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10 NATIONAL NURSES ORGANIZING COMMITTEE

11  
12 CALIFORNIA SUPERIOR COURT  
13 FOR THE COUNTY OF ALAMEDA  
14

15 CALIFORNIA NURSES )  
16 ASSOCIATION/NATIONAL NURSES )  
17 ORGANIZING COMMITTEE. )

18 Plaintiffs, )

19 vs. )

20 ANDREW STERN and All Staff Members of )  
21 SERVICE EMPLOYEES INTERNATIONAL )  
22 UNION AND DOES 1 THROUGH 10, )

23 Defendants. )  
24 )  
25 )  
26 )  
27 )  
28 )

Case No.:

DECLARATION OF BONNIE CASTILLO  
IN SUPPORT OF REQUEST FOR  
TEMPORARY RESTRAINING ORDER  
(CCP § 527.8)

Date:

Time:

Courtroom:

Judge:

I, Bonnie Castillo, hereby declare and state as follows:

1. I am a Registered Nurse, licensed in the State of California since 1984, and have been employed as a member of the collective bargaining staff of the California Nurses Association/National Nurses Organizing Committee (CNA/NNOC) since 1998. My current job title with CNA/NNOC is Acute Care Division Director. I work out of the CNA/NNOC headquarters building located at 2000 Franklin Street in Oakland, California, but also travel regularly to CNA/NNOC offices located in Sacramento and Glendale, California. I am submitting this request in support of a temporary restraining order to protect myself and all

1 officers, Board members and staff of CNA/NNOC out of genuine concern for the physical safety  
2 of our officers and employees and against agents of the Service Employees International Union  
3 (SEIU), including its President, Andy Stern, who has dispatched more that 100 organizers and  
4 other agents employed by SEIU to California for the express purpose of stalking, intimidating  
5 and threatening CNA/NNOC Board members and staff.

6 2. CNA/NNOC is a nonprofit professional nursing association and labor  
7 organization of more than 80,000 Registered Nurses. CNA/NNOC exists and operates for  
8 various purposes, including to promote standards of nursing practice and to represent Registered  
9 Nurses in relations with their employers concerning terms and conditions of employment and  
10 standards of professional practice and patient care. In or about early March, 2008, CNA/NNOC  
11 expressed opposition to an effort on the part of SEIU to represent Registered Nurses and other  
12 healthcare workers employed by a hospital chain in Ohio known as Catholic Healthcare Partners.  
13 CNA/NNOC staff attempted to educate the CHP Registered Nurses on what was about to occur  
14 and let them know they had choices. CNA/NNOC opposed SEIU efforts as anti-democratic and  
15 against the interests of the Registered Nurses employed by Catholic Healthcare Partners because  
16 it involved an election that was not requested by the employees, but, rather, by the employer  
17 pursuant to an agreement between the employer and SEIU. Traditionally, union elections are  
18 conducted after a petition filed on behalf of the employees supported by a verified showing of at  
19 least thirty percent support among the employees.

20 3. In response to CNA/NNOC opposing the planned SEIU elections in Ohio, the  
21 employer withdrew the election petitions and SEIU launched a campaign against CNA/NNOC,  
22 essentially "declaring war" in retaliation for CNA/NNOC's call for workplace democracy. I am  
23 attaching hereto as Exhibit 1 several documents I have downloaded from the SEIU web site  
24 ([www.seiu.org](http://www.seiu.org)) and the link thereon to a website known as [www.shameoncna.com](http://www.shameoncna.com), in which  
25 SEIU expresses its extreme displeasure with CNA/NNOC for opposing the employer-sponsored  
26 SEIU election.

27 4. On Saturday, April 12, 2008, I attended a conference hosted by an organization  
28 known as Labor Notes at a Hyatt Hotel in Dearborn Michigan. Early that day SEIU agents



1 distributed a leaflet disparaging Rose Ann DeMoro, the Executive Director of CNA/NNOC, a  
2 copy of which is attached hereto as Exhibit 2. Throughout the day CNA/NNOC members and  
3 Board members were heckled and harassed by SEIU agents, despite Labor Notes staff requests to  
4 SEIU to cease and desist from the disruptive behavior. That evening, during the dinner banquet  
5 at which Ms. DeMoro was scheduled to speak, hundreds people wearing SEIU logo shirts broke  
6 through security personnel and forcibly and violently entered a the banquet room in a very loud,  
7 menacing fashion for the obvious purpose of disrupting the conference. They were yelling and  
8 carrying picket signs with SEIU logos disparaging CNA/NNOC. I, along with other  
9 CNA/NNOC staff members and officers were immediately led out by security personnel as the  
10 SEIU agents were fighting their way toward the front of the room where the speaker's podium  
11 was located. Various written accounts of the invasion are attached, collectively, as Exhibit 3,  
12 including a press release from SEIU crowing about the fact that 800 of its agents disrupted the  
13 event, a press release by the sponsors of the conference and a report from Hyatt Hotel security.  
14 The conduct that occurred at the Dearborn Hyatt on Saturday evening was unlike anything I had  
15 ever witnessed before and has left me seriously in fear of my physical safety and concerned  
16 about the physical safety of all officers, directors and staff of CNA/NNOC.

17 5. It is rumored that SEIU agents have been assigned by SEIU President Andy Stern  
18 and SEIU officers to "invade" CNA/NNOC offices in California tomorrow, including the  
19 headquarters office in Oakland where approximately 100 CNA/NNOC staff are employed, the  
20 Glendale office where approximately 38 staff are employed, and Sacramento, where  
21 approximately 16 staff are employed. I am submitting this request on behalf of all officers,  
22 Board members and employees of CNA/NNOC out of genuine fear for the physical safety of  
23 myself and all CNA/NNOC staff members and officers.

24 6. In addition to the events of Saturday, beginning last Thursday evening, April 10,  
25 2008, and continuing to date, groups of SEIU agents have appeared unannounced at the  
26 residences of eight CNA/NNOC Board members located in various Counties in California,  
27 including Alameda County, banging on their doors and loudly demanded in an intimidating  
28 fashion that they come outside "to talk." The first such visit occurred at the home of

1 CNA/NNOC Board Member Margie Keenan who resides in the City of Long Beach. She will  
2 provide a supporting affidavit in support of an injunction, but was not available to do so today in  
3 support of this TRO request. She reported that early in the evening hours of Thursday, April 10,  
4 2008, she was disturbed at home by loud knocking on her front door. She stood up from where  
5 she was sitting in a room at the back of her house and looked out of her front window and saw  
6 four individuals standing on the patio in front of her house. There were three women and one  
7 man. Two of the women were peering in through the window and the man was holding a video  
8 camera. They began yelling loudly, demanding that she come and speak with them in a very  
9 aggressive, boisterous manner. She did not recognize any of the individuals. All of them  
10 appeared to be in their early thirties. The man was tall and all three of the women had a slight  
11 build. They continued yelling and pounding on her door so she dialed 911 and asked the  
12 operator to dispatch police as soon as possible. While she was waiting for the police to arrive,  
13 she climbed the stairs to the second floor of her house and went quietly to a balcony to observe  
14 the intruders. After several minutes, they began to leave, then saw her on the balcony and came  
15 back toward her house and began yelling again. They yelled words to the effect of, "Come  
16 down here! We want to talk to you about Ohio!" She went immediately back into the house and  
17 waited for the police to arrive. By the time the police came, the intruders were gone. She gave  
18 an account of these events to the City of Long Beach police officers who responded to her call,  
19 including a description of the individuals, the white hatchback style car they left in and as much  
20 of the license plate number of the car as she was able to obtain before they left.

21 7. Ms. Keenan reports being very fearful as a result of the intrusion at her home on  
22 April 10, which she describes as extremely aggressive and hostile. She reports that shortly after  
23 the intruders left her property, she received a telephone call on her home phone and the caller,  
24 whose voice she recognized as one of the persons who had been yelling outside her home, asked  
25 for her by name ~~then said "We want to talk to you about Ohio."~~ She is very concerned that  
26 these people have her home address and home telephone number, so she called the unit she  
27 works on at Long Beach Memorial Hospital to ask her coworkers to post a message by the  
28 telephone on the unit instructing everyone not give out any information about her whereabouts.



1 When she called, the unit secretary (name deliberately omitted for safety) told her that two  
2 women had come on to the unit without visitor badges earlier that day asking to speak with her.  
3 The secretary told them that Nurse Keenan was not working and they asked whether they could  
4 find her on another unit. When the secretary said that she was not scheduled to work that day, it  
5 is reported that they left the unit and met two other people waiting in a hallway immediately  
6 outside of the unit.

7 8. Shortly after the incident at Margie Keenan's house, another CNA/NNOC Board  
8 member, Debbie Cuaresma, reported that a group of five people had come to her house in Bolden  
9 Park (Los Angeles County), similarly seeking in a loud, hostile manner to "talk to her about  
10 Ohio." She reported feeling very frightened by these events and immediately ran into her house  
11 and called the local law enforcement agency. Since Thursday, six more CNA/NNOC Board  
12 Members have reported similarly hostile, intimidating events at their homes, including Martha  
13 Kuhl, CNA/NNOC Treasurer, and Jan Rodolfo, CNA/NNOC Secretary, both of whom reside in  
14 Alameda County, in the City of Oakland. Both Nurse Kuhl and Nurse Rodolfo report that a  
15 group of at least three loud hostile people approached their homes last night, Sunday, April 13,  
16 2008, banged on the door and demanded that they come out. Neither of them opened the door to  
17 these invaders, having heard of the earlier incidents in Southern California, but both described  
18 very intimidating behavior.

19 9. On information and belief, I anticipate attacks on the California offices of  
20 CNA/NNOC beginning tomorrow morning. I make this request for a restraining order against  
21 Andy Stern and all agents of SEIU in an effort to protect CNA/NNOC officers, directors and  
22 staff from further incidents of violence and stalking.

23  
24 I declare under penalty of perjury that the foregoing is true and correct. Executed on  
25 April 14, 2008 at Oakland, California.

26 

27 BONNIE CASTILLO staff are employed  
28 RN