

Compilation of Letters
Cited in UHW's Post-Hearing Brief
that Were Previously Submitted to
the Hearing Officer by UHW Members
and Provided to Counsel for the
International President

Dear Secretary Marshall,

I am writing you today as a member of UHW-West, and to express to you my concerns regarding what is currently happening regarding the trusteeship hearing that SEIU has forced upon us. I am a member services representative with Kaiser Permanente, working in the healthcare industry for nearly four years now. A major factor that has enabled my success in working in healthcare has been my membership in my union, UHW-West.

UHW-West is intent on ensuring that the healthcare industry, its workers, members and the public in general are represented in a fair and caring manner. Our elected leaders have proven that they are more than capable of taking UHW-West in the right direction, evidenced by our many accomplishments and efforts to ensure members rights and involvement, as well as focusing on ensuring quality healthcare for all involved.

It is imperative that UHW-West remain a member driven, grass-roots up organization. Leaders of SEIU such as Andy Stern and Anna Burger do not believe in or respect member opinions. UHW-West members have expressed in multitudes that we believe in, trust and endorse our current elected

Leadership at UHW-West. Andy Stern and Anna Burger want to take the voice of UHW-West members because they feel that they can do better, or at least appoint people who they feel might better lead UHW-West. If their history of appointments is any indication as to who they feel are better people to run local unions, such as Tyrone Freeman, Rickman Jackson and Annela Graveda, then we want no part of it.

UHW-West is free from corruption and does not receive orders from the top down. UHW-West members are confident in the leadership of those we have elected and feel that there is no need for UHW-West to be put into trusteeship. Please hear our voice and know that we are satisfied with our leaders, our accomplishments and the ability to express our concerns and have our voices heard when we feel that things are going astray. Please keep UHW-West as it is, free of trusteeship and member-run.

With Respect,

Dan Andersson

UHW-West Shop steward

Kaiser Permanente Member

Services Representative

DEAR RAY MARSHALL;

November 6, 2008

I had the opportunity to listen to the hearing event this past weekend. I am a union steward for Kaiser Workers Comp Lien Hub. I appreciated your cordial and diplomatic handling of the event. It was my experience that clear reporting requirements are not specified between SEIU and UHW. I know it is common for non-profits to establish SOLC3 to allow matching funds and both growth and flexibility opportunities which organizational budgets may not permit. Typically there are reporting requirements specified in the establishment of the SOLC3. I am a new Union steward and was immediately knowledgeable of this fund and its purpose... member education and matching fund opportunities.

Please post hearing. We at UHW do not want to go into a Trusteeship because SEIU practices appointed leadership, not elections. Negotiates contracts without members present, has appointed leaders who are not facing legal actions for misappropriation of funds and has negotiated less favorable contracts than we have been able to achieve with UHW.

I would have to encourage my colleagues to try to get out of the Union should a trusteeship occur.

Best regards

MARVIN Andrews, Litigated Collector
Union Steward For Lien Hub
11... ..

10-11-08

DEAR MR. RAY MARSHALL,

My name is Joe Black, I'm a UHW member at Cedars-Sinai Hospital located in L.A. California. I've worked at this hospital for eight years, and have worked as a Logistics Tech. in the Imaging dept. most of that time.

Now we are in a situation where others want to make decisions for us, I don't not want. We pay dues, we know our leaders, we know what we need and want for ourselves. The reason I'm writing this letter is because we are not children we are members of a Union that elect the leaders we trust. They work for us, know us. There is no need for full trusteeship, we can handle our own affairs.

So, I'm really upset and hurt about what is going on here by Mr. Stern and her team. We are a free people let us stay that way, please.

Thank You
Joe Black

----- Original Message -----

From: Teresita Collado <smartgrandma@yahoo.com>

To: John Borsos

Sent: Tue Dec 02 09:17:25 2008

Subject: Letter to Ray Marshall

November 26, 2008

To: Ray Marshall, Hearing Officer

Please be kind enough to read my letter so the truth can be heard regarding the false testimony of Terry Fernandez and Pam Burton.

What Terry Fernandez said in her testimony to you was not true. I have not known her for 30 years. I have only worked at Kaiser for 13 years . I have never spoken to her about our Education Fund. Even the words she used to describe the conversation (that never took place) are not the words I would use like "war chest".

Over many months, Amado David called me asking me if I remembered anything about the discussions at the Executive Board regarding the Education Fund. He pressured me to say things I know were not true. I always told him "you were there, you voted for it, why are you asking me?"

I was so surprised to hear what Pam Burton said about our Union and our Executive Board. Pam Burton did not attend our Executive Board Meetings very often and when she did , she would leave early and go to her hotel room or she would just fall asleep during the meeting. I don't know how she could remember anything. It was so embarrassing to me because we are from the same Medical Center.

I know that Terry Fernandez and Pam Burton have hated our Union ever since Local 399 and Local 250 became one Union-UHW. They are angry and bitter people. In the past Pam Burton and a few other members felt they were incharge of the Union. When that began to change and many more workers became involved in the Union, she felt she lost power and her special place in the Union.

As for Terri Fernandez, so many of us at my Medical Center are happy that she has been gone for such a long time. She was a bad Union Representative. Nobody wants her back. She made backroom deals with management and deserted our members in the Chartroom when they really needed help. Our members have never forgotten this.

I wanted to write this letter so you would know the truth. I do not understand why people would lie about me and why they want to destroy our great Union. I think they care only about themselves and not the members. I cannot forgive Pam and Terry for using my good name to support SEIU's evil purpose.

Respectfully yours,

Teresita R. Collado

Cc: Sal Rosselli

Jorge Rodriguez

Executive Board-UHW

To →

Ray Marshall

10/22/08

University of Texas at Austin, LBJ School of Public Affairs
P.O. Box Y Austin, TX 78713-8925

To whom it may concern,

I, William J. Edwards Shop Stewart
at Sacramento CA. Kaiser am writing
to you to voice my opinion, I've worked
in the Medical field for the last 9 yrs.
helping pts on hands in the optical field.

I believe UHW being put into
trusteeship by SEIU is very corrupt.
The UHW has been very fair to all
its members, communicates effectively,
openly and has made my and other
members a better place for our
Pts and us to work and serve the
public. I believe in our UHW leaders
Sal Rosselli is fair, open, believable
and a strong leader. The SEIU
International upon their actions have
no morals and Andy Stern its leader
is bullying our members for his benefit
not ours. The UHW has consistently
protected and helped its members fighting for
better contracts, wages, retirement, etc.,

I believe Andy Stern should not have
the right to appoint a trustee. It would
be in the best interest for everyone to
allow its members vote instead.

October 30, 2008

Dear, Ray Marshall;

My Name is Laura Escobar I have worked at Kaiser Permanente for 19 years. Currently my position within the organization is Department Secretary. I have worked in healthcare for over 25 years both union and non-union. I am a proud union member since 1989. Within the past 3 years I have held the position of Mobilization Chair for UHW at South Bay Kaiser. UHW has formed a ground breaking partnership with Kaiser Permanente that most healthcare organizations desire, I am very proud to be a part.

I am writing to ask that you stop SEIU from being allowed to put UHW into trusteeship. There have been several positive outcomes since UHW has been formed. We have accomplished so much and have worked very hard at making UHW the best union it could be. We have spent many hours helping those who do not have a union understand that their voice is important, and they do not have to settle for substandard working conditions in healthcare, especially in this day and age when healthcare workers are needed more than ever with this growing population.

Our UHW leaders have been very diligent with informing its members of issues, concerns, expectations and injustices which may affect the members. The Leadership and structure of UHW have given its members hope, pride and strength to stand strong and united. Sal Roselli and Jorge Rodriguez are superior leaders who walk with the front line workers hand in hand. Both Sal Roselli and Jorge Rodriguez have never given me a reason to not trust their judgment or motives. I have met both Sal Roselli and Jorge Rodriguez on several occasions and I have always felt like they both were interested in what I have to say. They have the interested of the UHW members both current and future.

I have taken pride of being under SEIU which is one of the largest international unions. My concern is the message SEIU is sending by allowing Andy Stern, Mary Kay Henry and others to carry the allegations against UHW to the level of trusteeship with no valid reason. SEIU is making all unions look bad allowing this internal battle to continue for personal selfish reasons. There are healthcare workers who are not sure if or why they should join a union with this type of conflict. I am embarrassed when asked why SEIU is degrading its own people.

UHW has focused on the members from the beginning. UHW has encouraged current members to be involved in negotiating their own contracts with major healthcare organizations. UHW also encourages its members to motivate other healthcare works by organizing and mobilizing non-union healthcare workers who work for organizations where the employees want to have a union. I have been involved in helping with these achievements and see the difference in the lives of those being affected. Members are given a voice and are supported by UHW in upholding the contracts that the front line members have negotiated.

I ask that you please, let the members decide who should run our union. UHW members do not want Andy Stern to be allowed to appoint a trustee. Andy Stern is looking out for his own interest and not the interest of the members. UHW members have worked long and hard at making this union what it is today and we are proud to stand in unity.

Thank you.



Laura Escobar

Dear Ray Marshall

My name is Flo Furlow, I am a
home care worker in Fresno California. I
have been a home care worker for 15 yrs.
We organized our Union in Jan of 2000.
I worked hard and fought hard until
we got our contract, I was even arrested
in a Civil Disobedience we had in Fresno.
I feel our Union is a good strong Union
and very trust worthy. UHW is my Union
and do not want or need anyone to
change anything. Our President Sal Roselli
has been there for anyone, very compassionate
and the most trust worthy person. The
International has died, undamined UHW's
work and we want nothing to do with them.
We have a good contract in Fresno, thanks
to UHW leadership. Our Union is Democratic
and that's how we run our Union. We vote
and decide who our executive board is, who
our shop stewards are and most IMPORTANT
who OUR PRESIDENT IS!

Sincerely,

Flo Furlow
UHW Member

Dear Mr. Ray Marshall,

10-18-07

My name is Frances Gutierrez. I am a UHW member. I work at Golden Living itypama in Stockton, CA. I have been a CNA for 17 years. The reason for this letter is to talk about the Trusteeship and how I feel about how SEIU is putting my union UHW so much mess and that's putting it nicely. All this mess make me sick. My union UHW just Rocks they are there for these members and will do what they can do to help these member with a good contracts and by winning a good contract we will be able feed and have a roof for our family. When we got people like Sal, Joan, Jorge they know whats up and how to get thing moving and done the right way. Then you got people like Stern, Berger, Mary Kay Henry. you never know what tomorrow will look like. There is only one union for me and my co-workers and that is UHW. They let us members have a voice and dont try to keep us quit. UHW lets the member decide what kind of difference we want.

It is very important to me to be able to vote for officers and executive board members. not ones that are just put there by Andy Stern we see the ones that he put there and how he done us.

Thank you for your time.

FRANCIS GUTHERMER

November 7, 2008

Ray Marshall
University of Texas at Austin, LBL School of Public Affairs
P.O Box Y
Austin, TX 78713-8925

My name is Verna Hampton Cashier Receptionist for West Los Angeles Kaiser Permanente. Presently I hold a position as Contract Specialist as well as Chief Steward in or WLA Steward Council.

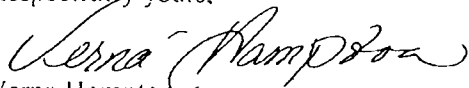
I'm dissatisfied with SEIU's attempt in putting UHW under trusteeship. I'm very proud of my UHW family, our trusted leadership is well respected and Appreciated. Sal, Joan, Jorge, Ralph are exceptional individuals who represent our Union with dignity and respect.

What I really don't appreciate is the leadership of SEIU who practice appointed leadership, not elective, SEIU negotiated contracts without member representation. SEIU has appointed leaders who are now facing legal actions for misappropriation of funds. SEIU has negotiated less favorable contracts than we have been able to achieve with UHW.

If this trusteeship should some how materialize I will encourage my colleagues to get out of the union! We would be more likely to negotiate with Kaiser directly and be successful with getting a worth while contract with them.

I pray the mediation agreement between SEIU and UHW is favorable with UHW. I love my UHW family and will settle for nothing less.

Respectfully yours,



Verna Hampton
Contract Specialist/Chief Steward
Kaiser West Los Angeles

Robert Hill - Shop Steward @ So. Sacramento-Kaiser
7300 Wyndham Dr.
Sacramento, CA 95823

Ray Marshall
University of Texas at Austin, LBJ School of Public Affairs
P.O. Box Y
Austin, Texas 78713-8925

To Whom it may concern:

My name is Robert Hill and I am a shop steward at The Kaiser Optical Sales in So. Sacramento.

I have been an optician for 25 years.

I am very unhappy with SEIU trying to put UHW into Trusteeship. I feel that our local elected officials are doing a great job representing us and I would like them to continue doing so. I feel that the international officers are not listening to us and I do not believe that they have our best interest at heart.

It seems to me that they have a personal agenda.

I thought that a union should try to improve things for their members, but they seem to want to send us backwards.

UHW has negotiated better contracts, better working conditions and has been a great representing body.

We have a working partnership with management and if they take away our local voice it will effectively terminate the partnership that we have worked so hard on.

Please help us to maintain member control of our UHW and keep our local voice.

Thank You

Robert Hill

October 30, 2008

Ray Marshall
University of Texas at Austin, LBJ School of Public Affairs
P.O. Box Y
Austin, TX 78713-8925

Dear Secretary Marshall,

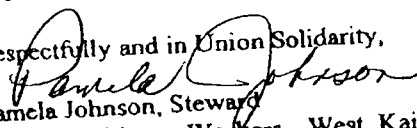
I am a 61 year old healthcare worker and have been with Kaiser Permanente for 25 years; since before the strike of 1986. Both our union and Kaiser were bloodied in that fight. But we have persisted and prevailed through sheer unity and determination, led by President Sal Rosselli and many other seasoned and dedicated staff whose leadership style has inspired enthusiasm, trust and loyalty within our rank and file. I have seen a lot of positive changes in the quality of contracts and benefits we have continued to win through bottom-up negotiations in the workplace. I have been convinced through every contract negotiation that, although I am privileged to enjoy one of the best contracts in the healthcare field through my employer, this is not something that they have done for me out of the goodness of their hearts. We have advanced due to the structure of UHW which has always encouraged, involved and included its members in the 'good fight' from the ground up; not the top down.

I have had the opportunity to personally know the leaders of UHW due to their availability to members and their sincere empathy with all of us. You see, they all came from rank and file too, and have not forgotten their roots. I have every confidence that our UHW leadership is trustworthy and is seeking the best outcomes for all members of our culturally and economically diverse healthcare union. After witnessing a bad impression of a 'Boston Legal' episode on the part of SEIU's attorneys at the San Mateo trusteeship hearing recently, I am more convinced than ever that their efforts to take over UHW and oust our leadership is nothing more than a devious maneuver on the part of the Andy Stern and his cohorts, who appear to have lost any semblance of ethical behavior themselves. This said, I would ask you to find against putting UHW into trusteeship. I would also like to point out the divisive behavior on the part of the International in their efforts to arbitrarily wrench the Homecare and Convalescent divisions away from UHW. These divisions have prospered under UHW and have formally and loudly expressed their desire to continue to go forward with UHW. Dividing us would be an arbitrary 'slap in the face' of the democratic foundations of our union and would weaken what we have worked so hard to build. These workers need our support and we have earned the privilege of sharing our goals and accomplishments with them and of working along side them as our union brothers and sisters. Although they are on the other end of the prosperity spectrum in contract language from the UHW division which represents me, I would remind anyone trying to shove them backwards by cowardly trying to silence their voices, of a fundamental union mindset expressed best by one of the teachings of Christ in Matthew 25:40 "Inasmuch as ye have done it unto one of the least of these My brethren, ye have done it unto Me." UHW will not stand for such treatment of our members!

In closing, I would like to ask you to seriously scrutinize the outcome of letting Andy Stern and the International make arbitrary decisions for a group of workers who have already experienced and savored the freedom and power of making their own voices heard. Can this really be the way of a democratic union?

UHW members think NOT!

Respectfully and in Union Solidarity,


Pamela Johnson, Steward
United Healthcare Workers - West, Kaiser Division
Roseville, California

SEIU has negotiated less favorable contracts than we have been able to achieve w/ UHW.

SEIU has appointed leaders who are now facing legal actions for misappropriation of funds.

SEIU negotiates contracts w/out member representation and last SEIU practices appointed leadership, not elective leadership.

Thank you MR Marshall for your time and please keep all that I have said in your heart and mind knowing I am not just speaking for myself but all UHW members.

Patrice Johnson

10-29-08

To Secretary Marshall

My Name is Deborah Kirtman
I am the Chief Shop Steward for
Atts. Bate - Summit - Executive Board
Representative - Seat 2 -

I am on the strike line at
Summit Hospital in Oakland writing
to Ask you - not to put OUR UHW
Union in trusteeship -

At UHW we have the Best
most honest Leadership in Sal
Jorge Joan and the Elected Officers
where the member have A Voice!
and A democratic choice

In Washington DC Andy Stern Anna
Berger and Company have set out
on A personal Vendetta to Attack our
Leadership - Because we Believe in
listening to our members - We have
done Nothing that deserves putting
OUR UNION in Trusteeship -

This union is A union that believes
in fighting and standing up Against
managers who Disrespect the workers
We as A UNION is Not Broken - Don't
Try to Fix us -

Thank U,
Deborah Kirtman
3145 UHW member

Mr. Marshall -

My name is Terra Lauppe I work in Roseville California as a medical assistant. I have work with Kaiser and been a member of UAW for 15 years, I have also been a Shop Steward for 6 years.

I feel betrayed by my parent Company SEIU and mainly Andy Stern. He must have a personal gain in this.

As a Shop Steward I have the task of informing all employees in my department of information about UAW. I receive info. for the E-Board at Council meetings. Not all info goes out in e-mail or us mail. We have a great networking systems. At anytime I want a copy of minutes of meeting I get it.

I am very concern about the trusteeship. I don't trust any SEIU officers or leaders. I have had a very good relationship with Sal and feel I can trust him.

I have attended the hearings at Manhattan beach and San Mateo. I was very proud of the lawyers in the San Mateo they had ~~the~~ facts not fiction.

Thank you for hearing our issues.

Terra Laupre

Title: Optician-UHW Shop Steward Stockton Kaiser
Consuello Lewis

7373 West Ln.

Stockton, CA 95210

Dear Ray Marshall

My name is Consuello Lewis, I'm an optician at Kaiser Stockton, I've been employed there for 11 years. I'm also a shop steward for UHW as well as a labor representative for Work Place safety.

My feeling on this trusteeship is that it's wrong and unwarranted. I feel like it's a personal vendetta and carries no merits. It's taking away from our main purpose which is to organize and make life better for the working class.

UHW has a strong record of organizing, campaigning and making sure the members have a voice and a place at the bargaining table. They are always forthcoming with members on financial matters as well as all other matters.

UHW leadership are honest and I have trust that they have their members best interest at heart.

SEIU officers have been in the news for corruptions, and misappropriation of funds (the very thing they accuse UHW of). The SEIU officers are trying to set back instead of building us up.

UHW just did a reopening of our contract and we received a nice raise for the next 2 years as well as a good retirement package. We have organized other health care workers and improved health care workers overall. We are active in Labor Management partnership (which will be severely damaged if we're put in trusteeship).

It is imperative for union members to have a voice in their union. I always thought the members were the union. That's what make UHW the union to be in. When organizing we let the people know why our union is the best to join, and the above reasons are our talking points.

I feel UHW is a union for the members, it is member driven so who better than the members to select the officers of this union. We don't want Andy Stern to appoint our officers.

Please let our union continue to do what we do. Organize, Campaign and help make healthcare workers life better.

Thanks

Consuela Lewis

Dear Secretary Marshall,

My name is Tina McClain, I am a medical office receptionist at Mercy Medical Group at the midtown facility. I have been with the company for six years. I would like to address Andy Stern trying to put UHW into trusteeship. I feel that this would be a totally wrong move because we would no longer have a voice about what goes on in our union. Andy Stern would be in total control of what goes on. This is not what our union is about. The members must continue to have a say about what goes on in UHW. I believe that trying to put our union into trusteeship is just an attack to cover up for wrongdoings going on with Andy Stern and his team. He wants to take away our leaders and put the people he wants in control, this is not acceptable, this means we wouldn't have a say about what goes into our contract, people would be forced to accept any contract handed out.

democracy in our union, people have fought for years, and for one person to try and take control is just not acceptable

I would now like to take the time to talk about how I feel about UAW. I feel this is one of the strongest unions around. We are absolutely wonderful. We have some of the best contracts in the state, our members get the best pay and benefits. UAW fights hard for its members, we believe every member has something important to say. Employers respect their employees because of UAW and its member power. This is why we cannot allow Andy Stern to take control of our union, because if that were to happen, Andy Stern and his team would make deals with employers, and we believe those deals would be in the best interest of Andy Stern and his team along with the employers, and not the members. I am going to close this letter by...

November 5, 2008

Ray Marshall
University of Texas at Austin, LBJ School of Public Affairs
P. O. Box Y
Austin, TX 78713-8925

Dear Mr. Marshall,


My name is JoEllen McElroy. I am a unit secretary in the ICU at Antelope Valley Hospital in Lancaster, CA. I have been in California since 1999 and have worked in the healthcare field for over 35 years in both a clerical and patient care capacity.

I am very upset by the idea of a trusteeship. It has long been my belief that each member of a union deserves a voice in the decision making process and since becoming a UHW member that philosophy has been confirmed time and time again. I have only been a UHW member a short time. Our first contract was signed in 2006, but since that time I have had the opportunity and the honor to meet some of our UHW officers, Sal Rosselli, Jorge Rodriguez for example. It is my belief that they are sincere in their devotion to our brothers and sisters and I trust that they have the members' best interest in mind when making any and all decisions pertaining to UHW. That is not the case with regard to the SEIU International officers. I have no doubt that the recent improprieties reported in the *Los Angeles Times* are merely the tip of the iceberg and that this trusteeship is a smokescreen to divert attention away from the SEIU leadership.

I want to have control over my union and my life. I deserve to have my voice heard and the one sure way to make that possible is to allow me to vote. Don't take that away from me. Do not allow Andy Stern to appoint a trustee over my union, over my life.

One member, one vote, it doesn't get much simpler than that.

Sincerely,



JoEllen McElroy
Steward, Secretary Chair Steward Council
Antelope Valley Hospital

JM/jm

October 17, 2008

Dear Ray Marshall:

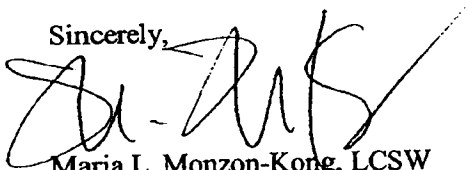
I am currently a medical social worker at Kaiser hospital in Fresno and have been so for a little over two years. Prior to that, I was a medical social worker for ten years at another local hospital. Being a "fairly new" union member, I have had nothing but good experience with UHW and how it is currently run. Having said that, I would like you to know that I also have never written a letter of this nature; however, I am concerned about the new issue of Trusteeship that has been brought up. As a member of the UHW, I do not want to go into a Trusteeship for the following reasons:

- SEIU's practice of appointed leadership vs. elective.
- SEIU's way of negotiating contracts without member representation.
- SEIU's appointed leaders who are currently facing legal actions for misappropriation of funds.
- SEIU's less favorable contract negotiations than what UHW has been able to achieve.

Given the above reasons, I am leery about belonging to the union if trusteeship should occur. UHW has been able to advocate and win better contracts for hardworking people such as myself, and changing this will only make all what they have worked hard for fail. I say "fail" because there would be no trust in the leadership and a sense of being misrepresented. As idealistic as this may sound, my family and I came to this country because of the freedom it has offered and given us. I would like to see this continue and be carried over to my profession as well, as it has done so through UHW. As a member, I would like my voice to be heard rather than be represented by someone I do not know or doesn't necessarily represent or know what I need. I believe in letting the members vote to decide who should run our union, instead of Andy Stern appointing a trustee. I want someone that I can trust, NOT a trustee.

It is my hope that you would consider revisiting the previously planned mediation agreement between SEIU and UHW. It is my understanding that UHW agreed to the mediation plan, but SEIU did not. Thank you for taking the time to read my letter. It is my expectation that my "voice" will be heard and taken into consideration.

Sincerely,



Maria L. Monzon-Kong, LCSW
Union Member/Medical Social Worker, UHW
Kaiser-Fresno

October 18, 1968
149 Somerset Street
San Francisco, CA 94134

Dear Mr. Marshall,

My name is Margerie Wood and I have been a CWA for over twenty-five years and I work for Grove Street Extended Care, formerly Beverly Manor of San Francisco. My thoughts of putting UHW into trusteeship is not a good idea, due to the fact that our voices, thoughts, mission, ideas, opinions would have no voice and it wouldn't matter. I personally feel that the union members voices are heard and that we are the heartbeat and the life force for UHW. Every time I attend our steward and union council meetings, Sal Rocellini, Joan, and Jorge put their heart and soul into the organization and it shows into their commitment. Every time I listen to Sal, his voice resonates into his passion, and naturally, it touches my heart.

It is vital that we maintain member control of UHW and that my co-workers and I can have a voice and common interest in our union. We hope that you listen to our heart and soul regarding this matter.

Sincerely yours,
Margerie Wood

To whom it may concern:

I am writing this letter to express my feelings regarding placing my Union, UHW, under trusteeship. I believe this would be harmful to our Union.

I have worked for my employer for over 30 years and in all those years I have been a member of this Union. For nearly 10 years I was a shop steward for my department at Seton Medical Center in Daly City, California. During the past two decades I have been lucky, and honored, to work under the leadership of President Sal Roselli.

I can't begin to tell you all of the great things that have come about due to our Union leadership. We have been able to negotiate some of the best contracts in the country, especially those such as the statewide Kaiser Division contract, which sets the standards for our contracts in the Hospital Division. In 2000, I was a member of the bargaining committee for our contract with CHW, our Union leadership being Sandy Reshes and John Borsos. We were able to negotiate an excellent contract for our members, and for hundreds of newly organized members.

Over the last few years our Union has seen tremendous growth. We have so many new members statewide it's unbelievable. I have t-shirts that I've worn over the years that reflect that growth: "Over 50,000 members strong!" "Over 75,000 members strong!" are the slogans across the fronts of the shirts. What is that count today? We are over 150,000 strong! This, I believe, would never be possible under trusteeship.

One more thing I would like to mention is in regard to a meeting I once had with Sal Roselli. I had some ideas about ways to improve communication between stewards and members. Sal took the time to come out to my facility and listen to my ideas, and later he brought some of those ideas directly to our annual Leadership Conference. To me, this is what it truly means to have a Voice in the Union. Without Sal, without our Union leadership, I believe our members will no longer have a Voice. We already have something wonderful happening here. We don't need trusteeship.

Sincerely,

Jeanne Pilotte
UHW member

Richmond Kaiser
Shop Steward / Optical Dispenser
Veronica Quiris
901 Nevin
Richmond, Ca 94801

Ray Marshall
University of Texas at Austin
LBJ School of Public Affairs
P.O. Box 44
Austin, TX 78713-6925

Dear Mr. Marshall:

My name is Veronica Quiris. I am the new shop steward at Kaiser Richmond - Optical Sales. Since I have been working for Kaiser, a little over a year, I have been involved with the Union thru our previous Shop Steward.

I believe that UHW is a great Union. It has created wonderful strides in Health Benefits and pay rates to Healthcare Workers. UHW has built a strong healthy union based on "rank and file" voting and participation.

Our UHW Leaders. Gal Rosselli, ~~Gal Rosselli~~
~~Gal Rosselli~~ etc believe in "rank and file"
involvement in the decision dictating
our Benefits and wages. Our leaders
believe the "rank and file" should be
able to vote, Democratically on our
leaders, for our leaders. They believe
the "rank and file" should make the
important decisions related to our
work and our futures.

The "International" Gen. Leader
Andy Stern, knows nothing of our
contracts and what ~~process~~ is involved
in terms of our Benefits. And to
allow the "International" - Andy Stern -
to be able to "appoint" leaders, to make
life changing decisions about UHW
Members without the "rank and file"
voting on this is an outrage!

This is our union! We pay the
dues out of our hard earned money.
We should make the decisions about
our wages, benefits, pensions - our futures!
We should be the ones to decide
who our leaders are.

Do not give the International the
power to take away our union.

"Hands off our UHW!!"

Thank you,

Veronica Scurie
Shop Stewart Optical Sales
Kaiser Richmond, Ca

Joseph Ruocco
Representative Chair
Western Medical Center Anaheim

Dear Secretary Marshall,

I am writing this to apprise you of my feelings about my union SEIU-UHW. I have been working at my hospital Western Medical Center Anaheim for over 35 years now. I have been a member of SEIU-UHW since August of 2004.

I was instrumental in helping others make their decision on whether or not to vote yes for this union.

I had decided it was the right thing for me based upon several factors that were guaranteed in the collective bargaining agreement we were offered.

I realized the many protections that were offered to us along with a comprehensive plan of wage increases for several years to come. My hospital decided overwhelmingly to vote yes.

Since then I have taken on the role of the Rep Chair and I lead as many as 12 shop stewards in our daily duties.

Last year my hospital was the first of 29 to even get a new contract and ours was a landmark CBA with many new features and benefits others didn't even have yet. Ours would be the new standard others would strive for.

Starting in January of this year I took a six month LOA to assist UHW in organizing a sister hospital of ours called Coastal Communities Hospital.

After a few short months of organizing they voted along with our hospital with over a 3-1 margin.

I am now back to work at the hospital and I am looking forward to going out on loss time again next January to help organize the third sister hospital of my four hospital chain.

As you can see I am excited about building the strength of my union and I am excited about helping others become union members as well. I want everyone who wants to join to be able to do so.

My union has been able to negotiate the best contracts for all phases of healthcare in California. We have lifted up those working in nursing homes to the same standards as hospital workers. This feat was not even accomplished in California by our sister union local 6434. Their members are being paid less than ours and some of them are without the same health insurance benefits we have in UHW.

If we were allowed to continue on our path of fighting and struggling on our own, without the interference of SEIU I feel confident we could improve things for many more people in California.

We are a member driven union, based upon the principals that make people want to join us. Look at how many new members we were able to get just this year. We added over 3500 new members since January 2008. And our contracts are rock solid.

Please help us help others by allowing us to remain without any trusteeship and under the guidance of our elected leaders who have helped keep us ahead of many other locals in SEIU. There is no corruption in UHW. There are no cigar parties, no golf tournaments, no paying of union funds to fund weddings in Hawaii.

Our members would not put up with that crap for one moment. And we would find out because we keep an eye on our union. It is our union and we helped build it one year at a time. We would not be putting our hard earned money into the COPE fund at the level we do if they were not member driven or if they did not do what we ask.

I cannot understand the basis for Andy Stern's actions the past two years. He is going against everything I feel are core values in my union. He wants to remove the stewards from their chosen responsibilities at work and replace them with a call in center. The idea of that hurts every one of us who has made the choice to help our co-workers by stepping up and becoming a shop steward.

He wants to lessen the power of all the locals and give himself the ultimate decision on where and when to spend my dues dollars on organizing and bargaining in MY state.

We are doing just fine here in California. We are making out alright on our own. We love this union and we want it to continue to be OUR union, run by US and have decisions made by US not by someone in Washington DC.

We never wanted to join a union like the one HE wants to have. Andy Stern's ideas are not welcome by anyone I know in California in OUR union.

If you have any power to help us keep what we have been building for over 75 years now, please do whatever is in your power to stop this trusteeship from happening. If UHW is placed into trusteeship it would be the first step in ruining MY union. It would be the first step in thousands of members rioting against Andy Stern's ideology. It would be the first step in thousands of members canceling their COPE payments and starting petitions to de-certify UHW from hundreds of hospitals across California. We will not sit by idly while he proceeds to ruin what we have so preciously built and protected for all these years.

His choice is one healthcare union in California as long as it is NOT UHW, or moving 65,000 of OUR members into a corrupt and fallen union without an elected leader who believes in what we in UHW believe.

We will NEVER accept only those two choices because we do have one additional choice: to stand up and fight for what we believe to keep our union ours. And to allow as many others who want to join us do so of their own free will.

We can be that one healthcare union in California and we can handle the 160,000 members from 6434 who are now looking for guidance and direction for a leader they can believe in and trust.

Sal Rosselli has more than proven his loyalty and his trust ability to the members he represents.

Let them see what a great union looks like and let them join us as one healthcare union representing all workers in California.

I promise you one thing. They will not be disappointed. They will love this union like we love it and they will want to take loss time to help build it like I did.

They will offer to contribute to COPE when they find out how important it is for great contracts.

Mr. Marshall, please help us save what we have and help make it better. Andy Stern's ideas are all wrong for us and his notions will only destroy our union and help deteriorate all unions in America. I would never want to vote yes to join a union with leaders chosen by Andy Stern based upon his past track record.

The three leaders he chose to help him are all gone now. They were victims of greed and corruption because they were not able to pay attention to what their membership was saying.

Telling members what to think will never win over listening to members and hearing what they want.

Please listen to this member and keep my union my union. Reject Andy Stern's idea of a trusteeship. Let us run our union from the back of the boat instead of from an ivory tower.

We will do just fine, I promise you.

Thank you for listening to my comments.

Joseph J Ruocco

Joseph J Ruocco
764 South Fairway Lane
Anaheim Hills, CA 92807

10/18/08

Hello, Mr. Ray Marshall,
my name is Myrtle Shepard. I am

a Home care worker and I'm with

the United Health care workers West.

I've worked more than 20 years

and I feel that SEIU has proven

themselves to be untrustworthy and

not for the good of the people.

Any one that would steal from his

own members is like stealing from their

own mother. So, UHW has a standard

that we can live with. They can be

trusted because we are a part (The work

of their decision making & they look a

For our interest, Educating us on how to
be a strong voice our Elected leaders
Say, Joan & Larry always keep us on top of
what is going on. What we need to work
on and how. We have a wonderful
Track Record that speaks for it self, by
the show of people that comes out to
every meeting. It's very important
that members continue to have a
voice, we do the work, we handle the
issues and we make the resolutions. So
we should be there to make any
decisions that concerns us. There are
people we can reach that the
Board - that sit on the board will never

Speak to, no less know what our clients
needs. We the people of the UHW
Need to continue to speak out for
what is right & vote for leaders that
we can depend on to help it happens.

~~As~~ A UHW member yes we
can today & for time to come.

Thank you
for this pleasure

October 15, 2008

Mr. Ray Marshall
University of Texas at Austin
LBJ School of Public Affairs
P. O. Box Y
Austin, TX 78713-8925

SUBJECT: UHW Trusteeship

Dear Mr. Marshall:

I have been employed by Kaiser Foundation Hospitals in Vallejo, California for more than 24 years as an Inpatient Pharmacy Technician. During this time, I have belonged to two different unions. The first union was the Retail Clerks Union. We, as union members, had no real say in the negotiation of our contracts. The managers and union officials met and decided what was best for us. We were allowed to accept or reject the offer. In the event of rejection, we had a no strike clause in our contract. We had no real say in anything that was negotiated for us. Take it or leave it.

Our Pharmacists decided to decertify from the Retail Clerks Union and join the California Pharmacist Guild. When the decertification happened, the Technicians in the Inpatient Pharmacy and the Clerks and Technicians in the Outpatient Pharmacies were left with a choice—remain non-union or join Local 250, which has since become UHW in Northern California. We chose to join Local 250 because we saw the strength in their contract. Our Retail Clerks Contract always reflected the same pay percentage as Local 250; however we did not have the great benefit package that Local 250 had or job security. One example was that we worked in the Kaiser Pharmacy, but we could not get our prescriptions filled in the Kaiser Pharmacies. We had to take our prescriptions to “approved” pharmacies that were members of Retail Clerks.

When we voted to join Local 250, our lives improved greatly. We had set schedules—management could no longer have us working days and evenings back-to-back without giving us compensation. We no longer had to work every weekend. Our new contract guaranteed us every other weekend off. Our benefits and salaries improved. We gained job security.

When the Labor-Management Partnership became part of our National Agreement, we gained work-life balance and tools to help us work together with management to help build a viable relationship and have a say in the day-to-day work processes. This, in turn, helps us to give better service to the members who choose Kaiser Permanente as their healthcare provider.

I have been a Union Steward both in the Retail Clerks Union and in UHW. With the Retail Clerks Union, I was supported as a Steward in meetings with management that were always adversarial in nature. This did not help to build a trusting relationship between management and the employees because it was a win-lose situation. We did not have compensated Steward Council Meetings. In fact, we did not have Steward Council Meetings at all.

Ray Marshall
October 15, 2008
Page 2

The Partnership at our facility is not perfect, but it is a constant "work in progress." We Stewards are given time off work to attend Steward Council Meetings once a month with pay. We are released from our duties, whenever possible, to defend our members rights in meetings with management. Every employee is given training in the Partnership. We have all types of committees established as oversight for the Partnership.

Kaiser Permanente has invested millions of dollars in making the Partnership work. All of this is a direct result of UHW direct involvement and persistence in making it work. The changes in the quality of our workplace have little or nothing to do with SEIU and Andy Stern. These changes are a direct result of Sal Roselli and his team. Did I mention that we elected Sal Roselli? He was not hand-picked for us.

UHW has been the most open Union that I have ever seen regarding what is going on in its day-to-day business, including financial decisions. My husband belongs to a SEIU Union that is run by one of Andy Stern's hand-picked employees. He works for the Bay Area Rapid Transit District. When we compare notes, I can see that he belongs to a 20th Century adversarial Union, while I belong to a forward-thinking 21st Century Union.

Do I want to see UHW placed into Trusteeship and lose all of the strength that we have gained over the years? NO!

I had a different career for many years before coming to work for Kaiser. I know first-hand what it is like to be a woman doing the same work as a man and not receiving equal pay and benefits. I am not politically aligned with the views of UHW and do not vote in the manner recommended by UHW in most matters. I am an individual who thinks for herself, makes her own observations and reaches her own conclusions.

My impression of this whole situation is that it is a power struggle between Andy Stern and Sal Roselli that is being initiated by Stern. I think that Stern feels threatened and insecure by the power of UHW with Sal Roselli at the helm. Stern should spend his time trying to have a viable relationship with Roselli instead of running on testosterone. SEIU would be better served by Stern valuing the contribution that Roselli has made to the SEIU organization and seeing Roselli as an asset that Stern can be proud of. Roselli would not have been able to accomplish what he has without UHW members behind him, a good team beside him and a great organization that recognizes and fosters such commitment, drive and accomplishment.

Shame on Andy Stern for not seeing the value Sal Roselli, in his elected leadership position of President of SEIU-UHW, has brought to the SEIU organization.

Sincerely,



Diane Souza
555 Cedar Street
Vallejo, CA 94591

Gloria Villasenor
3353 Whipple Rd.
Union City, CA 94587
Treasurer UHW-West
Optical Division.

Honorable Ray Marshall
University of Texas at Austin
LBJ School of Public Affairs
P.O. Box 4
Austin, TX 78713-8925

Distinguished Sir,

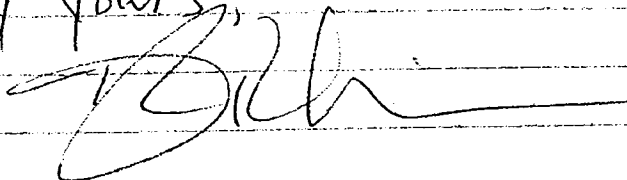
My name is Gloria Villasenor
I am a Kaiser Healthcare Worker
of 12 years. I am writing to you
on behalf of Democracy. Democracy
within our Union and Democracy
within the United States. As a
Union Member we need to have
a say and a vote when it comes to
our Union. We should have the right
to chart the course of our
Union ~~to~~ work on behalf of our
members. There is no democracy
when our members voices are
silenced. Not only ~~are~~ our Unions

based on Democracy but so
is our Country. It's what
makes us great and sets
us apart from other countries.

What I see is a very
disturbing trend. A few, whether
for good or bad, making decisions
for all leads to corruption. As
we are now witnessing. Transparency
and everyone being involved in
any organization keeps everyone
working for the greater good.

Our country, or economy
and our Union is in great
turmoil. I implore to you
please do not let Andy Stern
and his executive board take
us over. It would be the
end of democracy in our Union and
add to the decay of Democracy
in America.

Humbly yours,



Gloria R. Villasenor

11/5/08

Dear Secretary Marshall,

I work for Kaiser Roseville Hospital. I have worked here for 9 years as a clinical dietitian. It is ridiculous that SEIU International is trying to put our union, UHW-West under trusteeship. Our union has done nothing wrong except to fight for our members and make sure each member has a voice and a vote. So, what is wrong with that? We are a democratic union as you should know.

I am proud to be a member of UHW-West. My union ensures fair labor practices for all of its members. UHW-West is the best healthcare union on the west coast and it grows more powerful and cohesive each day.

Andy Stern and Anna Burger fear that power and are trying to put us into trusteeship by falsing accusing my union of wrong doing. The truth will come out eventually that it is actually SEIU and Andy Stern and Anna Burger who are doing wrong and misusing union funds.

We, the UHW-West and each of our members want a voice as to who will be our president. We do not need Andy Stern to appoint one for us. We are very capable of electing

our own leadership. SEIU needs to stay out of our business, out of our union, and leave us alone.

Andy Stern and Anna Burger should take a hard look at themselves in the mirror. They should realize that they are on the losing end of this battle and there will be consequences to each of them for their indiscretions.

Thank you,
Ann Wallace, RD, CNSD
Kaiser Roseville

10-12-08

Dear Ray Marshall,

Hello sir my name is Steve Weisensee, I am a Critical Care Tech at St. Bernardines Medical Center in San Bernardino CA and a 20 year Veteran at this facility.

The reason I write you is this, you will soon be making a decision on Trusteeship of UHW at the request of SEIU international.


My facility joined UHW about 5 years ago and since that time we have made incredible gains in our abilities to deliver quality healthcare in my community. (Ranked #1 in State of CA for our Ortho program)

Along with this I have been the recipient of better health care benefits myself as well as an increase in wages of a staggering 45%.

I believe in U.H.W. and the integrity of its leadership and firmly support their democratic approach to running a union.

I believe it is the way
(as did our forefathers) it should
be run, through a democratic process.
I strongly Encourage you to
Not Allow any trusteeship action
from taking place within our union.

Thanks for your
time and attention.


Steve Wetsensee
26/22 Baseline Sp. 10
Highland, CA, 92346
(Tel.) 909-659-8483

10-8-2008

SECRETARY RAY MARSHALL:

I ATTENDED THE HEARING ON SEPT 26TH AND 27TH IN SAN MATEO WHERE YOU WERE THE PRESIDING JUDGE AND DUE TO THE CONSTRAINT OF TIME I WAS UNABLE TO SPEAK IN DEFENSE OF UHW.

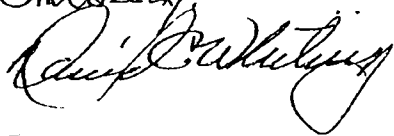
IT IS UNCONSCIONABLE FOR THE SEIU OFFICERS TO PERSIST THESE FLimsy CHARGES (AS EVIDENCED BY THEIR VERY THIN TESTIMONY OF THE WITNESSES) IN LIGHT OF THE FACT THAT IT IS A CRITICAL TIME IN CALIFORNIA WITH OUR NEGOTIATIONS. OVER 60000 UNION MEMBERS ARE IN THE MIDST OF SENSITIVE GROUND BREAKING NEGOTIATIONS AND THE DETRIMENTAL ACTIONS OF THE SEIU IMPINE NEGATIVELY ON THEM. HOSPITAL MANAGEMENT IS STALLING IN HOPES THAT UHW WILL BE PLACED IN TRUSTESHIP AND A MORE FAVORABLE CONTRACT CAN BE GARNERED FROM ANDY STERN, ET AL

THE UHW IS A VERY VIABLE MEMBER RUN UNION AND OPERATES DEMOCRATICALLY FROM THE BOTTOM UP WHEREIN THE MEMBERS ELECT THEIR OFFICERS AND REPRESENTATIVES. CONTRARILY, ANDY STERN DIRECTS THE INTERNATIONAL UNION FROM THE TOP DOWN. HE APPOINTS OFFICERS, DIRECTORS AND REPRESENTATIVES WITH LITTLE OR NO INPUT FROM THE RANK AND FILE. ANDY STERN'S AGENDA IS TO DESTROY THIS UNION PRIMARILY BECAUSE WE DISAGREE WITH HIM IN THE WAY UNIONS ARE MANAGED. HE APPEARS TO BE AN ADVOCATE OF UNIONISM, BUT WHAT HE IS ATTEMPTING

-2-

TO DO IS DISUNIONISM. PLEASE DON'T ALLOW THIS AUTOCRAT TO SUCCEED IN PLACING UHW INTO TRUSTEESHIP. THE UHW MEMBERS OUR WHELMINGLY SUPPORT OUR ELECTED OFFICERS AND HAVE EXPRESSED THIS TO MR. STERN; HOWEVER, IN COMPLETE DISREGARD OF THE MEMBERS' WISHES, HE IS STILL ATTEMPTING TO PROCEED WITH HIS ATTACK ON UHW.

THANK YOU FOR ALLOWING ME THE OPPORTUNITY TO EXPRESS MY CONCERNS REGARDING THIS IMPORTANT MATTER.

Sincerely,


DAVID C. WHITING - SHOP STEWARD
MARK TWAIN, ST JOSEPH HOSPITAL
SAN ANTONIO, CALIFORNIA 95249

10-18-08

Dear Ray:

My name is Anito M. Willy -
I have been a certified CWA
since "1979" I've lived in Fresno
Calif. since 1972.

I have been a member of UHW
for quite a few years now, I
am Chief Shop Steward at my Facility,
Golden Cross in Fresno, I am also
an Executive Board Member since
2006.

When I first came aboard
as a E-Board member - I felt
welcomed by our Elected Officials
from our Pres. Sal on down to
every E-Board member - the
trust everyone had for every
body was truly overwhelming to
me as a new-comer.

I feel that as a member of UHW -
member voice is rated very highly,
our members at our facility are not
afraid to speak out - every voice
counts - we are able to bargain
our contracts for what we feel

we deserve - better benefits -
better staffing - more supplies for
patients care - better moral.

When we have asked our Pres.
Sal to come to Fresno he has
made it a point to come to
our facility and spoke to our
members - which gave our members
a feeling of belonging to the
best Union in the world.

All we ask of you is when
you get up the next morning
after reading this short letter
you ask yourself
"Why am I doing this -
what is wrong with me?"

Sincerely yours
Andre H. Wiley