



# SEIU Healthcare®

## United Long-Term Care Workers' Union

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Mary Williams  
Gui Qin Zhang

*In Memory of:*  
Claudia Johnson  
Lillie Bridges

Sal Rosselli, President SEIU UHW-W  
SEIU UHW-W  
560 Thomas L. Berkeley Way  
Oakland, CA 94612

March 7, 2008

Re: Unauthorized Secret Talks with California Nursing Home Employers

Dear Brother Rosselli:

I have just learned that your local union, UHW-W, has been secretly meeting with a group of nursing home employers over economic issues covering bargaining unit workers where our two locals are joint union representatives to a master collective bargaining agreement. This action is an outrageous violation of your responsibility and fiduciary duty as a union leader and in violation of the most fundamental principles of trade union democracy.

I have been informed that the secret arrangement for these talks was signed by your local on January 21, 2008 with California nursing home employers, including Covenant Care, Kindred, Country Villa, Sun and Salva. As you are well aware, each of these five companies is party to a master agreement with our two locals as joint signatories over a single state-wide bargaining unit. Neither SEIU Healthcare Long Term Care Workers Union, Local 6434 (ULTCW) members nor their local union were informed by UHW-W about these secret talks.

Behind workers' backs, you are attempting to cut a deal with their employers on economic issues that will directly affect their livelihood and collective bargaining rights - without a single word of input or authorization from the affected workers and their local union, ULTCW. It even appears you have hidden this information and secret talks from your own members as well. I have been told there were no rank-and-file workers at your first secret meeting session with these employers and that the second secret meeting included a small hand-picked group of workers who were similarly bound to your secrecy pledge.

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Let me make it very clear. Neither you nor any other agent of UHW-W is authorized to enter into these talks with these companies that affect successor contracts covering our 5 joint master agreements without the mutual consent and participation of my local and my members. Moreover, secret discussions with other common nursing home employers in this group also directly violate your constitutional obligation under IEB directives to participate in a coordinated bargaining program for California nursing home workers.

I ask you to immediately provide our local with copies of any communications with members or employers related to these secret talks, including, but not limited to, proposals, ground rules, tentative agreements, scheduled meeting dates, membership surveys and/or any other related documents exchanged between you and this group of employers or sent to workers in connection with these secret talks. My members and our local union have a right to know and to effectively participate in unified bargaining strategy with our California nursing home employers.

Sincerely,

A handwritten signature in black ink, appearing to read "Tyrone Freeman".

Tyrone Freeman  
President  
United Long Term Care Workers

Cc International President Andy Stern  
Executive Vice President Gerry Hudson  
International Executive Board  
SEIU Healthcare Council of Presidents  
UHW-W Executive Board