

To: UHW Executive Board
From: Jorge Rodriguez
Date: April 9, 2008
Re: SEIU Training

This morning a group of UHW Members and officers showed up to an SEIU training sponsored by our International Union for SEIU Local staff and members who were offering to help in an "anti CNA" campaign. We showed up and distributed some handouts describing our Local's history with CNA's anti-union behavior here in California. We then spoke with a few folks, took our seats and were waiting for the meeting to begin. All were respectful and there was no incident.

After a little while Kathy Glasson entered the room with a small group of Nurses. Ms Glasson called for the attention of the group and went into a speech about how this meeting was the outcome of a resolution passed by the Health care division leadership and was a training for Locals who had offered to help with this campaign against CNA. She said that any Local who had not offered to help should leave.

I asked to respond and she agreed. I pointed out that Sal Rosselli, UHW President voted in favor of the resolution by the health care division leadership, that Ms Glasson mentioned, to respond to CNA's raiding and anti-union behavior. I spoke about UHW's desire to help denounce CNA's anti-union actions in Ohio and Nevada counter to the lies being told that UHW somehow was involved in either of these situations.

I explained to the group that we were never even told what the plan is and that we were attending the meeting to learn about the proposed plan for the campaign against CNA and to see where we could offer to help and lend support.

I explained that we were previously sent a list of demands that we were supposed to carry out to be part of the campaign (again with no explanation of a larger plan). I believe we are the only Local that received such a list. We responded that we had been hearing rumors, which disturbed us, that the plan included the following:

1. That SEIU would be trying to decertify and/or de-authorize the CNA bargaining units – UHW opposes any anti-union behavior by any Union including CNA and us.
2. We do not believe that the Hospitals, which are places of caring, should be made into the battlegrounds. Many of these hospitals are shared by UHW members.
3. We believe that this campaign may be used to mask an anti-UHW campaign and could even be used as a Trojan Horse to cover the International's hidden agenda to trustee our Union.
4. We believe that the campaign leaves SEIU members vulnerable to increased CNA attacks.

We have heard that CNA was in many hospitals in southern California this morning. We are already helping to oppose and counter that activity. We heard about CNA in our Northridge and St. John's Hospitals. Our members called us and told the CNA organizers to leave. One UHW member was on their way to the training and turned around to deal with CNA at his hospital. We have offered to help fight back against de-certification campaigns by CNA.

We did offer staff to Las Vegas to beat back a de-certification attempt. We offered staff to go to Ohio to counter the CNA anti-union activity. Both these offers were refused. We have offered to send staff resources to help in other situations. We

distributed many thousands of flyers denouncing CNA anti-union activity in Ohio in all of our hospitals where CNA has members, immediately after being asked.

In California we went through eight years of open and intensive warfare with the CNA from the mid 90's to 2003. We organized with hand to hand combat and amid anti-union actions every step of the way. We were successful in spite of that fight.

In 2003 we finally negotiated a truce with CNA that had continued up until the recent declaration of war by SEIU. We believe that we have to force CNA to a negotiated truce again and we are willing to help figure out the strategy to do this.

The exchange this morning got heated at times but did not last very long. About 20 or 25 minutes. The training group left the room after that to commence their training and our UHW group did not follow or try to disrupt the training and left the hotel. We did not appreciate being excluded from an SEIU meeting and training. I am already hearing rumors that our DC SEIU leaders will spin our attendance as "coordinated with CNA" or "a planned attempt to disrupt the SEIU plan and program" (for 25minutes). Of course, these days UHW leaders try to be constructive, open and honest but we are retaliated against and accused of all kinds of bad things. We had genuinely wanted to learn about the plan and find ways to help. We look forward to a time when a union member and leader can speak out, even if they have a different point of view, without fear of retaliation and lies, and we can work together in unity.