



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

January 26, 2010

[Redacted], Human Resource Manager
[Redacted] Hospital & Medical Center
[Redacted] Drive
[Redacted]

Dear Ms. [Redacted]:

As provided by the Union Security clause (Article 23) of the SEIU-UHW contract with [Redacted] Hospital & Medical Center, 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, and 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.

On January 8, the union provided you with a list of the twenty-five (25) employees who fell into this category. We agreed that they should be afforded an additional 10 days to come into compliance with the dues requirement. The following 9 employees from that original list of 25 have yet to comply with the requirement.

[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

RADIOLOGY DIAG E TECH - SPECIAL PROCEDURE
RESP THERAPY EXP THERAPIST-RESP (RRT)
MED/SURG ACUTE E LVN/LPN - 12
L&D EXP SECRETARY - UNIT - 12
L&D EXP TECH - OB - 12
MED/SURG ACUTE E SECRETARY - UNIT - 12
M/S ACUTE TELE E TECH - MONTR/SECR - 12
EMERGENCY ROOM E LVN/LPN - 12
RADIOLOGY DIAG E TECH-RAD II - 10

Please allow this letter to serve as the 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

RECEIVED
FEB 2 - 2010

10/29/2009

Page 1 of 1