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MEMO

Date: March 10, 2008

To: Andy Stern

From: Will Clayton, Administrative Vice President, UHW
Ralph Cornejo, Director, Kaiser Division, UHW

Re: Andy Stern's Memo concerning C.N.A.

We in UHW are all outraged at the C.N.A. and other unions that are conducting a campaign to destroy the years of work by SEIU in Ohio to gain union recognition for health care workers in CHP.

We are also outraged that your memo of today gives the impression—an impression you employ all SEIU resources available to you to disseminate—that somehow UHW-West has not done anything to help in this crisis.

As soon as we were informed of this anti-union campaign, Sal Rosselli spoke to Rose Ann DeMoro to ask her to stop. Having no success in convincing her, we sent out flyers to all our hospitals where C.N.A. represents registered nurses. We did this immediately and without hesitation. We have been so aggressive about our leafleting that corporate executives in Tenet have asked us to stop. We also shared the flyer with representatives of the Nurse Alliance and Dave Regan on our conference call last week. (Please see attached.)

At the same time C.N.A. was conducting its union-destructive tactics, your loyal and devoted appointee, Tyrone Freeman, was e-mailing UHW members with his accusations of "secret deals." His tactic of making the same accusations of us that we have made of some SEIU leaders is just that, a tactic—a tactic without proof or evidence. What is more alarming than your control of what SEIU members hear, as evidenced by your memo, is what you expect them to believe as an affirmation of loyalty. More alarming, still, is that your appointee, Tyrone Freeman, could not have gotten our member's e-mail addresses from any source other than from SEIU.

UHW-West indeed has had a long history with the C.N.A., and, for the most part, it has been replete with broken promises and disappointment. The actions of the C.N.A. in Ohio and Nevada are vivid reminders of the same numerous attacks of which we were the object in Tenet, HCA et al. The flyers that the C.N.A. is using are the same flyers they have used against us in California for many years. Of course, you would have folks believe that these flyers come from the debate on democracy we are having with SEIU

leaders. Nothing could be further from the truth. Have Mary Kay look through her files when she was working in California and she can provide you with dozens of copies of similar flyers.

No one—not even the AFL-CIO--can effectively influence the C.N.A. Our collective experience of many years with Local 250 and now with UHW have shown that SEIU unions cannot depend on any promised, possible or transitory alliance with the C.N.A. We cannot even get the C.N.A. to sit at the same bargaining table with us at Sutter, even though it would benefit them in their long and unresolved labor dispute with that employer.

You know this. You have had conversations and similar experiences in years past with Rose Ann DeMoro.

Your controlled, big brother messages to SEIU officials and members are hypocritical. You paint a picture that is not true to an audience that is obligated to listen to you. Your failure to mention that we are actively and publically opposing C.N.A. tactics in Nevada and Ohio; **that we have offered to help in both areas with staff**; and that you know personally the fickleness of the C.N.A and, thereby, give the impression that UHW-West is withholding support, is dishonest.

cc: SEIU International Executive Board
UHW Executive Board
UHW staff

att: Stern memo of 3/10/08
C.N.A. flyer