



Memorandum

TO: Dennis Rivera, Chair, SEIU Healthcare
 Mary Kay Henry, EVP, Healthcare Division
 Kirk Adams, Division Director
 Sal Rosselli, President, UHW
 Sue Weinstein, President, Local 121RN
 Jane McAlevey, Executive Director, Local 1107

FROM: Andy Stern, International President

RE: Catholic Healthcare West - 2008 Coordinated Bargaining

DATE: February 5, 2008

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

I have been informed that the current contracts between Catholic Healthcare West (CHW) and SEIU Locals UHW, 121RN and 1107 are scheduled to expire soon. Negotiations over successor agreements will be underway before final action is taken on any recommendation issued by the IEB Subcommittee on National Bargaining/Employer Relations or by Hearing Officer Michael Fishman in the Catholic Healthcare matter and strategic alliance developments with CHW.

Until these broader matters are resolved, I have decided to put in place a simplified approach to the current CHW negotiations and to officially suspend the previous CHW Unity Council structure. Pursuant to my authority under Article VIII (f) of the SEIU Constitution, I am appointing Larry Fox as the CHW National Union Representative to coordinate upcoming negotiations between UHW, Local 121RN and Local 1107. I am directing each local bargaining team to include Brother Fox on their respective bargaining teams to enable him to coordinate between them. Brother Fox also shall work with the locals to assure that the Union is speaking with one voice with respect to overall strategy and goals.

In addition, the topic of organizing rights with CHW for its Arizona operations should be resolved through an agreement between the International Union and CHW, with the assistance of the local unions as may be requested. Brother Fox will undertake the negotiation of the Arizona organizing rights agreement under the supervision of EVP Mary Kay Henry.

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cc: Larry Fox
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