

To: Andy Stern, President, Service Employees International Union  
Cc: Mary Kay Henry, Executive Vice President, Service Employees International Union  
Gerry Hudson, Executive Vice President, Service Employees International Union  
Judith McCullough, Service Employees International Union  
From: Malcolm Harris, President, Union of Union Representatives  
Date: May 17, 2008

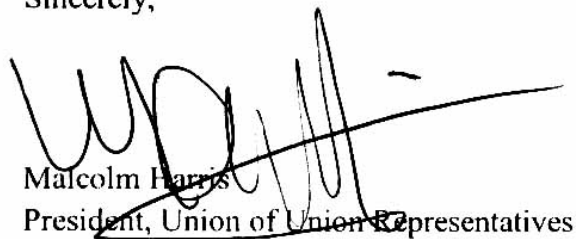
Dear Andy Stern:

I have enclosed a resolution that UUR passed by unanimous vote at our annual convention. The resolution states our position that some work assignments related to United Healthcare Workers-West may violate Appendix D of our contract.

I am also attaching a petition, signed by 112 UUR members, in support of the resolution.

We request a labor-management meeting immediately following SEIU's 2008 convention to discuss this matter, and we ask for a response to this letter by May 23. Please feel free to contact me if you have any questions in the interim.

Sincerely,



Malcolm Harris  
President, Union of Union Representatives

**A resolution regarding UUR members' assignments that may interfere with the internal affairs of local unions**

- Whereas: Appendix D of the Collective Bargaining Agreement between UUR and SEIU states that, "staff members must refrain from activity which will interfere with the internal affairs of [a] local union"; and
- Whereas: Appendix D has been used to prevent hundreds of our brothers and sisters who work for local unions from joining together with us in UUR; and
- Whereas: Work assigned by SEIU that interferes with the internal affairs of a local union in violation of Appendix D could impact UUR members' ability to work with local staff members and leaders for years to come; and
- Whereas: Interfering in the internal affairs of local unions may be detrimental to UUR members' present and future careers in the labor movement; and
- Whereas: Any work that interferes with the ability of SEIU local union members to express their opinions on issues that concern them, and any work that undermines their leaders, is clearly interfering in the internal affairs of local unions; and
- Whereas: Any work done to impede the democratic processes of a local union is a direct violation of the morals and standards of professional organizing; and
- Whereas: SEIU International is currently engaged in an internal conflict with United Healthcare Workers West (UHW-West).

**Therefore let it be resolved that:**

1. It is not the intent of UUR to take sides on a debate within SEIU, but rather to enforce our contract.
2. In accordance with our contract, UUR members should not participate in work that interferes with the ability of UHW-West members to express their opinions on issues that concern them.
3. In accordance with our contract, UUR members should not participate in work that undermines the leaders of UHW-West.
4. UUR intends to fully stand behind every member who faces adverse action related to assignments described in this resolution.