

Here is the info - Yahoo! Mail



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UHW Ex 209

Et. 209

Here is the info

Monday, March 24, 2008 8:07 PM

From: "Amado David" <amado.david@seiu.org>

To: "Raymond Cano" <bellatoti@yahoo.com>

Stern letter to UHW-3-24-08.pdf (548KB),
chp_ohio_backdoordeal_030508[1][4].pdf (787KB)

See you tomm



March 24, 2008

Sal Rosselli
President, UHW-W
SEIU Vice President
SEIU Local 2005 UHW- W
560 Thomas L. Berkley
Oakland, CA 94612-1602

**Re: Inquiry regarding Membership Concerns and related
Constitutional Obligations**

ANDREW L. STERN
International President

ANNA BURGER
International Secretary-Treasurer

MARY KAY HENRY
Executive Vice President

GERRY HUDSON
Executive Vice President

ELISEO MEDINA
Executive Vice President

TOM WOODRUFF
Executive Vice President

Dear Brother Rosselli:

Recently a number of serious concerns have been raised with SEIU involving allegations against you and UHW-W pertaining to:

- a) breaches of fiduciary duty and your obligations as both an international and local union officer;
- b) interference with collective bargaining rights and job security of SEIU members;
- c) practices of financial irregularities at the local level; and
- d) unethical conduct and circumvention of internal union democratic procedures.

I am writing to notify you of these allegations and to give you the opportunity to provide documents by March 28, 2008 that address certain of these issues and to respond to me in writing no later than April 4, 2008 on other matters.

These allegations are as follows:

1. Creation of a shadow entity and transfer of local union treasury money to circumvent internal union governance obligations

It is alleged that beginning as early as the fall 2007, in clear violation of your fiduciary duties, you executed a plan to transfer significant local union treasury funds to an outside entity to evade the ongoing oversight and expenditure approvals of the UHW-W local executive board/membership as well as to circumvent other internal union governance requirements of the UHW-W and SEIU constitutions and bylaws.

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC


1800 Massachusetts Ave NW
Washington DC 20036

202.730.7000
TDD: 202.730.7481

www.SEIU.org

It is alleged that you conducted a vote of the local union executive board in Fall 2007 to transfer this money outside the local union to enable possibly you or a select group of individuals to run an independent operation to subvert local union auditing functions, membership oversight, leadership decision-making or future governance actions, such as a purported threat of a trusteeship order, that might be taken under the SEIU constitutional process to safeguard the members' interests. It is alleged this arrangement also was designed to thwart U.S. Department of Labor oversight and federal labor law restrictions on the nature, appropriateness and extent of certain future expenditures.

2. Undermining Collective Bargaining Representation at 5 Major California Nursing Home Chains

It is alleged that you conducted secret talks with five (5) California nursing home employers covered by master agreements that are jointly represented by ULTCWU. It is also alleged that you sent reopener notices to these same employers. All such actions were taken without first obtaining the express consent of ULTCWU in breach of your obligation as a joint union representative and in flagrant disregard for the rights of these nursing home members who had voted to be part of a master agreement with joint representation within those bargaining units. (Copies of the UHW-W documents at issue are attached.) Further, when your actions were uncovered and you took certain steps to purportedly correct your actions, it is alleged that UHW-W nevertheless continues to refuse to transmit to ULTCWU the documents that UHW-W exchanged with this employer group during the secret talks. 

3. Phony Ballot Scheme

It is alleged that you conducted a deceptive and phony mail ballot so-called "election" among long term care members of UHW-W to deliberately mislead and scare these members about their job security and internal union rights. You provided no specific information about the other union of long term care workers on the ballot. The alleged phony ballot scheme included:

- The use of a phony so-called "Official Ballot" and outside mailing company operating under the name of "Mediation and Conciliation Services," designed to portray the election as if it were an official procedure of a state agency, whose outcome could affect SEIU members' union status and rights. (The ballot/envelope is attached, along with a letter of the official state mediation and conciliation services.)

- The design of ballot questions that presented false and misleading choices for the members, suggesting that they may be asked to leave SEIU and give up their rights to belong to the largest healthcare union in the nation.
- Deliberate effort to mislead members about the status of the constitutionally prescribed jurisdictional process for determining long term care jurisdiction in California, in accordance with the New Strength Unity Plan adopted by the members' delegates at the 2000 SEIU Convention and reaffirmed at the 2004 SEIU Convention - thereby subverting the constitutional democratic process.

4. Collusion with California Nurses Association

It is alleged that you met in San Diego with Rose Ann DeMoro, Executive Director of the California Nurses Association, at the AFL-CIO Executive Council meeting/receptions in early March to coordinate anti-SEIU activities and to discuss an alternative union outside the SEIU. At the very same time you were having these meetings, CNA was pursuing the following attack on SEIU members and supporters:

- trying to decertify SEIU at three Catholic Healthcare West hospitals in Las Vegas, Nevada;
- launching an aggressive "vote no" campaign to sabotage the organizing campaign for 8000 healthcare workers at Catholic Healthcare Partners who were scheduled to vote on joining the SEIU in Ohio. (Earlier UHW-W representatives had called the SEIU Healthcare Organizing Director to press for details about the CHP organizing agreement.); and
- issuing a press release during the CHP "vote no" campaign at CHP hospitals that referenced a link to a public website co-sponsored by leaders of your local that contains anti-SEIU propaganda.

It is alleged that despite CNA's attack on workers' rights to organize into SEIU, you plan to continue to meet and participate with Rose Ann DeMoro in public appearances, such as the upcoming Labor Notes Conference in Detroit in April.

5. Developing a secret plan to destabilize and decertify bargaining units within SEIU in breach of your fiduciary duties as an SEIU officer

It is alleged that you have set about on a secret course of actions to possibly decertify bargaining units represented by SEIU UHW-W and form an independent union in an alliance with CNA or the AFL-CIO.

It is further alleged that you have told local union staff that you have financed an alternative plan, using local union resources, to allow you to operate outside the local

union if you should be removed from office through legal actions taken in compliance with the SEIU constitutional process and the LMRDA.

Finally, it is alleged that you have attempted to sabotage the Union's policies and programs by deliberately misinforming members that their right to ratify their collective bargaining agreement is being taken away by the International Union. This message was related in numerous phone calls to International Officers allegedly arranged by UHW-W and in other settings. You were asked to correct this misrepresentation, pointing out that a member's right to approve his/her contract is guaranteed in the SEIU Constitution's Member Bill of Rights and Responsibilities. It is alleged that you have taken no steps to correct this misinformation campaign.

6. Chilling Membership Free Speech Rights

It is alleged that you are implementing a range of heavy-handed tactics that have the impact of chilling members' constitutional and federal rights to free speech. It is alleged that you are removing Kaiser stewards from their steward positions if they do not agree with your current convention platform. It is alleged you have created a so-called ethics committee to threaten or carry out a purge of members who disagree with your viewpoint. It is alleged that your local union staff members are being told they cannot keep written notes of staff meetings and that you have instituted lock-downs of local union offices.

7. Collusion to Undermine SEIU Affiliation Talks for Teachers in Puerto Rico

It is alleged that you have reported that you have been in contact with the Puerto Rican rival union that is attempting to undermine affiliation talks between SEIU and Asociacion de Maestros de Puerto Rico (AMPR) and its bargaining arm. Puerto Rican leaders of SEIU have discussed this affiliation with their members, and they support the affiliation of these school workers with SEIU. This alleged activity would undermine both SEIU's Public Division decisions and the decisions of the SEIU leaders in Puerto Rico.

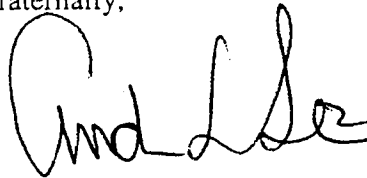
For the time period of September 1, 2007 to date, please provide copies of all minutes of meetings of the UHW-W local union executive board (including any action taken during executive sessions) and copies of all financial records showing the transfer of money in excess of \$10,000 from the local union during this period. This documentation should be provided to my office no later than close of business March 27, 2008.

Sal Rosselli
March 24, 2008
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In addition, please respond in writing to me in detail on the allegations described above by close of business, April 4, 2008.

I have asked Bob Weinberg of Bredhoff & Kaiser, SEIU's outside special counsel, to speak with your local union counsel about the importance of these matters and to assist in obtaining a prompt and thorough response.

Fraternally,

A handwritten signature in black ink, appearing to read "Andrew L. Stern". The signature is fluid and cursive, with a large initial "A" and "S".

Andrew L. Stern
International President, SEIU

cc: UHW-W Local Executive Board

Establishment of a Coordinated Group For "Off - The -Record" Meetings With SEIU - UHW

Subject to the following terms and conditions, the undersigned Employers propose to meet with SEIU United Healthcare Workers West on a "coordinated basis" solely to ascertain whether agreement on economic issues can be reached with respect to the Employers' expiring June 15, 2008, collective bargaining agreements:

1. All such meetings and discussions, whether jointly or individually, shall be considered by all parties to be "off-the-record". Except where the terms of this agreement are sought to be enforced, absent the written consent of all parties hereto, no party shall disclose either the existence of such discussions, or the contents thereof, to any individual or organization that is not party to the meetings or discussions nor shall such information be disclosed to the media, the National Labor Relations Board or any other governmental agency, any mediator or arbitrator, or any court of law or equity. In the event that any party is compelled to testify under threat of judicial contempt, that party shall provide notice to all other parties sufficiently in advance of any such testimony to allow proper objection to be made. No party shall rely upon the existence of these discussions or anything said during such meetings or discussions to support any unfair labor practice charge, any arbitration claim, or any judicial or other governmental/administrative complaint.
2. Any meeting or discussion held pursuant to this agreement shall not be deemed to constitute bargaining as required under the Labor Management Relations Act, as amended, and it is expressly agreed and understood that the undersigned Employers are not establishing or creating a multi-employer bargaining group or unit nor are they agreeing to bargain, at a future date, on a multi-employer or a coordinated bargaining basis.
3. It is understood that these "off-the-record" meetings are exploratory in nature for the purpose of ascertaining whether the parties can reach advance agreement on economic terms for renewal of their ongoing collective bargaining agreements. The parties agreed to limit these discussions and their respective proposals to economic issues common to all Employers.
4. Neither the establishment of this coordinated Employer group nor the Employers' or Union's consent to these "off-the-record" meetings is intended to modify, merge, or otherwise change any bargaining unit that presently exists under any collective bargaining agreement. The parties are meeting in this manner purely for administrative convenience and do not intend that their conduct be construed as having any legal effect on any existing bargaining unit. Any change in bargaining units, whether among employers or within a single employer, must be expressly agreed to in writing to be valid and effective. Any and all bargaining units that existed prior to the establishment of this group shall remain in existence.
5. For administrative convenience, the Employers have agreed to retain Scott Carlson to act as their counsel and principal spokesperson in their discussions with SEIU-UHW. It is understood that the spokesperson shall not be empowered to bind any Employer or group of Employers to any specific proposal or agreement. Any and all such agreements must be reached

with the individual Employer as evidenced by a signed agreement executed by the individual Employer affected thereby.

6. It is agreed and understood that any agreement reached by SEIU-UHW shall be considered a tentative agreement subject to the ratification by the affected employees pursuant to SEIU-UHW's own internal rules and procedures.

7. Each Employer reserves, in its sole and absolute discretion, the right to make, accept, or withdraw any proposal.

8. No Employer shall be bound by any proposal made or accepted by any other Employer or group of Employers, and no Employer shall be bound by any final agreement reached by any other Employer or any other group of Employers.

9. Each Employer shall participate in any group sessions held with SEIU-UHW. As long as the Employer remains a member of the coordinated group, the Employer agrees that in the event that it makes or receives a proposal outside of any group session, said Employer shall promptly notify all of other Employers of the sum and substance of the proposal made or received.

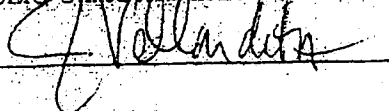
10. By simply notifying each of the undersigned Employers and SEIU-UHW, any Employer may at any time, in its sole and absolute discretion, withdraw from the coordinated group and cease to participate in any further meetings. The withdrawn Employer shall have no further participation obligations under this agreement except that any withdrawing Employer shall remain bound by the confidentiality provisions of Paragraph 1, hereinabove.

11. At any time either the Employers or the SEIU-UHW may, in their absolute and sole discretion, terminate this agreement and end the "off-the-record" discussions by notifying the other party that they wish to discontinue meeting on an "off-the-record" basis.

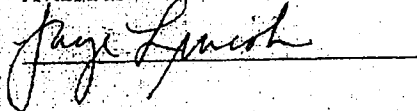
12. This document may be signed in duplicate originals.

Date: January 21, 2008

SEIU United Healthcare Workers West



Avalon Health Care



Covenant Care

William Mc

Country Villa Health Services

[Signature]

Evergreen

Mark Puhaster

Foresight Management Services

[Signature]

Golden Living Centers

Beri Durado

Horizon West Healthcare

[Signature]

Kindred Healthcare

[Signature]

Mariner Health Care

[Signature]

SavaSeniorCare

[Signature]

Sun Healthcare

[Signature]

March 10, 2008

Debbie Nix
Covenant Care
27071 Aliso Creek Road, Suite 100
Aliso Viejo, CA 92656

RE: Notice to Open Contracts

Dear:

UHW hereby gives notice, pursuant to appropriate Article referencing "Term of Agreement" and/or "Term of Agreement and Reopener", that it is re-opening the October 30, 2006- June 15, 2008 collective bargaining agreement to make modifications, amendments, and deletions. Where ULTCWU is part of a contract with the facilities listed below, UHW hopes and expects that the ULTCWU will join in this request, since UHW hopes and expects to bargain jointly with the ULTCWU for all employees covered by this contract. UHW has urged ULTCWU to join in this joint bargaining, and UHW is hopeful that ULTCWU will send a timely notice confirming its intent to join together with UHW and once again bargain together on behalf of all your workers represented by both Local Unions.

However, ULTCWU has to date not joined in this effort to engage in joint bargaining again this year. Therefore, out an excess of caution, UHW serves this notice that if ULTCWU does NOT send a timely re-opener notice joining in this re-opener notice, UHW, effective midnight, March 14, 2008, withdraws from the multi-union bargaining group and gives notice that as of that time it demands to meet and bargain concerning the employees in facilities heretofore represented by UHW:

1. Emerald Gardens Nursing Center, 6821 24th St Sacramento, CA. 95822
2. Grant Cuesta Nursing & Rehab Center, 1949 Grant Rd, Mountain View, CA, 94040
3. Palo Alto Nursing Center, 911 Bryant St, Palo Alto, CA 94301
4. Willow Tree Convalescent Hospital, 2124 57th Avenue, Oakland, CA. 94621
5. Gilroy Healthcare Center, 8170 Murray Ave, Gilroy, Ca. 95020

If you have any questions, please do not hesitate to contact me at 510-587-4558.

Respectfully,

John Vellardita, Director
Convalescent Division

cc: ULTCWU

Official Secret Ballot for In-Home Supportive Services
SEIU UHW West Members
February/March 2008

Voto Oficial Secreto para los Trabajadores de In-Home Supportive Services
Añilados a la SEIU UHW West
Febrero/Marzo de 2008

家護支援服務正式不記名選票
SEIU UHW West會員
2008年二月/三月

Opisyal Na Sikretong Balota Para Sa In-Home Supportive Services
Sa mga Kasapi ng SEIU UHW West
Pebrero/Marso 2008

Daim Stawv Pov Npav rau In-Home Supportive Services
SEIU UHW West Mej Zoej
Ob Hii Ntuj: Peb Hii Ntuj

Официальный Избирательный Бюллетень для Тайного Голосования
Членов Отделения Работников по Уходу на дому профсоюза SEIU UHW West
Февраль/ Март 2008г. (February/March 2008)

I VOTE

(Circle or check your choice):

- Yes, for UHW, I vote to stay united with hospital, Kaiser, nursing home and homecare workers.
- No, I think it is okay to be transferred into a union of only long term care workers.

11-4 PM

YO VOTO

(Marque la casilla de su elección o rodeela con un círculo):

- Si a la UHW; voto para mantenernos unidos con los trabajadores de hospitales, de Kaiser, de las casas de convalecencia y de cuidado a domicilio.
- No, creo que está bien que seamos transferidos a un sindicato que sólo incluya a trabajadores de cuidados a largo plazo.

我投票

(圈選或勾選你的選擇)：

- 是的，支持UHW，我投票留在與醫院、凱薩、療養院、和家護工人團結在一起的工會。
- 不，我認為轉入一個只屬長期護理員工的工會是無問題的。

BOTO KO

(Markahan ang iyong pasiya)

- Oo, para UHW; Ang boto ko ay manatiling nagkakisa ang hospital, Kaiser, nursing home at homecare na mangagawa.
- Hindi. Sumasangayon ako na iipat tayo sa union na para lamang sa maggawa ng long term care

KUV POV NPAV

(Khij tsh qho swb)

- Yes tau rau UHW, kuv koom tes nrog rau tes: kho mob, Kaiser, sev laws, thiab tsev tu cov mob pem tsev
- No, tsia tau. kuv xaly tias tsis muaj teeb meem koom arog rau pawg qab teb union.

Я ГОЛОСУЮ

(Обведите кружком или отметьте галочку Ваш выбор: Circle or check your choice)

- Да, за профсоюз UHW (Yes for UHW); я голосую за то, чтобы остаться объединенными с работниками больницы, объединения Kaiser (Kaiser), домов престарелых и инвалидов и работниками по уходу на дому (I vote to stay united with hospital, Kaiser, nursing home and homecare workers).
- Нет, я думаю, что это правильно быть переведенными в профсоюз членов которого работают только работники служб длительного ухода (No, I think it is okay to be transferred into a union of only long term care workers).

(Note: This is a secret ballot, so please do not mark your name anywhere on the page).

(Nota: Este es un voto secreto, así que por favor no escriba su nombre en ningún espacio de la página).

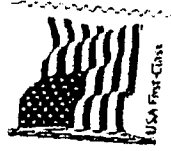
(注意：這是一份不記名的選票，所以請不要在紙上任何地方寫上你的姓名)。

(Pag-ukulan ng pansin: Ito ay sikretong balota, na kinasap na huwag isulat o lagdaan ang iyong pangalan saan man dito sa pahina. Ilihim ang iyong pangalan)

(Не забывайте: Это избирательный бюллетень для тайного голосования, поэтому не отмечайте свое имя нигде на этой странице)

(Примечание: Это Избирательный Бюллетень для Тайного Голосования, поэтому, пожалуйста, не отмечайте свое имя нигде на этой странице)





13-433

Mediation and Conciliation Services
8863 Greenback Lane
Box 305
Orangevale, CA 95662

HOME CARE

STATE OF CALIFORNIA

DEPARTMENT OF INDUSTRIAL RELATIONS

State Mediation and Conciliation Service
1515 Clay St., Suite 2206
Oakland, CA 94612
Tel: (510) 873-6465 Fax: (510) 873-6475

Arnold Schwarzenegger, Governor



Elizabeth Garfield
Holguin, Garfield & Martinez
800 West Sixth Street, Suite 950
Los Angeles, CA 90017

March 7, 2008

Dear Ms. Garfield:

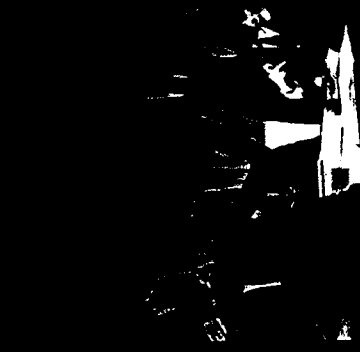
I am in receipt of your letter dated March 4, 2008 concerning an internal election currently being conducted by SEIU United Healthcare Workers - West. The individuals conducting the election are retired state mediators working on their own under the name "Mediation and Conciliation Services". They are not being compensated by the State of California for this work, nor are they working under my supervision.

I hope this clears up the matter. Thank you.

A handwritten signature in black ink that reads "Paul D. Roose".

Paul D. Roose
Supervisor

Catholic Healthcare Partners' Back Room Deal with SEIU To Deny RNs a Choice



What you should know
before you vote March 12-14

CHP's Scheme to Force You into the Service Employees Union: Democracy or Dictatorship?

CHP has adopted a strategy to silence RNs and deny you a democratic choice. CHP has signed an illegal back room deal with the Service Employees Union (SEIU) intended to force RNs into this non-RN union.

The elections scheduled for March 12-14 will not give you a choice of a professional nurses union. The largest professional nurses union in the country, the National Nurses Organizing Committee (NNOC) Ohio, AFL-CIO is not on the ballot.

The only union CHP is letting you vote for is the union hand-picked by Catholic Healthcare Partners, the non-RN Service Employees Union.

Millions of Ohioans had a choice of Presidential candidates to vote for on March 4.

Why shouldn't Ohio RNs have a choice of which union you want to represent you?

VOTE "NO" SO YOU CAN HAVE A CHOICE.



BUSINESS REPLY MAIL
FIRST CLASS MAIL PERMIT NO. 390 OAKLAND, CA

POSTAGE WILL BE PAID BY ADDRESSEE

CNA/National Nurses Organizing Committee
2000 Franklin Street
Oakland, CA 94612-9909

NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



NATIONAL NURSES ORGANIZING COMMITTEE
National Nurses Organizing Committee
850 West Jackson, Suite 750
Chicago, IL 60607

CHP RNs do not deserve a REAL choice. CHP RNs deserve to decide for yourselves what union you want to represent you, not have your union hand-picked by your employer. Why should the hospital choose YOUR union?

CHP RNs deserve to be part of a professional RN union, not a Service Employees Union. The NNOC is the largest professional nurses union in the country, with 80,000 RNs in 50 states including Ohio, with RN control in that state. The highest RN salaries and best staffing protections in the nation. NNOC won the nation's first RN labor union sale staffing ratios in California.

Vote "NO" so you can have a choice.

- ◆ Because there will not be a choice on the ballot March 12-14, RNs should vote "NO" to protect your right to choose a professional nurses union like the NNOC Ohio.
- ◆ Vote "NO" to a union picked by management, not RNs.
- ◆ Vote "NO" to a sleazy, back room deal.
- ◆ Vote "NO" to an interior union contract that sells out RNs.

Facts you should know before you vote

#1. CHP's back room deal with SEIU will benefit CHP, not RNs.

- CHP gets a "sweetheart" union that will NOT focus on issues important to Registered Nurses. CHP gets increased profits and inferior RN contracts. SEIU's back room deals result in contracts that are among the worst in the nation.
- SEIU will not oppose CHP's plans to replace RNs with LPNs and to implement other cost-cutting measures which compromise patient safety. In these "sweetheart" deals, SEIU usually fails to represent their members at all. Google "SEIU no democracy" for more.
- CHP RNs will never be represented by a professional nurses union like the National Nurses Organizing Committee (NNOC) Ohio, which has the best RN contracts in the nation and has won the historic RN-to-patient safe staffing ratios in California.
- Having SEIU representing CHP nurses in Ohio means CHP will never have safe staffing ratios in their hospitals.
- Look at the joint CHP/SEIU mailing. SEIU makes no commitment to improving staffing and patient care. Why? Because the SEIU RN contract will not provide improvements in these critical areas.

#2. Less than 2% of SEIU's members are Registered Nurses. SEIU is not a professional nurses union.

The vast majority of SEIU's members are in property services (janitors and security guards), public services (city, county and state employees), and healthcare (nursing homes, hospitals, home care and child care). In the acute care hospitals represented by Service Employees, the overwhelming majority of SEIU's members are not RNs, but rather house-keeping, dietary, and other service staff. In Ohio, 98% of SEIU members are non-RNs.

#3. SEIU is not in the Ohio State Labor Federation, AFL-CIO.

The Service Employees left the AFL-CIO so they could pursue their corporate partnerships with employers like Wal-Mart and nursing home operators at the expense of their members. The AFL-CIO serves as the umbrella organization for professional nurses unions like NNOC-Ohio.

#4. Ohio RNs want safe staffing ratios.

- NNOC fought and won the first-in-the-nation RN-to-patient safe staffing ratios in California.
- SEIU opposed safe staffing ratios in California, then fought unsuccessfully to have LPNs included in the ratios count.
- NNOC is fighting for safe staffing ratios in Ohio and many other states.
- Ohio nurses will never achieve safe RN-to-patient ratios with SEIU representing Ohio nurses.

Phone us at 1-800-287-5021

Email us at info@OhioRNsforsDemocracy.org



www.OhioRNsforsDemocracy.org

"When nurses and patients fought for safe staffing ratios in California, SEIU joined with the state's hospital association to lobby against the ratios. SEIU later tried to water down the safe staffing ratios by having LPNs included in the count."

Deborah Burger, RN
Member of the Council of Presidents
of the National Nurses Organizing Committee/
California Nurses Association.

"Ohio nurses want to be part of a professional nurses organization, not SEIU. Ohio nurses and patients desperately need safe staffing ratios in each of our hospitals, something that would never happen with SEIU."

Terry Gallagher, RN
EMH Regional Medical Center, Elyria, Ohio
NNOC Ohio member

Urgent! Respond immediately to help stop CHP's back room deal with SEIU.

- Yes.** I want the National Nurses Organizing Committee-Ohio, the most powerful voice for RNs in the country, to represent me in collective bargaining, in Columbus and Washington DC, and in the courtroom.
- No.** I do not want SEIU to represent me. I am a REGISTERED NURSE.

Name (print) _____
Address _____
City/State/Zip _____
Home phone (____) _____
Cell phone (____) _____
Email _____
Current Facility _____
Job title _____ Date signed _____
Signature _____

EN 1308

FOR MORE INFORMATION ON HOW YOU CAN STOP SEIU IN OHIO, CONTACT THE NATIONAL NURSES ORGANIZING COMMITTEE-OHIO TODAY.

For more information on how you can stop SEIU in Ohio, contact the National Nurses Organizing Committee-Ohio today.

Phone us at 1-800-287-5021

Email us at
info@OhioRNsforsDemocracy.org
and visit www.OhioRNsforsDemocracy.org