

Board of Directors Employee Voices Survey Results

November 10, 2021



Survey Overview

- It focused on whether employees felt their voices and interests are represented by the Board of Directors.
- Survey was sent to all represented employees via email.
- It was open for 3 weeks, from mid October to the first week in November

Who Took the Survey?

- A total of 2,517 represented employees responded to the survey invitation – a response rate of 4.29%.
 - The questions were not mandatory, so the number of respondents (i.e. “N”) for each question varies.
 - Almost 83% (2,089) of respondent were members.
-

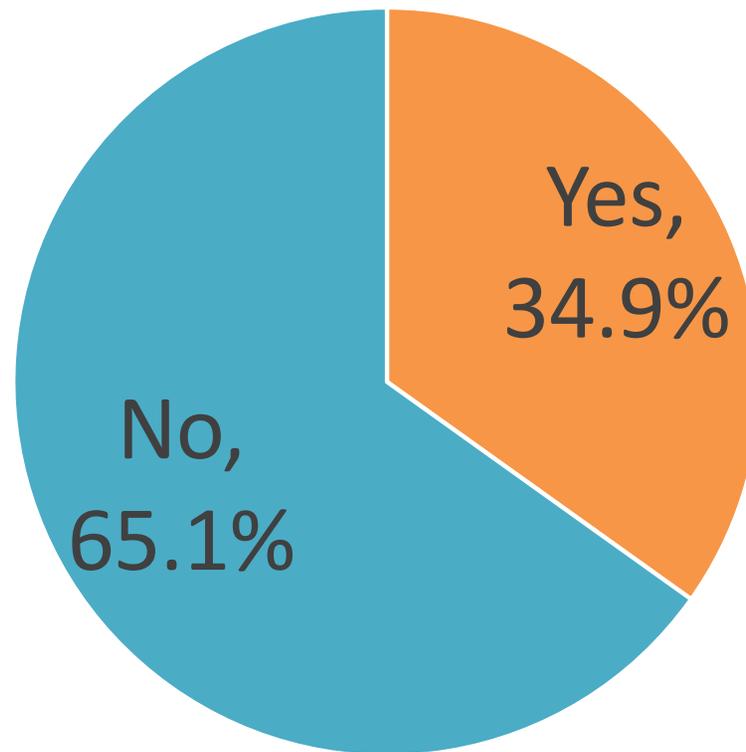
Who Took the Survey?

- The top 5 DLCs with most respondents were:
 - 701 (122)
 - 790 (96)
 - 787 (95)
 - 770 (93)
 - 768 (90)
 - ALL 51 DLCs had respondents
-

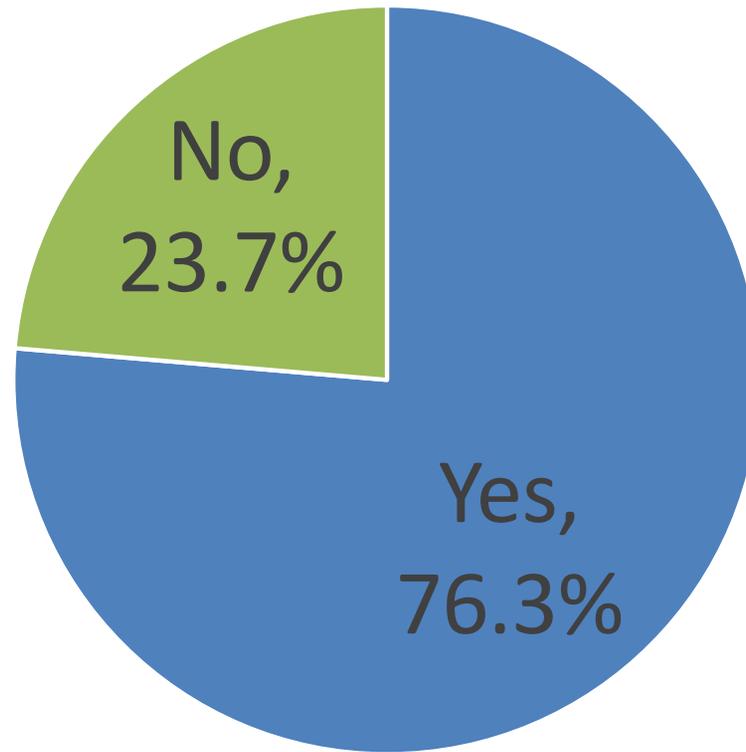
Who Took the Survey?

- The top 5 counties with most respondents were:
 - Sacramento (1,007)
 - Los Angeles (193)
 - San Diego (122)
 - Fresno (97)
 - San Bernardino (93)
-

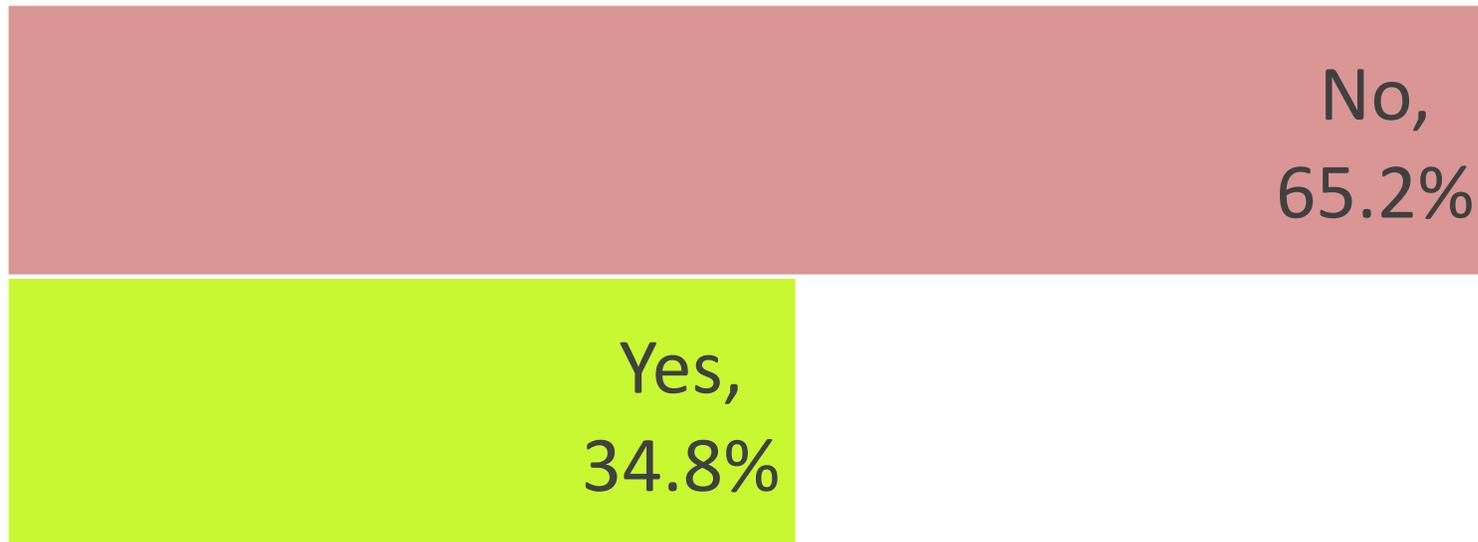
**Question 1: Do you believe that SEIU Local 1000 is a “member led union” and follows its “member led” mantra?
(N=2,490)**



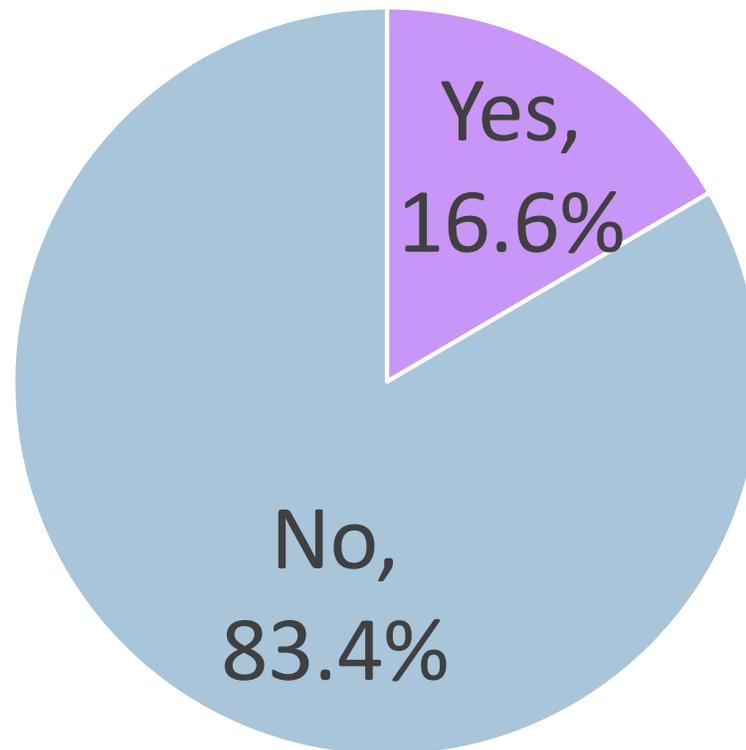
Question 2: Do you believe Local 1000 should reduce dues by 50%? (N=2,482)



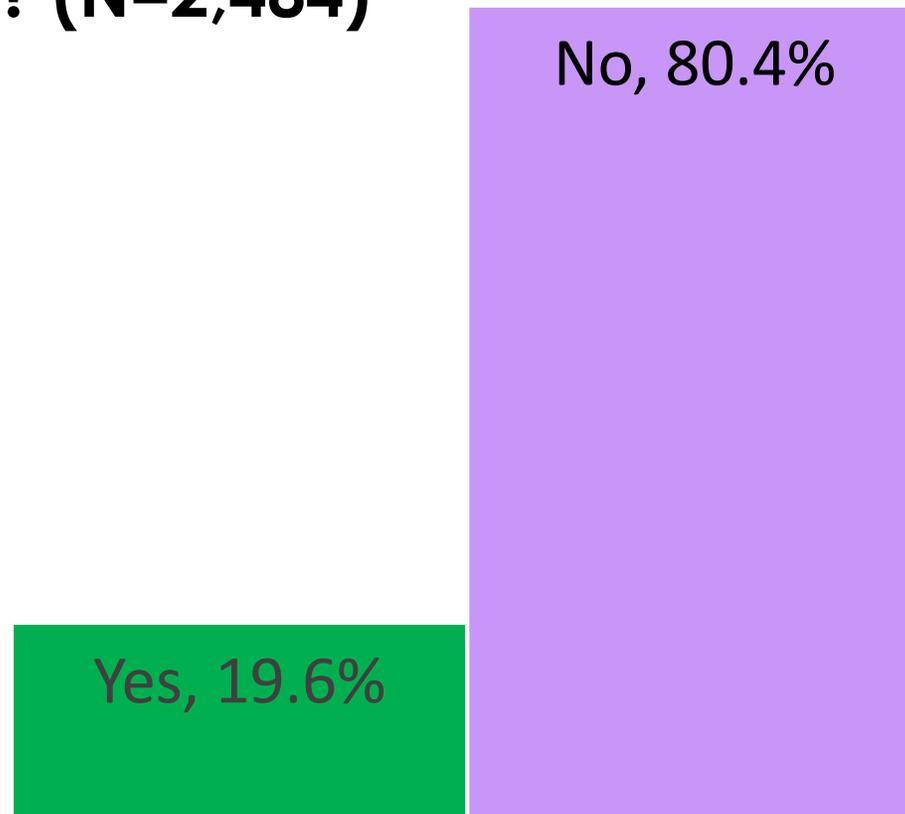
Question 3: Do you feel your DLC President represents your voice when he or she votes for you at BOD, such as the one million dollars given to SEIU State Council to help Governor Gavin Newsom successfully defeat his recall? (N=2,486)



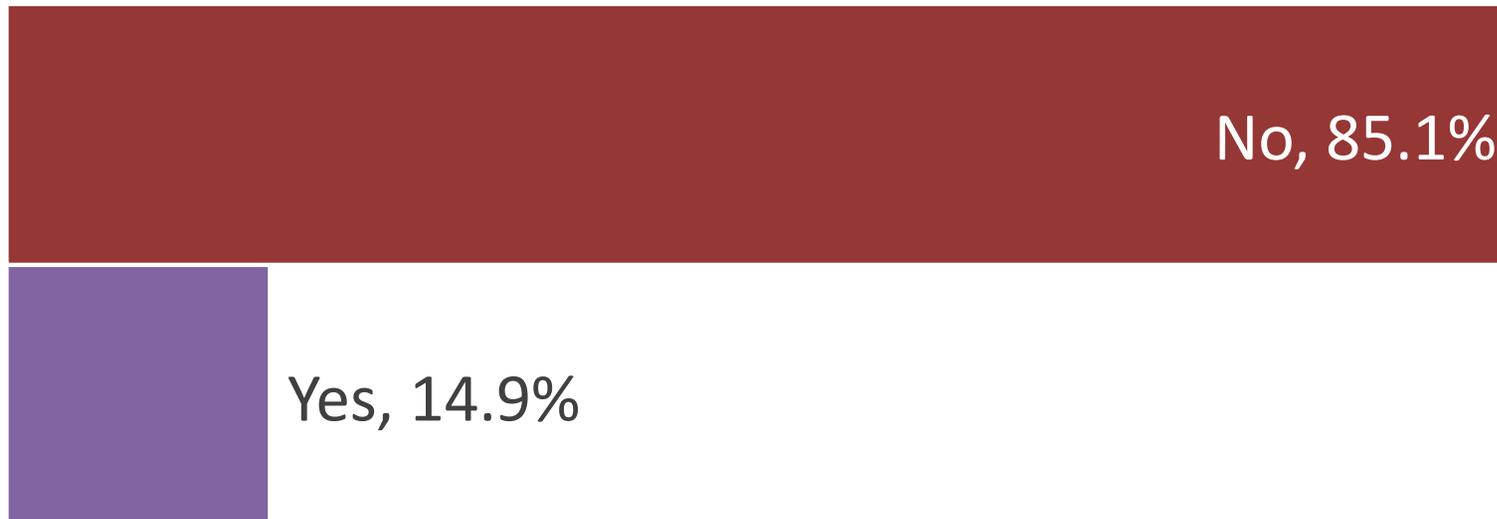
Question 4: Has your DLC President or BUNC Chair asked your opinion about motions to be presented at BOD prior to voting on these motions? (N=2,473)



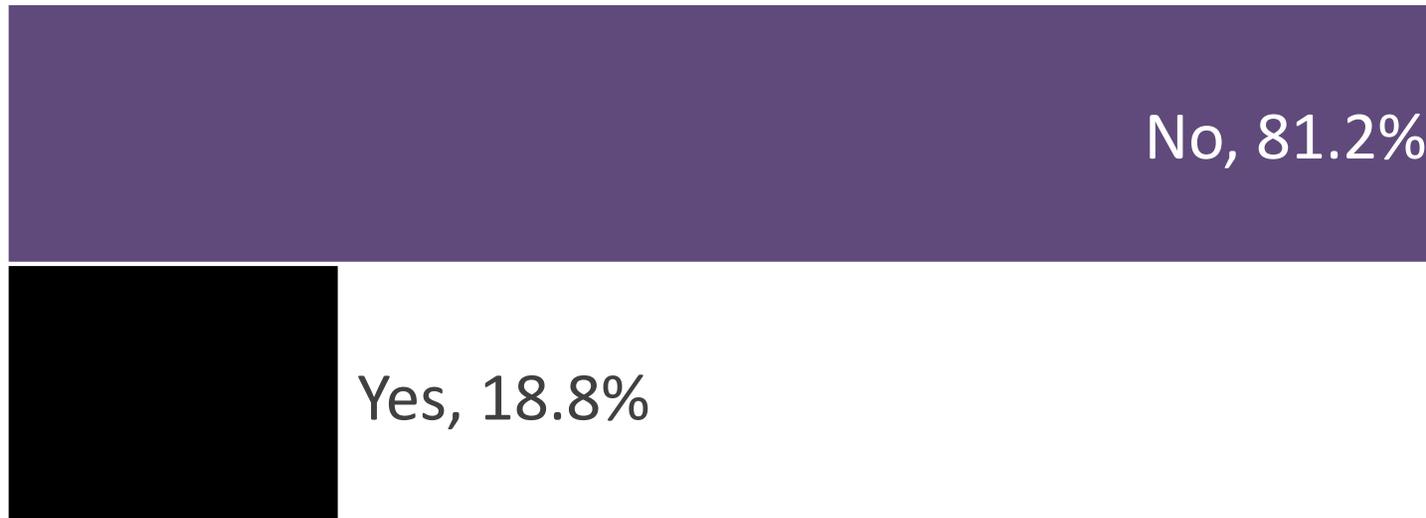
Question 5: Are you aware of dates and times for BOD meetings? (N=2,484)



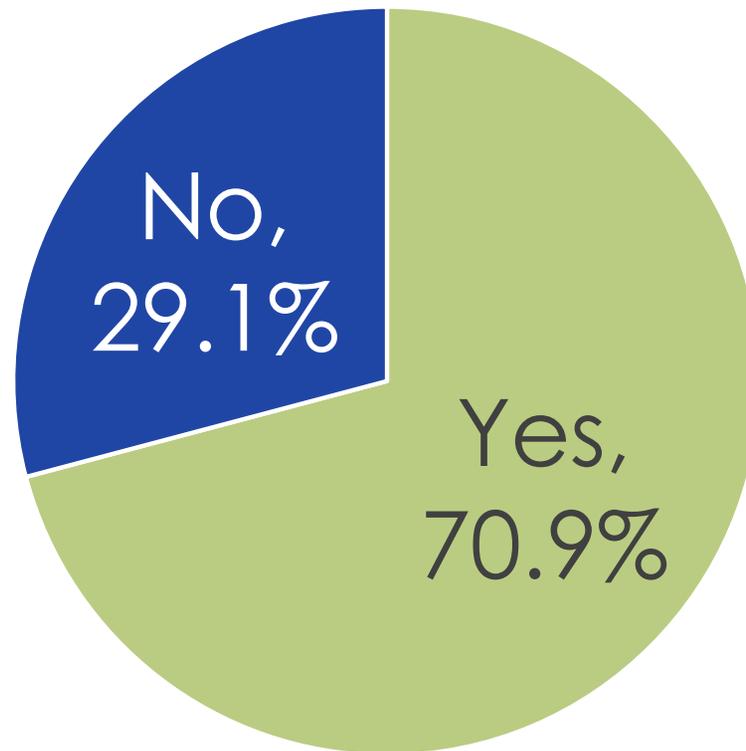
Question 6: Are you aware of the contents of the BOD agenda and current events involving the union and its represented employees, including dues-paying members, that will be discussed at a BOD meeting? (N=2,478)



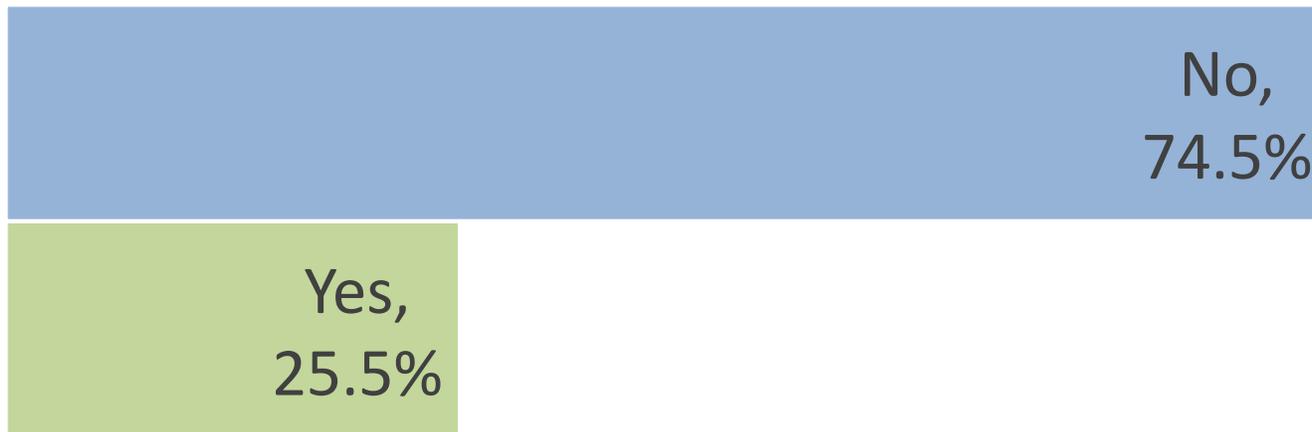
Question 7: Have you been invited to attend and given the opportunity to provide feedback at BOD meetings prior to voting on issues? (N=2,474)



Question 8: Would you like to have a voice at the BOD meeting to speak on matters that concern you as a represented employee or dues-paying member? (N=2,469)



Question 9: Several members of the BOD have proposed a motion that would disregard the votes and the will of Local 1000 members by seeking to completely and comprehensively undermine and unseat President Brown and choose their own (political) leader. Do you support the right of the BOD to have this power over its represented employees, including its dues-paying members? (N=2,467)

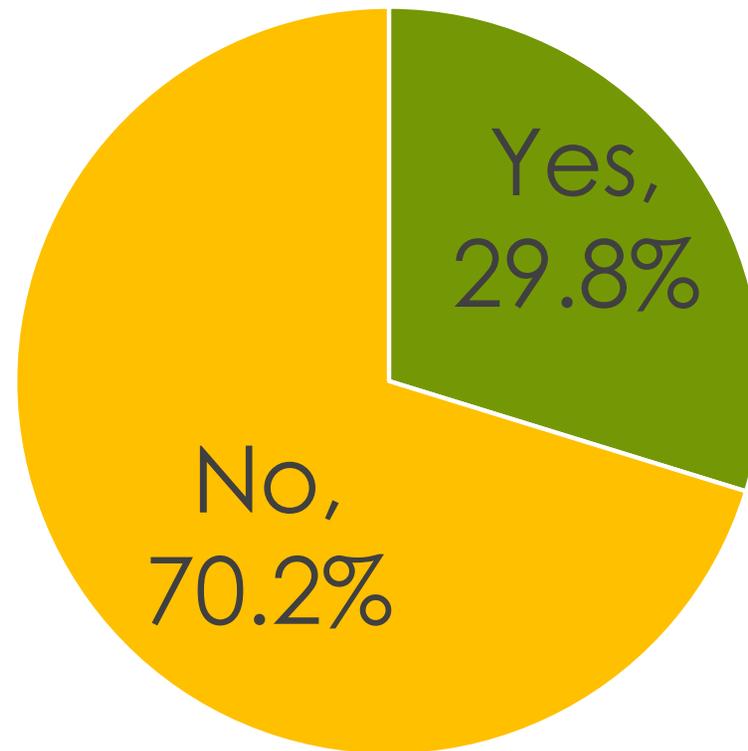


Question 10: BOD members can currently bring forth motions without vetting them through their DLC represented employees, including dues-paying members. The proposed motions in question are in the sole interest of a select group of BOD members. Would you support a requirement for BOD members to obtain a percentage of membership approval to sign off on proposed motions prior to being presented at BOD? (N=2,457)

No,
29.1%

Yes,
70.9%

Question 11: Do you feel current Local 1000 President Richard Louis Brown has been given enough time to create a new culture for our union? (2,470)



Question 12: Please provide additional comments or suggestions regarding the BOD process to help us better serve our represented employees, including dues-paying members. (N=1,543)

- Respondents submitted over 1,500 comments in the open response section.
 - That is equivalent to over 61% or all respondents who took the survey.
-

Dear Mr. Brown,

I met you in person a while back when you visited Salinas Valley State Prison. As I told you then, I am overjoyed that you are serving as our SEIU Local 1000 President. Thank you so much for everything you have done for our members thus far.

I am writing because I was extremely alarmed to hear last week that CDCR is mandating the COVID-19 vaccine for all of its workers. Regardless of how CDCR is claiming it has the legal authority to do this, I strongly urge SEIU to file a new lawsuit in federal court challenging this mandate on US Constitutional grounds and take this all the way to the Supreme Court if necessary. SEIU needs to do a whole lot more than just meet and confer on the impact of this mandate, and secure religious exemptions and medical exemptions (which are virtually impossible to get.)

WE NEED TO FIGHT FOR THE IMMEDIATE HALT AND ELIMINATION OF THIS MANDATE ALTOGETHER!!!

These so called "vaccines" are extremely unsafe according to the VAERS, having caused exponentially more deaths than all other vaccines combined in the last 30 years. The contents of the vaccines are not being disclosed.

These vaccine mandates are unconstitutional, whether they are for health care workers or for other types of workers.

These vaccine mandates are against the Nuremberg Code which states that people cannot be coerced in any way into participating in a medical experiment. (Yes, all of these "vaccines" are still experimental. The particular type of Pfizer vaccine that was FDA approved is NOT AVAILABLE yet.) Nazis were executed in the Nuremberg trials for doing the same thing that CDCR is doing now.

It is my understanding that these vaccine mandates disproportionately affect African- Americans.

There are several effective and inexpensive therapeutics for the treatment of COVID-19 that have been suppressed and withheld from the people. Meanwhile, the real data shows that the vaccines are not effective and are not safe.

CDCR is requiring all unvaccinated employees to start wearing the N-95 mask at work as of 11-8-21, while the vaccinated employees are permitted to continue wearing the procedure masks. This is discrimination that singles out employees because of their religion or medical status. In addition, it is impossible to work all day, every day in an N-95 mask and get enough oxygen. These N-95 masks make many people very sick. SEIU should fight for all employees to be able to go back to the procedure masks. (not that masks work anyway)

The things I have mentioned here are just the tip of the iceberg. Richard, I know that you had a dream given to you by God that you would become SEIU President. I truly believe you. Well maybe this is why. We need someone to lead us in this spiritual battle against the evil of these mandates. Most of us do not have the resources to hire a personal lawyer. We have families, including children, disabled, and senior citizen members, that depend on our earning power and cannot afford to lose our jobs and our homes to this mandate.

Please Richard, I implore you to do absolutely everything possible to fight these mandates.

I would ask that you not disclose my identity should you choose to read this letter in public forum. Thank you so much and God Bless You!

Dear Mr. Brown,

I met you in person a while back when you visited Salinas Valley State Prison. As I told you then, I am overjoyed that you are serving as our SEIU Local 1000 President. Thank you so much for everything you have done for our members thus far.

I am writing because I was extremely alarmed to hear last week that CDCR is mandating the COVID-19 vaccine for all of its workers. Regardless of how CDCR is claiming it has the legal authority to do this, I strongly urge SEIU to file a new lawsuit in federal court challenging this mandate on US Constitutional grounds and take this all the way to the Supreme Court if necessary. SEIU needs to do a whole lot more than just meet and confer on the impact of this mandate, and secure religious exemptions and medical exemptions (which are virtually impossible to get.)

WE NEED TO FIGHT FOR THE IMMEDIATE HALT AND ELIMINATION OF THIS MANDATE ALTOGETHER!!!

These so called "vaccines" are extremely unsafe according to the VAERS, having caused exponentially more deaths than all other vaccines combined in the last 30 years. The contents of the vaccines are not being disclosed.

These vaccine mandates are unconstitutional, whether they are for health care workers or for other types of workers.

These vaccine mandates are against the Nuremberg Code which states that people cannot be coerced in any way into participating in a medical experiment. (Yes, all of these "vaccines" are still experimental. The particular type of Pfizer vaccine that was FDA approved is NOT AVAILABLE yet.) Nazis were executed in the Nuremberg trials for doing the same thing that CDCR is doing now.

It is my understanding that these vaccine mandates disproportionately affect African- Americans.

There are several effective and inexpensive therapeutics for the treatment of COVID-19 that have been suppressed and withheld from the people. Meanwhile, the real data shows that the vaccines are not effective and are not safe.

CDCR is requiring all unvaccinated employees to start wearing the N-95 mask at work as of 11-8-21, while the vaccinated employees are permitted to continue wearing the procedure masks. This is discrimination that singles out employees because of their religion or medical status. In addition, it is impossible to work all day, every day in an N-95 mask and get enough oxygen. These N-95 masks make many people very sick. SEIU should fight for all employees to be able to go back to the procedure masks. (not that masks work anyway)

The things I have mentioned here are just the tip of the iceberg. Richard, I know that you had a dream given to you by God that you would become SEIU President. I truly believe you. Well maybe this is why. We need someone to lead us in this spiritual battle against the evil of these mandates. Most of us do not have the resources to hire a personal lawyer. We have families, including children, disabled, and senior citizen members, that depend on our earning power and cannot afford to lose our jobs and our homes to this mandate.

Please Richard, I implore you to do absolutely everything possible to fight these mandates.

I would ask that you not disclose my identity should you choose to read this letter in public forum. Thank you so much and

God Bless You!

Questions?

Happy Veterans Day!