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Tyrone Freeman, President  
 SEIU ULTCW  
 2515 Beverly Blvd.  
 Los Angeles, CA 90057

Brother Freeman,

We are the elected long term care members of the Executive Board of SEIU United Healthcare Workers – West.

We are writing to correct the false accusations in your letter of March 5 and your e-mail of March 6, which are the latest steps in SEIU's escalating effort to collude with nursing home owners against the interests of California nursing home workers and residents.

More than 7,000 UHW members in 101 nursing homes are bargaining contracts in 2008 and we are determined to field an historic campaign that uses all of our power to win major improvements in conditions for nursing home workers and the residents we serve.

We have no intention of allowing your crude and disgraceful defamation of our leadership to derail plans for a campaign that many of us have been working for decades to bring to fruition. Neither do we have any intention to allow your reprehensible acts to divert attention from your efforts, in concert with our International Union and our employers, to silence our voices and force us out of our union, UHW, against our will.

Here are the facts:

- You have repeatedly refused to participate in developing a coordinated bargaining plan for the dozens of facilities operated by national and regional chains where both UHW and your local represent nursing home workers.
- Hundreds of UHW's rank-and-file nursing home members have met multiple times to develop an aggressive approach to negotiations to ensure that operators are held accountable for using their massively expanded reimbursements under AB 1629 to improve conditions for residents and workers.
- The only meetings that have taken place with employers took place with the full knowledge of UHW's rank-and-file leadership group and were designed to explore how we might proceed with bargaining if you continued your refusal to develop a common approach with us.

[www.seiu-uhw.org](http://www.seiu-uhw.org)

Sid Russell, *President*

Irive Rodriguez, *Executive Vice President*

Joan Emslie, *Secretary-Treasurer*

- The so-called "secret" document to which you make reference is nothing more than a letter making clear that UHW would not claim that the various employers meeting with us were acting formally as a multi-employer group for purposes of collective bargaining.
- SEIU's plan, which you are executing, is to shut down UHW's assertive contract campaign and force us against our will into a new, statewide long term care local that will take a more compliant stance toward the nursing home industry at the expense of nursing home residents and workers.

We won't let that happen, and we are fully prepared to defend our union against the increasingly harsh attacks we know you will level at us in the days ahead.

In order to most effectively represent our members' interests, we are currently conducting a secret ballot vote on the question of whether we prefer to remain in UHW or to be members of a union composed solely of long term care workers. This vote has been overseen by independent monitors to ensure its integrity.

Now, employers in 45 nursing homes – homes that belong to national and regional chains with whom you are seeking to renew top-down sweetheart deals – have begun interfering with our vote, with your help and cooperation. These employers have gone so far as to hire security guards and call the police to try to stop us from making our voices heard.

Not satisfied with marshalling the power of our employers to silence us, you yesterday had your attorney seek to intimidate the independent monitors who are overseeing our election. The chief monitor was also approached directly by Josie Mooney, Special Assistant to Andy Stern, who pressured him to resign.


As if these outrages were not enough, it appears you and our International Union have launched a dirty tricks campaign of deceptive communications directly urging our homecare and nursing home members to vote "No." Rather than having the courage and the decency to argue for your position straightforwardly, your campaign has featured automated and live calls that do not disclose their source and communicate a caller ID number that makes it appear that they are coming from UHW's union headquarters.

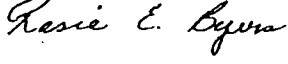
Your efforts to silence our voices will fail. We've worked too long and sacrificed too much to allow you and other International Union leaders to sit behind your desks and make decisions about our lives. These are OUR lives. We know that only by staying united in UHW will we have the power to win, and we will do what's necessary to make ourselves heard.

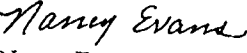
We will do everything in our power to improve the quality of care for nursing home residents and homecare consumers, to improve the jobs of nursing home and homecare workers, and to expose your dirty secret of colluding with nursing home employers against us.


In unity, with determination,

  
Claudia Arevalo


  
Eloise Reese-Burns

  
Rosie E. Byers


  
Nancy Evans

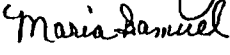
  
Xiao Jiang Lai

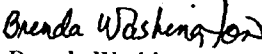
  
Li Bao Pan

  
Raisa Polonskaya

  
Ella Raiford

  
Tena Robinson

  
Maria Samuel

  
Brenda Washington

Cc: Andy Stern  
Gerry Hudson  
International Executive Board  
SEIU UHW West Executive Board  
SEIU ULTCW Executive Board

