU and REAP.

If you decide to allow SEIU to be your exclusive Labor Organization, what you should expect are noted below:

- – Poor to no representation
- Increase in dues
- Inexperienced Contract Negotiator
- Poor Legal representation
- Extraordinary political/staff/ancillary expenses
- Poor reputation with community, elected officials and County BOS/HR

REAP on the other hand, is designed to operate in a democratic environment, where the primary focus is the member.

- – REAP will be OUR OWN Association. We make the rules, not LA or any International union.
- We can lower our dues because no money will be sent to Washington DC. All dues money will stay here! Association dues have been voted on and approved at \$10.00 per pay period for 24 pay periods.
- We can afford professional representation for members facing disciplinary action. Members will not have to rely on their untrained coworkers.
- We can afford to hire professional contract negotiators, relieving members of the burden and pressure to gain increases for themselves and coworkers. Let the professionals handle it!

In one of our previous letters, we mentioned there will be a need for all of us to take an active role in moving our futures in a more positive direction, a direction that serves the members rather than tyranny known as SEIU. REAP is now an active, forward moving, forward thinking association in Riverside County. Very soon our website will be completed and capable of serving our members from anywhere. Our site will be informative, user friendly, and interactive. It just makes sense to accommodate the members!!

Attached is a [3]registration form. If you are truly committed to your future, the security of your family and the safety of your retirement, send your information to REAP4US@hotmail.com We will add you to our database and keep you informed of our progress. We will be having "Petition Signing Parties" so we may

be asking for your help in that respect as well. Please share this information with your coworkers!!

HOW MUCH LONGER WILL YOU ALLOW SEIU TO DAMAGE YOUR FINANCIAL FUTURE WITH SIDE LETTERS AND UNWANTED DUES INCREASES?

AT SOME POINT, THIS NEEDS TO BECOME ABOUT US, OUR NEEDS, OUR PAY, OUR BENEFITS...NOT SEIU'S POLITICAL AGENDA, GREED AND DISDAIN FOR THE MEMBERS... THE CHOICE IS SIMPLE...
INVESTING IN REAP IS THE BEST CHOICE.

Looking Towards the Future...

REAP Interim Executive Board...

1. <http://www.scr721.com/wp-content/uploads/2013/10/Reports-1.numbers>
2. <http://www.scr721.com/wp-content/uploads/2013/10/ReportsExcel-1.xls>
3. <http://www.scr721.com/wp-content/uploads/2013/10/REGIONAL-EMPLOYEES-ASSOCIATION-OF-PROFESSIONALS-3.pdf>

John (2013-10-14 06:38:27)

Can I ask why this meeting was not announced or noticed? I understand that you might be trying to stay below SEIU's radar, but this organization needs to be open and transparent if you want our support. Promises of reduced dues alone are not enough. Also, if there was an election, who was elected? I'm very hesitant to stick my neck out when everything seems so opaque.

Moderator (2013-10-15 18:00:59)

Recently, a few inquiries have been received regarding the last mass email that was sent to our members. These questions and comments asked are honest and direct. It is not the intent of this Executive Board, nor has it ever been, to be anything less than transparent with our members. Our commitment is to the members, but as with any business, there will be times when we must do what is for the good of the group, rather than the individual. First, it should be pointed out that over the past 5 years, members involved with REAP have also been very active with SEIU. Several members have served as Union Stewards, Council Members and participated on negotiation teams. Their selfless dedication to the working men and women of Riverside County is beyond reproach. They have first hand knowledge of the inner workings of this particular labor organization and have come to the realization there has to be something better. We are on that road to something better... Please keep in mind that while we are taking a professional approach to improve the working and living conditions of "our" coworkers, the primary purpose of our Inaugural Meeting was to approve our Bylaws and elect an Interim Executive Board, enabling our Association with the tools necessary to establish our finances. The steering committee, which is composed of your coworkers, debated at length, the pros and cons of sending out a mass email invitation to the Inaugural Meeting. Ultimately, after much discussion, the decision was made NOT to send a mass email invitation. With the mindset of unions, sending a mass mail invitation may have jeopardized our meeting and would not have been in the best interest of those in attendance. While the majority of our email recipients agree with our approach, there are some whose loyalty continues to be with SEIU. This is the group of people we haven't had an opportunity to educate, but we will keep trying. Each member in the steering committee contacted a group of people in their trusted contacts. If you received an invitation, consider yourself trusted by your peers, if not, consider it an opportunity for us to become one of your trusted peers. In the past, we have tried to cloak the identities of our steering committee. While their identities may never be known, we will share with you the names and job titles of your Interim Executive Board: President - Rick Gay - Account Tech I - Sheriff's Department Vice President - Dale Digiambattista - Supervising Dispatcher - Sheriff's Department Secretary - Kristina Zaragoza - Supervising Fraud Investigator- DPSS Special Investigations Unit Treasurer - Marie Arzapulo - Supervising Accounting Assistant - Department of Child Support Services Parliamentarian - John Aberle - Administrative Services Supervisor - Sheriff's Department Kathrine Latta - Retiree Coordinator Again, these positions are temporary in nature and were needed to establish our finances. Attached please also find a copy of our [1]ByLaws. This is a living document and can be changed by a vote of the members. My question to you, the folks reading this post, is what can WE do to help improve your conditions? What is it you expect from your Association and what can

we do to help get all of us there? Can we count on your support? This is an uphill fight, but a fight we will win - together. Take a few minutes from your day and send your pledge of support to REAP4Us@hotmail.com. Include your Name, Address, Zip Code, Cell Phone, Home Phone, Email, Department, Bargaining Unit, Job Title, and County Employee ID #. TOGETHER we will make this a reality!!

1. http://www.scru721.com/wp-content/uploads/2013/10/REAP-By-Laws-w_Addendum-A.pdf

Dale D (2013-10-15 20:47:24)

Well said. Some key things were decided, but just to get the ball rolling. They can always be changed if it's for the better. This is no SEIU snow job. I share a lot of the sentiments of the other board members in terms of what an employee organization should be, I just didn't know it as I labored along on my own for a long time. When I found this group, I asked some of the above questions, and I pushed to meet people. I have next to no time to give, but I'll make time if it's for the right reasons and the right group. I was pleased to find this is that group. There will be many more meetings and it is never too late join in and affect change. The bigger challenge is starting a new organization which spans thousands of square miles and has to inform people we have yet to meet... or don't cross paths with working a particular assignment or shift. Part of the challenge I've seen is trying to do things legitimately, unlike SEIU. It takes persistence and patience. There are a lot of people who will be willing to be convinced. It's finding the people to do that convincing where we will succeed or fail. I believe we will succeed, and with most of the housekeeping out of the way steam will build. Nobody will be left out because we need you all to make REAP a reality, and along with you as equals, we all are the customers and owners of REAP.

TruthFinder (2013-10-15 21:43:28)

I understand. SEIU will do anything to keep our money. How else will they pay for their political agendas? I agree we need to get out while we can. I received the president's report in the mail today. Why are they still wasting money on postage to send the president's report when I get it via email and they post it on their website? I'll share the registration form with folks tomorrow. Will you now make the rest of the meetings known to everyone?

John (2013-10-21 11:17:44)

Thank you for answering my questions.

Moderator (2013-10-21 19:29:03)

You bet John...On the post there is a link to our registration form. Please take a few minutes to send the information to the email address provided so we keep you up to date on our progress. Thanks again for your interest and support. Looking towards the future...

The City of Riverside (2013-10-26 08:50)

Well, it appears as though it may be too late for the folks employed with the City of Riverside. From what I can tell, SEIU has a tentative agreement that does not benefit the members in this bargaining unit...SEIU scru'd the County members and they are following suit with the City...

Tier 1 Employees (Hired before 2011) will receive a 2 % increase as soon as this agreement is ratified, 2.5 % in July 2014, and another 2.5 % in July 2015. On the flip side of the coin the amount of EPMC paid through 2015 will be 6 %. All Tier 1 employees over the term of this contract will see a 1 % increase in salary...Safety Employees will fair a bit better...but not much...And this is the BEST deal in the contract.

Tier 2 & 3 Employees - (Hired after 2011) You are already paying the required 8 % EPMC so effectively over the course of 3 years, you'll receive a 1 % increase...a penny on the dollar.

There are [1]NO COLA's. Apparently SEIU is under the assumption the economy is not going to grow...Even the Social Security Administration thinks it will, so SSA will be giving a 1.7 % increase...

Health Contributions by the City of Riverside:

Employee + 2 or more over the term will see \$80.00 increase in benefits

Employee + 1 will see \$120.00 over the term and Single Coverage \$60 increase overall. That would be fantastic if it weren't for the fact that [2]health care costs' are expected to increase...a lot. There was no change in the Dental benefits or Short Term Disability.

Don't have buyer's remorse...at the top of every page they have made sure to place their disclaimer "SEIU Local 721 reserves the right to add to, delete from or otherwise modify this proposal." THEY WILL.

It may be wise to open negotiations with SEIU and establish the dues fee rate for this contract. In a sense, you are the employer. Only in a corrupt labor organization like SEIU does the employee (SEIU) tell the employer (Employees of the City of Riverside) what they are charging for the pathetic services they offer. When they increase your dues, like they tried to do last June, how much of an increase do you think you will have gotten?

Think about it...What does SEIU really offer? Amusement Park Tickets!!! That's it! The members are "trained" as advocates, there is no legal representation for the members, and was this contract negotiated by a PROFESSIONAL NEGOTIATOR or someone who thinks they are? THIS IS YOUR FUTURE!

GET OUT WHILE YOU CAN. IT'S NOT TOO LATE TO DECERTIFY SEIU!

WebRep

currentVote

noRating

noWeight

1. <http://www.ssa.gov/cola/>

2. http://www.huffingtonpost.com/2013/03/22/health-insurance-premium-increases_n_2932704.html

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