



560 Thomas L. Berkley Way • Oakland, CA 94612  
5480 Ferguson Drive • Los Angeles, CA 90022 ☎

January 14, 2010

[REDACTED], Human Resource Manager  
[REDACTED]  
[REDACTED]  
[REDACTED], CA [REDACTED]

Dear Ms. [REDACTED]

As provided by the Union Security clause (Article 23) of the SEIU-UHW contract with [REDACTED], employees subject to the agreement are required to maintain membership in the union in good standing as a condition of employment.

The following [REDACTED] employees have been notified that they are not in compliance with the Union Security clause of the contract, have been given the required 15 days to come into compliance. Per the agreement (Article 23, Paragraph B) they are to be promptly terminated upon the employer's receipt of written notice of this fact.

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]

Please allow this letter to serve as that required written notice and proceed with termination of the above-named employees as provided for by Article 23, Paragraph B of the agreement.

Sincerely,

Alvaro Chavez  
Union Representative  
SEIU-UHW  
(213) 280-8350

RECEIVED  
FEB 2 - 2010