

Unity

Publication of SEIU United Healthcare Workers-West
SPRING 2008 | Vol. 20, No. 1A

Organizing Victories:

- St. Francis
Lynwood
- CHW Clinics
Sacramento

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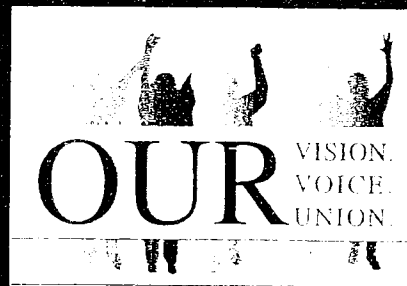
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U N I T E D H E A L T H C A R E W O R K E R S



OUR STRUGGLE FOR DEMOCRACY IN SEIU

Story on page 5
Timeline on page 6



*Krystique Bright
at Summit Medical Center, Oakland*

2008 Bargaining Campaign

Pages 14 and 15

CHW Bargaining Team Members



President's *perspective*

Who should make the big decisions? You should.

What should the relationship be between a union local and its national or international union? Who should make the big decisions that affect the local – the members and elected executive board of the local or the president of the international union?

At UHW we know the answer to that second question – the members and elected executive board should make those decisions. That's union democracy in action; anything else is the kind of top-down leadership our international president, Andy Stern, believes in.

In recent weeks UHW has had a lot of mud thrown at it by our international union. Here are some examples:

- In a letter, Stern described the advisory vote we conducted of our homecare and nursing-home workers a “phony vote,” even though 70 percent of our nursing home workers and 37 percent of our homecare workers took the time to vote -- a previously unheard-of turnout -- and voted by margins of 99 percent and 96 percent respectively to stay in UHW.
- Stern and his assistants have accused UHW, with no evidence of any kind, of collaborating with the California Nurses Association to sabotage an SEIU representation election in Ohio hospitals.
- The International has tried to characterize a legitimate special educational fund set up by UHW as a “shadow entity” created to hide union funds from the International. The International itself operates several similar 501(C)(3) funds.
- Over the weekend of March 29-30, SEIU International conducted a phone survey of our members, featuring 29 questions designed to make UHW look corrupt and incompetent, without notifying UHW that they were surveying our members.

“...this fight is about something important. It's about making sure that workers control their own unions, not unelected union leaders in Washington DC.”

Martha Vazquez
UHW Member

This disagreement with the international has been building for several years. The international's leadership team has used tactics most people would consider unfair to take control of locals. They have created new locals in order to appoint leaders who are Stern supporters. They have gotten approval for merging and reorganizing locals by “pooled” voting – seeking approval for reorganization by pooling the votes of all local unions merging whether they have 50,000 members or 1000 members. By contrast, when we merged Locals 250 and 399 in 2003 each local's vote was counted separately. If members of one of the locals had voted no, the merger would have been called off. The international has threatened to remove our homecare and nursing-home from UHW using similar pooling tactics.

You may be familiar with other examples of the International running roughshod over the wishes of UHW members. They bargained directly with Tenet Corporation behind our backs, ignoring our elected bargaining team. They disbanded the CHW Unity Council (a groups of SEIU locals who represent members in CHW hospitals) in an attempt to take over all CHW bargaining. The list goes on and on.

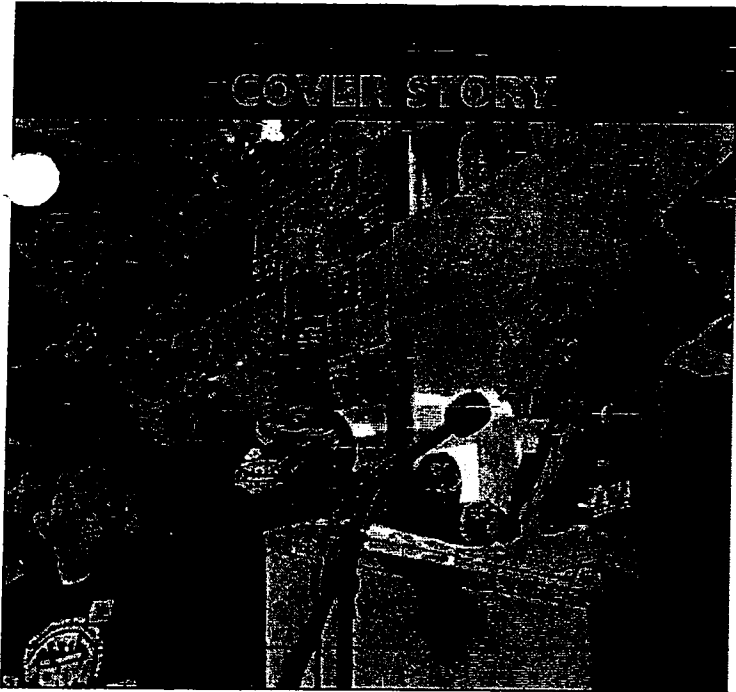
Our rank-and-file leader Martha Vazquez, a radiology technician at St. Joseph's Medical Center in Stockton, probably summed up the situation best at a recent rally:

“We didn't pick this fight, but we are not going to walk away from it either, because this fight is about something important. It's about making sure that workers control their own unions, not unelected union leaders in Washington DC.”

In Unity,



Sal Rosselli, President
SEIU-UHW



COVER STORY

UHW'S Battle to Preserve Union Democracy

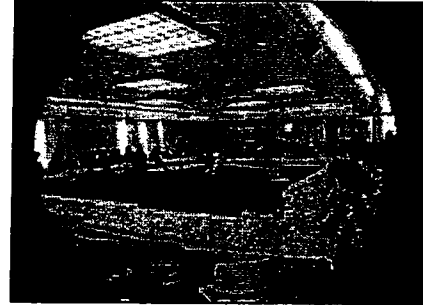
• Reprinted newspaper story about the conflict

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The Magazine for SEIU UHW-WEST Members

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OUR PLATFORM FOR CHANGE

Ratified by the UHW Executive Board on January 4, 2008

UNION DEMOCRACY ONE MEMBER, ONE VOTE

Guarantee members' rights to vote on contract proposals and collective bargaining agreements as well as election agreements with our employers that set the terms for unorganized workers to join our union.

Ensure members' rights to participate in and elect representatives to bargaining committees that negotiate on our behalf.

Guarantee members' voting rights based on a per capita basis to ensure one member, one vote.

Implement constitutional UHW Unity Council standards that guarantee per capita voting rights and full participation and voting only by members.

Elect all international union officers through a direct election of members.

IMPROVING THE LIVES OF WORKERS AND THOSE WE CARE FOR

Fight to win standards to ensure that workers who perform the same work earn the same pay and benefits regardless of where they work or who they work for.

Strengthen our ability to advocate for patients, nursing home residents, and home care consumers.

Establish employer relations from a position of strength.

Establish contract standards within the Division of SEIU, including systems of accountability so that all locals can achieve these industry standards.

Focus on developing and training a corps of experienced staff and member organizers for all contract campaigns.

Develop a national, value-based, with significant benefits.

Support coordinated, national bargaining campaigns by industry.

Develop a political program to ensure adequate government funding for essential healthcare, social and public services.



ORGANIZING THE UNORGANIZED IN OUR CORE INDUSTRIES WITH ACTIVE PARTICIPATION OF WORKING LEADERS

Focus on SEIU's core industries, build from where we have a base of members, and ensure that working leaders are central in all campaigns.

Through Unity Councils, develop plans that combine the strength of local unions in coordination with the national union.

Oppose labor agreements that give long-term jobs to employees and limit full collective bargaining terms.

Oppose labor agreements that rob our workers of second-class status.

Design a fair, simple, diverse, and training program for staff and rank-and-file members for all organizing campaigns.

Focus beyond merely increasing numbers to fully organizing workers' lives.

POWER FOR WORKERS IN OUR SOCIETY

Build unity, rather than divide the labor movement, including the possibility of a new unified labor organization that includes SEIU, AFL-CIO, Change to Win, and non-affiliated unions.

Focus on building power and raising standards in the core industries in SEIU.

Work with trade unions globally with the goal of building real power for workers.

Win labor legislation, including the passage of the Employee Free Choice Act and a ban on permanent striker replacements.

Advance national climate reform that leads to a single, progressive system.

Accomplish real immigration reform.

Fight for social and economic justice to ensure safety for non-discrimination and gender.

Build a progressive majority in the country as a counterbalance to the power of multinational corporations.



Union member elected woman addresses UHW members who rallied on March 27 at the California Convention Center to demand UHW by our international union.

At a crossroads


UHW battles to save members' right to union democracy

As a UHW member, you have heard in recent months about disagreement between our union local, UHW, and the international union we're part of, SEIU. If you're a nursing-home or homecare worker you were asked to vote on whether you want to remain in UHW or be assigned to another local. If you're a hospital or clinic worker you may have received mail or read stories on the issue on UHW's Web sites or in newspapers.

It's a complicated issue. So what exactly is at stake?

Our national union is moving in a direction that differs from our vision and guiding principles of union democracy and building power for workers and our families. This troubling path jeopardizes our ability to organize workers and bargain better conditions for our members and the patients, residents and consumers we care for.

SEIU leaders in Washington DC also want to pull nursing-home and homecare members out of our local union. Separating long-term care workers from acute-care workers without a real democratic vote would leave them behind with second-class standards and dilute our power in the healthcare industry.

Perhaps the best example of our differing visions is illustrated by our negotiations with the Tenet Corporation in 2007. Negotiators from the international had secret negotiations with the employer and, without consulting with our bargaining committee, reached tentative agreements with Tenet that we could not support. Eventually we regained control of bargaining and secured a good contract for our members at 14 California hospitals. 

One member leader's view

For Michael Fenison, it's a matter of being willing to struggle for your rights.

Fenison, a respiratory therapist at Centinela Freeman Medical Center in Los Angeles, sees parallels between the struggle UHW is currently experiencing with the leadership of our international union and the civil rights struggles of the 1950s.

His parents lived in Montgomery, Ala., in 1955 and 1956 and they participated in the Montgomery bus boycott, one of the key early struggles to desegregate public services in the South. They walked for a year,



Michael Fenison

he says. "They truly believed that civil rights are important."

"I wouldn't be in the good job I have without my parents' sacrifice," he says.

"He feels that maintaining member democracy in our union is worth fighting for, too. Without a fight there is no success. We have to be willing to sacrifice."

Fight for democracy timeline

2004 convention
Constitutional
revision expands
power of
SEIU president

Spring/summer 2006
Locals merged and
reorganized; UHW
gains 6,000 members
(Kaiser professionals
and hospital workers
in other locals),
loses 2,500 (public
hospitals and
homecare workers in
Madera, Mariposa,
Sutter and Tuolumne
counties)

2006-2007
Negotiators from
the International
union attempt
to bargain
with the Tenet
Corporation
behind our
back during our
contract talks
with Tenet

April 2007
SF Weekly article
on SEIU-UHW
conflict that
angers SEIU DC
leadership

May 31,
2007 Alliance
nursing-home
agreement
terminated;
UHW objected
to template
contracts

November 2007
Andy Stern
negotiates with Gov.
Schwarzenegger on
healthcare reform
without SEIU State
Council input

Dec. 2 2007
Sal Rosselli
forced out
as State
Council
president

Jan. 4, 2008
UHW
executive
board adopts
27-point
Platform
for Change,
emphasizing
union
democracy

2004-2008

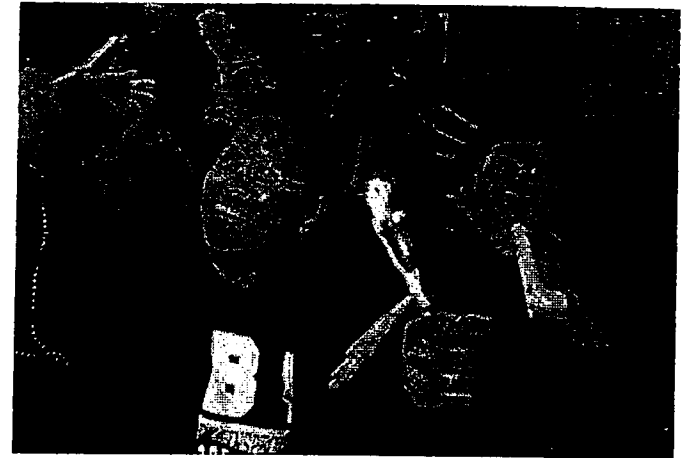
Loyal to UHW

In an unprecedented election, nursing home and home healthcare workers overwhelmingly voted in March to remain members of United Healthcare Workers-West, demonstrating their unwillingness to be forcibly transferred to another Service Employees International Union local.

Despite widespread interference, including a disinformation campaign aimed at suppressing voter turnout, 99 percent of nursing home and 96 percent of homecare workers who voted agreed that staying in UHW would be best for them, their families and, most importantly, the people they serve.

"The outcome of this election demonstrates clearly that homecare workers and nursing home workers want to remain in UHW, the statewide union for all healthcare workers," said Aaron Peskin, President of the San Francisco Board of Supervisors. "Their overwhelming vote despite the appearance of shamefully inappropriate interference on the part of their employers and national union officials shows just how much our workers care about making their voices heard."

This election, conducted by an independent third party, was held in response to an anticipated power grab by SEIU to move 65,000 members out of UHW and into another local without a fair vote. But the sheer number of participants in the process demonstrates the overwhelming desire of members to remain in a democratic,



The celebration after the vote tally on March 18.

member-run union. This dispute between UHW and SEIU has been widely covered in the California media and national news outlets such as the New York Times, Harper's, the Wall Street Journal and The New Republic. Check SEIUVOICE.org for information.

"This vote gave us the opportunity we wanted to demonstrate our desire to stay in UHW and remain part of a member-led union," said Li Bao Pan, a homecare worker in San Francisco. "We wanted to make our voices heard loud and clear, so we cast our ballots and urged our coworkers to do the same."

In your opinion

Question: *Who has the
most power in your
local?*



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n 22, 2008 Gerald Hudson letter criticizing UHPW's organizing efforts (International again threatens to take NH and homecare workers out of UHW)	Feb. 2008 CHW Unity Council dissolved by Stern; Pre- convention "town hall" meetings held around the country; our member education continues about Platform for Change	Feb. 9, 2008 Sal quits SEIU International executive committee (but remains a SEIU vice- president)	Feb. 15, 2008 SEIU Voice website launched	Feb. 12, 2008 UHW delegation testifies at hastily-called hearing in Chicago about Catholic health systems organizing and bargaining	Feb. 29, 2008 New York Times and Wall Street Journal stories about SEIU- UHW internal conflict	March 20, 2008 Jurisdiction hearings that might result in UHW's long-term- care members being moved to another local are postponed until late summer.	March 24, 2008 UHW receives a letter from Andy Stern threatening trusteeship	June 2-4, 2008 UHW and other locals will campaign to rein in power of SEIU president and insist on one member-one vote union democracy at the 2008 SEIU convention
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January 2008 to Present

The convention process explained

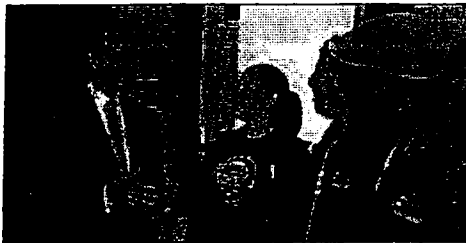
SEIU holds a convention every four years. In 2008 the convention will be held in Puerto Rico from June 1-4. UHW plans to bring the issue of union democracy to the floor of the convention.

UHW conducted an election to select our delegates and alternates

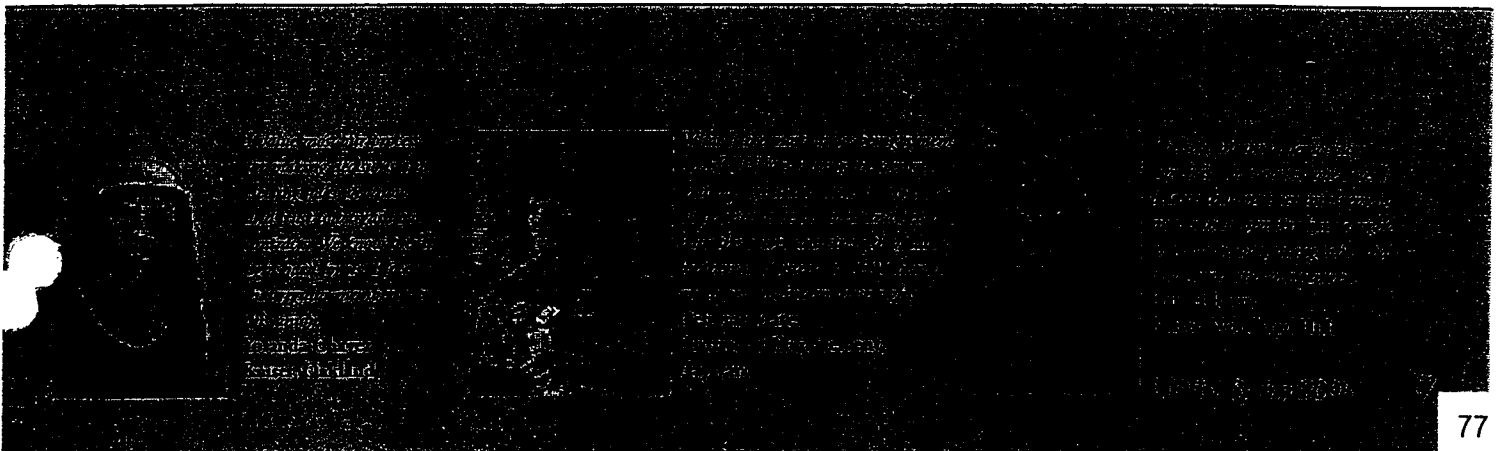
to the convention. Nominations took place from Feb. 1-13. To be eligible, a person must be a member in good standing and have been a UHW shop steward prior to Jan. 14. The voting for delegates was conducted March 24-28, with winners notified by April 4.

Constitutional Amendments UHW is Proposing

- To guarantee members who are covered by specific collective bargaining agreements a meaningful right to participate in the union's bargaining efforts.
- To provide for direct, secret mail-ballot election of all International officers.
- To provide the following objective criteria to be the basis of an International jurisdiction decision: a) ability to organize, b) ability to win industry standards.
- To guarantee that no local be required to remit any portion of its 20 percent organizing budget to any other union entity unless it has been found not to have spent its earmarked funds on organizing.
- To provide for a strike fund to be financed by \$1 per member per month out of the per capita tax currently paid to the International.
- To insure members' right to approve transfers and other jurisdictional and structural changes that have been investigated by a third party.
- To require each industry division to democratically establish minimum contract standards and the program for winning those standards through training and other measures.
- To provide for the creation of and maintenance of Unity Councils to oversee coordinated multi-employer organizing and collective bargaining.



Assemblymember Lloyd Levine attended UHW's quality-care forum in Los Angeles on April 3. Here is what he said: "I am always amazed at how hospital workers from UHW give so much of themselves. Every time I meet workers, you are all always talking about your patients and how you can improve patient care. It's pure selflessness."



A less perfect union

At a time when organized labor is slipping, SEIU's national leaders are wasting their resources trying to discredit Sal Rosselli

By J.B. Powell, San Francisco Bay Guardian

By nearly every measure, the Service Employees International Union has become a juggernaut. As the rest of organized labor has seen its share of the American workforce continue to dwindle, SEIU has brought in some 800,000 new dues-paying members in recent years. With the Democratic Party taking over Congress in 2006, the 1.9 million-member organization, rich with campaign funds, wields enormous political clout, and it will only become more formidable if Hillary Clinton or Barack Obama wins the White House in November.

But all is not well inside the labor giant. Andy Stern, the union's president, has pushed hard for merging and consolidating local chapters into larger operations — and many SEIU members, especially here on the West Coast, say that's turning the union into a top-down autocracy in which Stern loyalists wield undue influence and meddling officials from Washington, DC squeal dissent.

And now, the Guardian has learned, Stern operatives are using their money and organizing clout in a hard-hitting campaign — not to force an employer to the table or to toss out an anti-union politician, but to discredit another labor leader.

The campaign is part of a bruising power struggle between Stern and dissident local leader Sal Rosselli, who runs the Oakland-based SEIU affiliate United Health Care Workers West. In the past few months, union insiders say, SEIU officials, including a senior assistant to Stern, set up what one leader called a “skunk team” to undermine Rosselli's efforts at winning key union delegate elections. At one point, the team — which involved a political consulting firm linked to big downtown businesses — discussed an opposition research file compiled on Rosselli by a health-care giant his union was fighting

And leading up to the delegate elections last month, SEIU staffers worked to promote Stern-supporting candidates, possibly in violation of union rules, while actively discouraging other union employees from campaigning. That's led to a formal complaint alleging improper involvement by Stern's staff in a local union election.

EMERGING TENSIONS

In 2005, Thomas Dewar went to work as a press secretary at Local 790, formerly SEIU's biggest San Francisco outlet, which represented approximately 30,000 workers, most of them public employees. Local 790 was among the most politically progressive union shops in the country, supporting left-leaning candidates for office and progressive causes like public power. In early 2007, Andy Stern initiated a merger of 790 with nine other regional locals. The move was part of a larger consolidation in the state that saw the number of California union affiliates reduced by nearly half.

The new Northern California superlocal was dubbed 1021, as in “10 to one.” Local 1021 has continued 790's liberal activism. But right after the merger was finalized, Dewar and other sources told the Guardian, the atmosphere around the union changed for the worse.

‘A lot of members had anxiety,’ Dewar recounted. Most troubling, he

said, was the insertion of Stern appointees into leadership positions, including current president Damita Davis-Howard. “Members were upset. They saw co-workers whom they had elected unilaterally removed by a guy in DC and replaced by his handpicked appointments.”

Ed Kinchley, a Local 1021 member who was appointed by Stern to the local's executive board after the consolidation, shared Dewar's memory of the tensions. “You had 10 different locals with 10 different ways of doing things. It's difficult to merge all of that. A lot of people who had been elected to leadership positions were removed.”

Dewar told us he struggled to adjust to his new working environment. But after his initial misgivings, he said he devoted himself to backing Stern's vision for the combined local: “We were told over and over that change is hard. So I decided to give it an honest shot.” Dewar said he worked to get good press for 1021 and to build Davis-Howard's profile.

But early this year, tensions between Rosselli and Stern flared — and according to Dewar, top staffers at 1021 began to focus more and more of their attention on the feud.

“They were freaking out about Sal,” he said.

Enraged at what he considered International meddling in the affairs of his Oakland-based local, United Healthcare Workers West, Rosselli resigned from SEIU's executive committee in early February. He also began championing a “Platform for Change” to be voted on at the upcoming SEIU convention in June. Among other things, the Rosselli-backed slate of reforms would give local union outlets more say in proposed mergers and collective bargaining agreements. The platform, if approved, would also scrap the current delegate system for electing International officials and replace it with a one-member, one-vote structure.

According to Dewar's account and to evidence obtained by the Guardian, top SEIU officials have been working overtime to counter Rosselli — even pushing the boundaries of the union's own rules and colluding with political consultants who have often opposed organized labor.

‘THE ANTI-CHRIST’

In early March, Dewar said that in early March, Josie Mooney, a former Local 790 president who is now a top assistant to Stern, approached him about joining what she characterized as a “skunk team that Andy and I are putting together.” Dewar recalls Mooney telling him that the purpose of the team was to counter Rosselli's increasing popularity with the rank and file, and to sink Rosselli's platform for the convention.

Dewar told us that Mooney asked him to join the skunk team during a brunch meeting at the Fog City Diner in early March. An e-mail exchange he shared with us shows that he and Mooney discussed having brunch at the diner on March 1.

Mooney did not return numerous calls for comment and, through an SEIU spokesperson, she declined to speak for this article. But Dewar told us Mooney promised him at the brunch that his assistance in her efforts would win him positive attention from Stern. The team, she reportedly told him, was directly authorized by Stern and “that resources would not be a problem.”

Dewar said he vacillated about joining the team, torn about aiding what he considered to be an internal union smear squad. “In 1021, we're conditioned to think that Sal Rosselli is the anti-Christ,” Dewar told us. “But even still, he was still a part of the same union.” A March

4 e-mail from Mooney's SEIU e-mail account to Dewar shows her urging Dewar to make up his mind: "You have to give me your commitment. I am (as we speak) selling you at the highest levels. Don't low that :)."

Dewar eventually agreed to join Mooney, Tom DeBruin — an elected vice president of SEIU International — and someone Dewar said Mooney referred to as the team's "silent partner" for a dinner meeting.

E-mails from Mooney and other attendees show that the meeting took place March 10 at Oliveto Restaurant in Oakland.

Mooney's "silent partner" turned out to be Mark Mosher, of the enormously successful San Francisco consulting firm, Barnes, Mosher, Whitehurst, Lauter, and Partners (BMW). John Whitehurst, another of the firm's partners, also attended the dinner.

BMW has worked for the SEIU since 2001. But its client roster also included Sutter Health and the Committee on Jobs. Both organizations have less-than-stellar reputations among organized labor. Nurses at 10 Bay Area Sutter hospitals recently walked off the job for a 10-day strike. The Committee on Jobs is one of the largest lobbying organizations for downtown San Francisco business interests and has fought against numerous union causes. Mosher told the Guardian by phone that, as of November of last year, the Committee is no longer a BMW client.

THE ROSSELLI FILE

Dewar claims Sal Rosselli was the central topic of conversation at the dinner. At one point, he says, the participants discussed an "oppo research" file on Rosselli compiled by Sutter Health. The hospital giant as clashed repeatedly with Rosselli and apparently had sought to dig up dirt on him.

Whitehurst worked for Sutter in the 1990s. His efforts for the hospital chain during a ballot campaign in 1997 earned him a place on the California Labor Federation's "do not patronize" list.

Mosher confirmed by phone that Rosselli's file at Sutter did in fact come up at Oliveto that evening. But he said Dewar "baited" him and Whitehurst into discussing it. Furthermore, he said, Whitehurst reported that Rosselli's file was "clean."

In fact, a March 12, 2008 e-mail from Dewar to Mosher suggests that the team focus on Rosselli's "hypocrisy" and states, "Have we approached anyone at Sutter re: dirt on Sal? Have we been able to peek into their oppo file?"

Later that day Mosher replied, "John Whitehurst read Sutter's whole oppo file on Sal in 1997." In a follow-up message, Mosher writes that the file "really supports the idea that he's not motivated by money."

DeBruin did not return calls for comment. Kami Lloyd, communications coordinator for Sutter, disputed whether the oppo file even existed: "To my knowledge," she told us, "no such file exists at Sutter Health."

Reached for comment, Rosselli reacted angrily to news of the alleged "skunk team" and the fact that a research file on him, compiled by a corporation perceived to be anti-union, was being discussed among SEIU officials. "It's shocking. It's treasonous. For Andy Stern to be using our members' dues money to finance [a smear] campaign against his own members in United Healthcare Workers, it's fundamentally anti-union."

Mosher defended his firm's involvement with SEIU. He told us that

he and Whitehurst were "not brought on board to do negative things against Sal Rosselli." Instead, he said their mission has been to help tout the union's accomplishments as it prepares to hold its convention from June 1-4 in Puerto Rico.

SEIU spokesman Andy McDonald echoed Mosher's description of the firm's duties. Both Mosher and McDonald brought up the fact that Whitehurst has also worked for Rosselli's UHW union.

UHW's Paul Kumar confirmed that Whitehurst is currently "on our payroll" to assist in a dispute against Sutter Health — the very company Whitehurst worked for in the 1990s and the same source that provided him with access to Rosselli's research file. "These guys [BMW] claim they are trying to reinvent themselves," Kumar said. "But to be on our payroll and to engage directly in executing a dirty tricks program ... is about the most blatant violation of professional ethics I can imagine."

Whitehurst did not return calls for comment.

Dewar claimed he urged Mooney and the other attendees of the March 10 dinner to consider "appropriating" Rosselli's democratic reforms. "The members would all wildly support it. And that way, if the International co-opted Rosselli's ideas, then [the internal conflict] really would be about this clash of personalities, Rosselli versus Stern, instead of ideas." According to Dewar, Mosher and Whitehurst were receptive to the proposal to co-opt Rosselli's initiatives, but that "Josie nixed it."

When we asked Mosher if he remembered this exchange from the meeting, he said his memory was "hazy" and that "a lot was being discussed that night."

Although Dewar was, by his own account, an active participant in the skunk team, he says he started to have second thoughts. The dinner at Oliveto, Dewar said, and the discussion of Sutter's file on Rosselli, "made me want to take a shower ... the cynicism I was exposed to was toxic."

One week later, he sent Mooney an e-mail informing her that, "Today's my last day at SEIU ... the circular firing squads that are now forming in the local and in SEIU nationally have left me jaded, stressed out, and depressed."

SEIU's McDonald denied that the skunk team exists, or ever existed. He added that "the meeting [at Oliveto] was about talking about how [Mosher] could help SEIU communicate our message ... within the context of the misinformation campaign being spread by Sal Rosselli and UHW's leaders."

OUTSIDE INFLUENCE

The rancor between Rosselli and Stern has reached a boiling point in recent weeks. In compiling this story, we had to wade through reams of documents and endure long expatiations from officials and press flaks about the sins of the other side. Both factions have constructed slick, professional-looking Web sites to question the probity of their rivals, and both have coined kitschy names for their respective policy initiatives. The SEIU has countered Rosselli's "Platform for Change" with what union leaders call a "Justice for All" platform.

But the internecine struggle may have driven Josie Mooney and other high-level SEIU staffers to do much more than vent about Rosselli or seek dirt on him from political consultants. E-mails obtained by the Guardian suggest that she and other SEIU officials worked to influ-

ence an important local delegate election last month— possibly in violation of union rules — and, some union members now allege, in violation of federal law.

Delegates selected in the election will attend the union's international convention in June and will decide between the Rosselli's "Change" and Stern's "Justice" platforms. The outcome of that vote, and others like it, will shape the mammoth labor organization's future for years to come. And the e-mails appear to show a concerted effort by Mooney and Stern loyalists to ensure that Rosselli's dissidents don't stack the convention and push through their set of reforms.

Referring to themselves in the e-mails as the "Salsa Team," SEIU staffers discussed strategy and coordinated campaign activity for the delegate election with high-ranking union officials like Mooney and Damita Davis-Howard, the president of Local 1021, the e-mails show. In a formal complaint, some members charge that these activities violated Local 1021's Election Rules and Procedures — specifically Rule 18, which states that "while in the performance of their duties, union staff shall remain uninvolved and neutral in relation to candidate endorsements and all election activities."

While Rule 18 does not specifically spell out when union staff can advocate for candidates, other than proscribing such activities "while in performance of their duties," the e-mails in our possession are date- and time-stamped, and at least one was sent during normal business hours. Furthermore, the Guardian has obtained an internal memo from Local 1021 official (and apparent Salsa Team member) Patti Tamura in which she warned union staffers that the phrase "performance of their duties" goes beyond [Monday through Friday] and 9-5p."

One Local 1021 official who asked not to be identified told us that Tamura's memo appeared to be a clear message that staff should stay completely out of the election. "They made it perfectly clear to the lower staff that your employment doesn't stop [after hours]; you're still staff. That means you don't get involved. But now it turns out they themselves were doing it. That's a double standard ... it's certainly not right."

The messages between Salsa Team members show them actively working to recruit potential delegates sympathetic to Stern's platform and to aid Davis-Howard in her bid to represent the union at the June convention. One missive, dated Feb. 18, which appears to come from the personal e-mail account of Local 1021 employee Jano Oscherwitz and was sent to what appear to be the personal accounts of Tamura and Mooney, requests that a "message for Damita" be drafted.

A forwarded e-mail from that same day, from Oscherwitz to what appear to be personal e-mail accounts for Tamura, fellow 1021 staffer Gilda Valdez, and "Damita" includes a "Draft Message" with bulleted talking points, apparently for Davis-Howard to use as she "Collect[s] Signatures on Commitment Cards."

"Commitment cards" refers to pledges from union members to support certain delegates.

The e-mails go beyond merely aiding Davis-Howard and other Stern-backed candidates. They also include detailed strategy for opposing Rosselli and countering his message. A March 5 Salsa Team message includes an attached document with several talking points critical of the dissident leader. In the body of the e-mail, SEIU staffer Gilda Valdez advises Davis-Howard, Mooney, 1021 Chief of Staff Marion

Steeg, and others to "Memorize the points in talking to folks." Valdez goes on to say in the e-mail that she "will be calling ... about your assignments."

Reached for comment, Davis-Howard confirmed that the AOL e-mail account listed as "Damita" was hers. But she claimed no knowledge of the Salsa Team or the messages sent to her. "If you're saying those e-mails went to my home computer, who knows if I ever even got them?"

Davis-Howard bristled at the suggestion that the Salsa Team's activities violated union rules. "Are you trying to tell me that I can never campaign? Does it [Rule 18] say that I have to be neutral and uninvolved 24 hours a day?"

Calls to Mooney, Oscherwitz, Valdez, and Tamura were not returned. Through an SEIU spokesman, Mooney declined to comment.

A BAD AFTERTASTE

On April 4, three days after the Guardian first reported on the Salsa Team e-mails on our Web site, Sanchez and several other 1021 officials filed a formal complaint with the union's election committee. In the complaint, they accuse Davis-Howard and the other team members of violating Rules 10 and 18 of the union's election codes. Rule 10 forbids "the use of union and employer funds ... to support any candidate."

Local 1021 executive board member and Stern appointee Ed Kinchley authored part of the complaint. According to the text, which was obtained by the Guardian, Kinchley wrote, "While telling other staff that they may be fired for any intervention in this election, Ms. Davis-Howard and the others involved secretly did exactly what they told other staff they were forbidden from doing."

The complaint was signed by 16 Local 1021 officials, including numerous members of the local's executive board. It called on the election committee to remove Davis-Howard "from the elected Delegate list" and to bar Salsa Team members from attending the convention in June.

The issue also has landed in federal court, where UHW was expected to file against Stern and other SEIU officials, alleging interference in delegate elections.

More cynical sources both inside and outside SEIU told us they believe the Rosselli-Stern feud boils down to one thing: power — either holding onto or expanding it. But labor scholar and former Local 790 member Paul Johnston had a more nuanced perspective.

Johnston, who taught at Yale and, until recently, worked for the Monterey Bay Labor Council, told us he admired both leaders and the work each has done on behalf of the larger union. Calling the current strife "a huge can of worms," he added, "These are questions of principle and there are good ideas on both sides."

Stern's push to increase the union's bargaining and political clout through more consolidation, Johnston went on, "has some very positive aspects to it.... In the old days, many of these kind of mergers were done for purely political power. The mergers being conducted today [at Stern's direction] are primarily strategic, though. But there are some power issues that inevitably arise." On the other hand, he said, Rosselli's UHW, "is a dynamic organizing union that has [its] own issues."

This story originally ran April 9, 2008 in the San Francisco Bay Guardian and is reprinted with permission. See their Web site at www.sfbg.com.

CITIZENSHIP INFORMATION SESSIONS

What are Citizenship Information Sessions?

The naturalization process can be expensive, difficult and time-consuming. Eligibility requirements are also very complicated. In these Citizenship Information Sessions, program staff provides information on citizenship qualifications, application

procedures, and the time frame for obtaining citizenship status. Legal referrals are also available. The session also focuses on interview techniques and includes an opportunity to view U.S. Citizenship interviews on video.

Basic Citizenship requirements include:

- ✓ You have been a lawful permanent resident for at least 5 years.

OR, alternatively

- ✓ A lawful resident for at least 3 years, *and*
- ✓ You have been married to, *and*
- ✓ Living with the same U.S. Citizen for the last 3 years, *and*
- ✓ Your spouse has been a U.S. Citizen for the last 3 years.

You must also be:

- ✓ At least 18 years old.
- ✓ Able to read and write basic English.
- ✓ Able to demonstrate knowledge of basic U.S. history and government.
- ✓ Willing to take an oath of allegiance to the United States.
- ✓ Of good moral character

Date	Day	Class Title	Location*	Start Time	End Time
05/08/08	Thu*	Citizenship Info Session	SEIU UHW San Francisco Office	4:00 PM	7:00 PM

With advance notice, licensed childcare will be provided for Saturday or evening classes whenever possible. When registering, members needing childcare must indicate how many children and their ages.

Look for future session dates on our website www.seiu-uhw.org

TO REGISTER FOR CITIZENSHIP INFORMATION SESSIONS,
CALL THE EDUCATION HOTLINE:

1-866-336-8108 #5

Or you may register online at
www.SEIU-UHW.ORG under Education & Training

Save the date(s)!

Northern California UHW Picnic

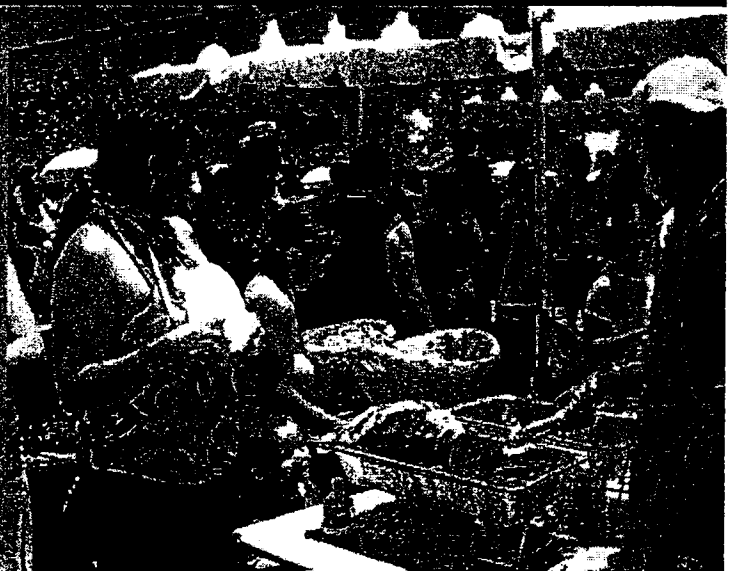
Saturday July 19

Little Hills Picnic Ramon, San Ramon

Southern California UHW Picnic

Saturday July 26

Frank Bonelli Regional Park, San Dimas



UHW Legislative Priorities 2008

STATE BUDGET

Governor Schwarzenegger's proposed budget for 2008-09 would decimate California's public schools and slash many important public services. To close a \$16 billion budget gap, he put forward a budget that would cut over \$4 billion from our public schools, close dozens of state parks, cut millions from health care programs and reduce public safety, fire prevention and higher education spending. The governor has proposed these draconian cuts without considering tax increases or loophole closures that would bring in new revenue to preserve these public services. We will lobby the Legislature this year to reject the governor's approach and develop a budget strategy that balances cuts with new revenues.

HOSPITAL

AB 13 (Brownley): Safe Staffing for Professional and Technical Workers - When California implemented the nation's first nurse-to-patient staffing ratios, many hospitals reduced costs by cutting professional and technical staff. AB 13 will require hospitals to plan how many professional and technical staff are needed to provide proper care and require the state Department of Public Health to enforce these plans.

SB 1151 (Perata): Hospital Lift Teams - Far too many workers are injured lifting or repositioning patients. This bill would require all hospitals to have a zero lift/safe patient handling policy to reduce back and musculo-skeletal injuries to workers.

AB 2715 (Levine) and SB 1688 (Ridley-Thomas): For-profit Hospital Level of Care - In recent years for-profit hospital owners have reduced services and closed hospitals with no accountability to patients, workers, or the communities they serve. These bills would prevent the owner of a for-profit hospital from reducing hospital expenditures by more than ten percent annually unless the state Department of Public Health finds that the cut would not adversely impact the level of care and services provided by the hospital.

SB 1058 (Alquist): Infection control - Far too many hospital patients and nursing home residents develop infections from pathogens to which they are exposed while they are in the facility. SB 1058 will require facilities to adopt more stringent procedures to reduce the incidence of facility-acquired infections and will require more public reporting of these infections.

SB 1734 (Kuehl): Hospital Level of Care - Real estate investment trusts (REITs) have bought a number of hospital properties in California in recent years. A REIT will own the land and buildings and lease the facility to a hospital company to operate the hospital. This separate ownership of the building makes it possible for a landlord-tenant dispute between the REIT and the hospital company to threaten the existence of the hospital if the REIT takes steps to close the facility. SB 1734 prohibits a REIT from changing a hospital's lease in a way that would reduce services or result in closure without approval by the state Department of Public Health.

HEMOCARE

Defeat Governor's Proposal to Reduce IHSS Hours: Once again Governor Schwarzenegger has put forward a proposal to cut the In-Home Supportive Services (IHSS) budget. This year he wants to reduce the number of monthly hours for a consumer's domestic services by 18 percent, or an average of seven hours a month. This cut would unfairly take hours away from consumers who need assistance with meal preparation and housekeeping and would reduce the hours worked for many homecare workers.

Homecare Legislation: This year we will sponsor bills to:

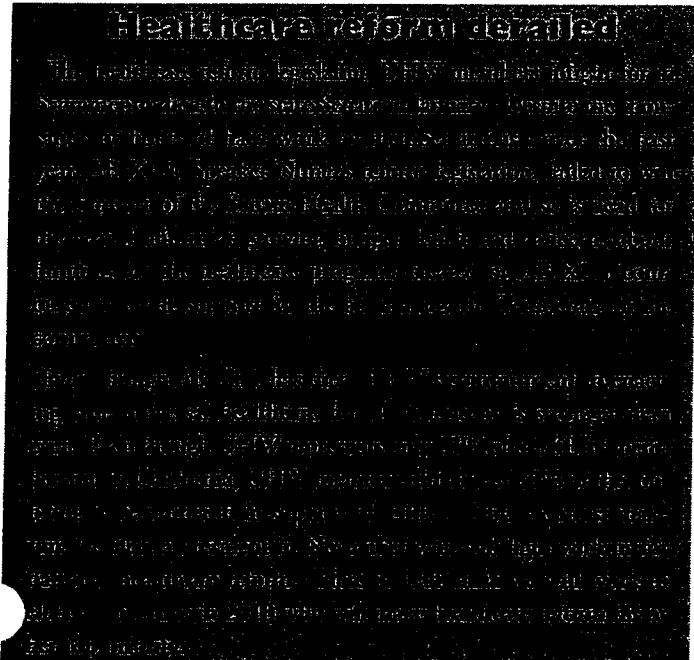
- Create pilot programs in five counties with more than 1,000 IHSS consumers that would give consumers a choice between using an independent provider or an agency provider that met adequate worker protection and consumer satisfaction standards;
- Provide consumers with better information about changes in their allotted hours of service; and

AB 2716 (Ma): Paid Sick Leave - If a worker cannot afford an unpaid day off, they may be forced to work when they are sick, increasing the likelihood of spreading illnesses to others. AB 2716 would give every worker in the state the right to paid sick leave from their job.

NURSING HOMES

Continue nursing home rate reform - re-authorize AB 1629 - In 2004, AB 1629 was passed to increase nursing home funding and improve the quality of resident care. We are working with the Legislature to reauthorize the legislation this year before it expires on July 31, 2009, so that we maintain a stable and reliable reimbursement system and need not reauthorize AB 1629 through the more difficult process of seeking urgency legislation next year.

Implement staffing ratio regulations - In 2007 the state Department of Public Health issued proposed regulations that would, for the first time, create mandatory ratios of direct caregivers to residents in nursing homes. UHW members testified at a state hearing in favor of improving and enforcing these regulations. We will work with the department and the Legislature to finalize these regulations and ensure that funding is budgeted to pay for the cost of implementation.



Making political connections

Over 50 candidates and elected officials attended the party thrown by United Healthcare Workers West during the California Democratic Convention in San Jose the weekend of March 28-30.

UHW President Sal Rosselli greeted Mark DeSaubnier, a candidate for Senate District 7, and Assemblymember Kevin de Leon.

Mariko Yamada, a candidate for Assembly District 8, is endorsed by UHW.



Doug Jones, a UHW member-leader from Eden Medical Center in Castro Valley, met 15th Assembly District candidate Joan Buchanan.

