

560 Thomas L. Berkley Way
 Oakland, CA 94612
UHW
 United Healthcare Workers
WEST

TO:
 Clark Cummings
 VENDOR
 309 M Street NW APT B
 Washington, DC, 20001



Keep It Together:
Uniting California
Healthcare Workers



July 2008





560 Thomas L. Berkley Way • Oakland, CA 94612 • 510-251-1250 • Fax 510-763-2680
5480 Ferguson Drive • Los Angeles, CA 90022 • 323-734-8399 • Fax 323-721-3538

July 8, 2008

Dear 2008 SEIU Convention Delegate:

2008 is a watershed year for healthcare workers in California. With over 100,000 hospital, Kaiser, nursing and homecare workers all at the bargaining table this year, there is a tremendous opportunity to make real gains for workers, patients, residents and consumers.

Breakthrough Settlement at Mariner Demonstrates Power of a Unified Healthcare Workers Union

Just today in fact, over 1000 caregivers employed by a national nursing home chain, Mariner, ratified a groundbreaking agreement that establishes the victories that are possible by caregivers being unified into a single healthcare workers union. The Mariner agreement is a model for caregivers that includes a number of first time achievements in a nursing home contract, including:

- a real voice for caregivers on staffing issues,
- job security,
- the right to organize a union without employer interference, and
- significant improvements in benefits with wages for the first time tied to Kaiser Permanente, the employer of choice in the hospital industry.

The Mariner settlement is a first gigantic step in winning one standard for healthcare workers in California regardless of whether they work in a hospital, a nursing home, or in a resident's home.

But These Gains Are Now Jeopardized by SEIU Leaders in Washington D.C.

Unfortunately, rather than support the powerful vision and success of UHW caregivers to unite all California caregivers into a single healthcare workers union, SEIU is proposing to divide caregivers in this state, for political rather than principled reasons. In almost every other state where SEIU represents healthcare workers, including New York, Massachusetts, Maryland, Minnesota, Ohio, Kentucky, West Virginia, Michigan, Florida, Pennsylvania, and most recently, Illinois, healthcare workers are united in a single healthcare union. But in California, SEIU is proposing to divide nursing and homecare workers from hospital and Kaiser members.

On July 14-15, SEIU will be convening a hearing to determine the jurisdiction of healthcare workers in California. UHW has proposed to unify, while SEIU has proposed to divide.

The consequences are enormous.

SEIU's Vision is the Continuation of Failed Models that Hold Back Caregivers and Harm Nursing Home Residents.

UHW's unified vision has resulted in breakthrough contracts in hospitals like Kaiser, Catholic Healthcare West, HCA, Tenet, and now in nursing home chains like Mariner. In contrast, SEIU, supported by Local 6434, is seeking to return to failed models that benefit for-profit nursing home

operators at the expense of caregivers and residents. In 2007, the SEIU-California Nursing Home Alliance fell apart after it became clear that the gains promised to caregivers and nursing home residents would never materialize. Specifically, even though the coalition of UHW, 6434 and SEIU helped to win nearly \$1 billion in new Medicaid funding for California's nursing homes, the operators boosted their profits without providing the kinds of staffing, wage and benefit improvements that would have produced higher quality care.

Rather than repudiate these sweetheart agreements, SEIU has embraced them. Not only do they give unfair economic advantage to nursing home operators, but they also trade away caregivers' rights to arbitrate grievances, to protest publicly against deficient care, and to advocate for public policy changes without employer approval.

A preliminary report by the July 14-15 Hearing Officer establishes his support for the Alliance model of organizing and the SEIU/6434 approach even before he has heard from a single caregiver.

Fortunately, There's a Better Way

Building on SEIU's success throughout the country and consistent with resolutions passed by the recently concluded SEIU Convention in Puerto Rico, UHW is proposing that ALL healthcare workers should be united in California. This plan is consistent with Resolution 206A passed at the SEIU Convention last month calling for the unification of long-term care workers in every state. That resolution was a mandate to unite—not divide. It just didn't go far enough. ALL healthcare workers should be united; nursing home and homecare workers should not be divided from hospital workers for political purposes.

UHW members know implicitly the power of being in a unified healthcare workers union, and we strongly oppose being torn apart from our co-workers. That's why we're planning a massive action at SEIU's hearing on July 14-15, and we'll be posting live updates from the proceedings on www.seiuvoice.org. We have also enclosed a DVD that offers a window into what these issues mean to California's caregivers—how much we gain by uniting workers and how much we stand to lose if we move backward toward a failed model.

We appreciate your support and welcome your thoughts and comments.

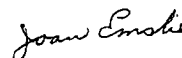
In Unity,



Sal Rosselli, President
United Healthcare Workers - West



Jorge Rodriguez, Executive Vice President
United Healthcare Workers - West



Joan Emslie, Secretary-Treasurer
United Healthcare Workers - West

Tony Aidukas, UHW Vice President
Desert Regional Medical Center

Roberto A. Alvarez, UHW Vice President
Kaiser Permanente - Bellflower

Sonia Askew, UHW Vice President
Kaiser Permanente - Oakland

John Borsos, UHW Vice President
United Healthcare Workers - West

Will Brennan, UHW Vice President
Olympia Medical Center

Mildred Brown, UHW Vice President
Home Supportive Services, Contra Costa

Rosie Byers, UHW Vice President
IHSS, San Francisco

Lynn Bussey, UHW Vice President
Cedars-Sinai Medical Center

Yolanda A. Chavez, UHW Vice President
Kaiser Permanente - Oakland

Leon Chow, UHW Vice President
United Healthcare Workers - West

Teresita Collado, UHW Vice President
Kaiser Permanente - Los Angeles

Ralph R. Cornejo, UHW Vice President
United Healthcare Workers - West

Nancy Evans, UHW Vice President
Willow Pass

Angela P. Glasper, UHW Vice President
Kaiser Permanente - Antioch/Martinez

Glenn Goldstein, UHW Vice President
United Healthcare Workers - West

Robert Hardebeck, UHW Vice President
Garden Grove Hospital

Robert Hernandez, UHW Vice President
Kaiser Permanente - Baldwin Park

Miguel Holguin, UHW Vice President
St. Bernardine Medical Center

Robyne L. Horn, UHW Vice President
Kaiser Permanente - Santa Clara

Gary Jackson, UHW Vice President
Dominican Hospital

Kimberly Jakab, UHW Vice President
Kaiser Permanente - Sacramento

Deborah Kirtman, UHW Vice President
Alta Bates Summit Medical Center

Paul Kumar, UHW Vice President
United Healthcare Workers - West

Laura Kurre, UHW Vice President
United Healthcare Workers - West

Barbara Lewis, UHW Vice President
United Healthcare Workers - West

Don Mariacher, UHW Vice President
Kaiser Permanente - Redwood City

Dan Martin, UHW Vice President
United Healthcare Workers - West

Pamela Martinez, UHW Vice President
United Healthcare Workers - West

Sharon Martinez, UHW Vice President
Mercy General Hospital

Shirley Nelson, UHW Vice President
Kaiser Permanente - Redwood City

Bebs Nonato, UHW Vice President
Kaiser Permanente - Los Angeles

Debrah Ortega, UHW Vice President
Kaiser Permanente - Orchard

Abby Reeve, UHW Vice President
West Hills Hospital and Medical Center

Anne Stepp Regacho, UHW Vice President
Kaiser Permanente - Stockton

Michael Rivera, UHW Vice President
Encino-Tarzana Regional Medical Center

Rachel Rodriguez, UHW Vice President
United Healthcare Workers - West

Daniel Romo, UHW Vice President
Kaiser Permanente - Woodland Hills

Maria Samuel, UHW Vice President
Golden Gate

Fred Seavey, UHW Vice President
United Healthcare Workers - West

Lynn St. Clair, UHW Vice President
Kaiser Permanente - Santa Rosa

Wanda H. Talton, UHW Vice President
Pacifica Hospital of the Valley

Jay Valencia, UHW Vice President
United Healthcare Workers - West

Sally Vetsch

Sally Vetsch, UHW Vice President
Mercy Medical Center of Redding

Caroline Wandrick

Caroline Wandrick, UHW Vice President
Sutter Solano Medical Center

Brenda Washington

Brenda Washington, UHW Vice President
Grove Street Care Center

Lori Whyman

Lori Whyman, UHW Vice President
Kaiser Permanente – Tustin-Santa Ana

George Wong Jr.

George Wong Jr., UHW Vice President
Kaiser Permanente – San Francisco

Mickiela Yagen

Mickiela Yagen, UHW Vice President
IHSS. Yolo

Helen York-Jones

Helen York-Jones, UHW Vice President
California Pacific Medical Center

