

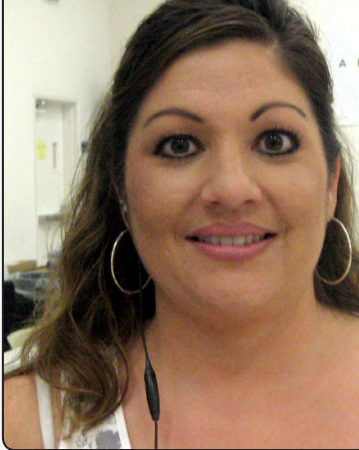
CHW Bargaining Committee to SEIU: No More Backroom Deals!

SEIU doesn't represent us anymore

On Friday, February 13, our CHW Bargaining Committee met with Stern's appointed trustees of SEIU-UHW in Los Angeles.

We told them:

- **Stop bargaining in our name.** SEIU no longer represents workers at CHW, since the majority of CHW union members have signed up for our new union, the National Union of Healthcare Workers.
- **Stop the false claim that our contract is closed.** There are substantial open contract issues that we have not reached agreement on, including retirement, collateral pay, job matches, and local agreements.
- **Stop the backroom deals** with management to try to close our contract behind the backs of CHW workers and our elected bargaining committee.
- **Stop interfering with our right to choose our union.** Either agree to a neutral third party to confirm our majority, or let us have an election without any bogus delays.



“Three years ago, we signed petitions to leave our old union and join with other CHW healthcare workers in SEIU-UHW. All the rumors we heard were ‘we’ll lose everything’ and ‘we’ll have to start from scratch’. None of it was true then, and it’s not true now. We kept what we had, and won an even better contract. Management can’t unilaterally change any conditions of work without bargaining with all of us, and we’re not about to give up anything we’ve achieved.”

—Michelle Brown, LVN, Marian Medical Center

SEIU-UHW used to be our union, a union where healthcare workers made decisions together. But SEIU destroyed that when they took over, removed our elected leaders, and gave their appointed staff absolute power to make decisions for us and tear our union apart.

We're staying united in NUHW, a union by and for healthcare workers, where our voices count.

Vote YES for NUHW—the union we trust!



Get flyers and updates at www.NUHW.org



An Open Letter to Lloyd Dean, CEO of Catholic Healthcare West

We are the elected rank-and-file bargaining team representing 14,000 employees at 32 CHW facilities. We have recently learned that, without our consent, the SEIU trustee has been negotiating with CHW representatives regarding open issues in our contract. While we are extremely disappointed in CHW, we are outraged that SEIU's trustee would discuss OUR contract behind our back without telling us about it.

As members, we have a right to choose who will represent us. We did not and will not choose the SEIU trustee. In fact, we and a majority of our co-workers have petitioned the National Labor Relations Board to be represented by the National Union of Healthcare Workers (NUHW), the union with leaders who we trust, who will best protect our contract, and who will carry on the best traditions of the union that we have built at CHW over the last several years. We have asked CHW and SEIU to recognize that NUHW now represents a majority of CHW workers and should therefore become the collective bargaining agent.

We also reserve the ability to exercise all legal rights against CHW if you continue to recognize and bargain with SEIU, a union that does not represent us. Until there is a resolution of who represents us, we ask that you refrain from transmitting our dues to SEIU. We would not object to the dues being placed in an escrow account, with an understanding that they will be transmitted to whoever is ultimately recognized to represent us.

Despite SEIU being a leading supporter of the Employee Free Choice Act, which calls for immediate recognition of a union when a bargaining unit has achieved majority support like we have, SEIU's trustees will not follow those same principles when it comes to us. We are a majority and we want NUHW.

Over the last several years, we have worked together to build a constructive relationship with CHW, including working together to improve quality care and patient satisfaction. That relationship was based on an understanding that we the elected rank-and-file representatives of your employees are the foundation of our collective bargaining relationship.

This letter will serve notice that if you continue to engage in negotiations with the SEIU trustee who we do not authorize, you will threaten our constructive relationship.

Sincerely,
The CHW Bargaining Team

Janet Shepperd	Ellen Decker	Jesus Fausto	Audrey Scott	Toby Harter
Irma Ornelas	Michelle Hanson	Sylvia Esparza	Michelle Brown	Elaine Blankenship
Michael Irons	Wendy Miller	David Lei	Dianne Woods	Starla Rollins
Miguel Holguin	Sally Vetsch	David Whiting	Lloyd Taylor	Anthony Vasquez
Joe Delgado	Cathy Curtis	Karen Bishop	Barbara Stenber	Merwin Schindler
Cathy Owen	Starla Rollins	Sharon Martinez	Karen Madrid	Tami Luttrell
Angelina Meyers	Kristen Rice	James Bright	Ron Smith	Ray Cano
Joe Thomas	John Swiercz	Bill Watson	Maria Morales	Megan Fernandez
Celeste Gutierrez	Sharon Agorastos	Victoria Taylor	Mary Burton	Lourdes Roth
Daryl Bell	Gary Jackson	Herb Merriman	Antoinette Burns	Bruce Painton
Wendy Ellsworth	Alix Totten	Gary Sheppard	Cathy Gage	Frances Farmer
Anne Arroyo	Barbara Davis	Karen Bee	Inez Moreno	
Louis Rosario	Maria Lopez	Bill Kahmar	Tara Martinez	
Debbie Stedman	Janis Villalobos	Patricia Smith	Jack Romain	
Phil Hitchcock	Martha Vazquez	Tzana Fortune	David Ryea	