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9 Njoki Woods

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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF RIVERSIDE**

11 SERVICE EMPLOYEES INTERNATIONAL)
12 UNION, UNITED HEALTHCARE WORKERS)
13 - WEST; AND DAVE REGAN,)

14 Plaintiffs,

15 v.

16 NJOKI WOODS,

17 Defendant.

Case No. RIC1902014

Assigned for Law and Motion Purposes to:
Hon. Irma Poole Asberry
Dept. 05

DECLARATION OF NJOKI WOODS

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF RIVERSIDE

JUN 11 2019

L. VILLANUEVA

AA1

JUN 12 2019

EX-100

1 I, Njoki Woods, declare as follows:

2 1. I am the named Defendant in the above-entitled action. The facts in this declaration
3 are within my personal knowledge, and if called on as a witness, I could competently testify thereto.

4 2. I was hired on as a full-time union organizer for SEIU-UHW ("Union") in May of
5 2015 and had my employment terminated in March of 2019.

6 3. As a union organizer for SEIU-UHW, I was able to witness several employees get
7 preferential treatment due to the sexual relationships those individuals had with other employees of
8 SEIU-UHW. In particular, I was aware that my team member Jennifer Saldana ("Saldana") had a
9 sexual relationship with our supervisor Grisell Rodriguez's ("Rodriguez") because Saldana told me
10 directly about this relationship in 2017 and the observations I had made being on their team. I was
11 aware that Saldana's employment benefitted from this relationship as Rodriguez would give her
12 preferential treatment and further recognition which resulted in winning gift cards and other benefits
13 I, and the other team members, would not receive.

14 4. In October of 2017, I e-mailed Dave Regan and the entire leadership team at SEIU-
15 UHW about Saldana and Rodriguez's relationship. I am not aware of any disciplinary actions
16 resulting from my act of reporting.

17 5. It is common knowledge as between the employees of SEIU-UHW that Dave Regan
18 and Marcus Hatcher ("Hatcher"), director of the Union's Kaiser division, had sexual relations with
19 members and staff of the Union such as Mindy Sturge ("Sturge"), their subordinate. I am aware that
20 now Sturge is suing the Union and Hatcher for the sexual harassment she received while employed
21 for the Union.

22 6. In December of 2017, Dave Regan addressed the Union membership during a
23 meeting held by SEIU-UHW, that SEIU-UHW would "go after" members who made allegations
24 against the Union while flashing the phone numbers of attorneys on a projector in plain view of
25 those in attendance. The morning after that meeting, during a staff-meeting, I made a comment
26 while on the microphone stating as best as I can recall, "I have no faith to call your attorneys because
27 they are here to protect the Union, not us" and that, "I have been bullied, harassed, and targeted and
28

1 nothing has been done,” and I pointed out that “it starts with the leadership, if the leadership is
2 harassing, bullying, or targeting, then the ranks below will do the same and think it is okay.”

3 7. Throughout my employment for SEIU-UHW I had personal knowledge that Dave
4 Regan had drank alcohol while serving his duties as president of the Union. For example, at my first
5 leadership meeting for SEIU-UHW in Oakland, I had taken a photo with Dave Regan and clearly
6 smelled the odor of alcohol on his breath. I have observed since then several other occasions where
7 he had alcohol on his breath and exhibit physical symptoms of inebriation such having a flushed
8 face, red bloodshot watery eyes, slurred speech, and he would make inappropriate comments. It was
9 common knowledge that Dave Regan would drink while he was working in the capacity of a
10 president for the Union.

11 8. I faced racism on several occasions while working for SEIU-UHW. Specifically, in
12 October 2017 I was yelled at by a co-worker, Judith Bustimani (“Bustimani”), who called me a
13 “black bitch.” Later that day my co-worker Yvonne Milton (“Milton”) told me she overheard our
14 supervisor Rodriguez speaking with Bustimani and Saldana that they “are going to get that black
15 bitch fired” which Yvonne understood meant me.

16 9. I also received further racism from my supervisor Rodriguez when she would
17 segregate the African American team members from the rest and made statements to me such as “go
18 sit with your peers,” which I understood meant the other black people.

19 10. I was told by Rodriguez and Ryn Snyder (“Snyder”) that I had no choice but to give
20 money to COPE (“Campaign On Political Education”) and campaign on my personal time for the
21 SEIU-UHW executive board elections. Not only do I think this order was illegal, it also took time
22 and money away from me caring for my disabled son.

23 11. On February 27th and 28th of 2019, while still employed for SEIU-UHW, I spoke to
24 Mike Elk about my observation from within the Union. I understand Mike Elk is the Senior Labor
25 Reporter for paydayreport.com, which is an American online news outlet that covers labor and
26 employment issues, and he also covers labor and immigration issues for The Guardian, a British
27 daily newspaper with a global audience.

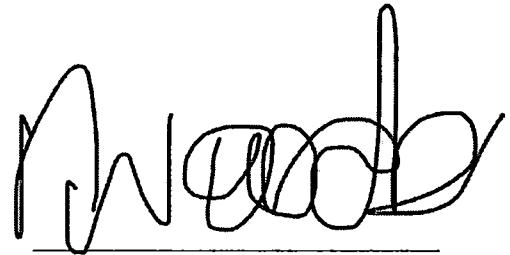
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1 12. On March 1, 2019, paydayreport.com published the article "EXCLUSIVE:SEIU VP
2 Dave Regan Accused of Sexual Misconduct & Retaliating Against Whistleblowers" authored by
3 Mike Elk and citing heavily to what Defendant Woods stated to him in late February. Attached to
4 this declaration as **Exhibit A** is a true and accurate copy of that article printed directly from the
5 website paydayreport.com.

6 13. On March 6, 2019, very shortly following my going to Mike Elk, SEIU-UHW
7 terminated my employment. In my termination letter from SEIU-UHW, the Union cites specifically
8 to my speaking to the press about the quotes I gave to Mike Elk based on my personal experiences
9 and observations while employed for them. Attached to this declaration as **Exhibit B** is a true and
10 accurate copy of the termination letter SEIU-UHW gave me on March 6, 2019.

11
12 I declare under penalty of perjury under the laws of the State of California that the foregoing
13 is true and correct.

14
15 Executed this June 6, 2019, at Riverside, California.

A handwritten signature in black ink, appearing to read "Njoki Woods", written over a horizontal line.

Njoki Woods

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DECLARATION OF NJOKI WOODS

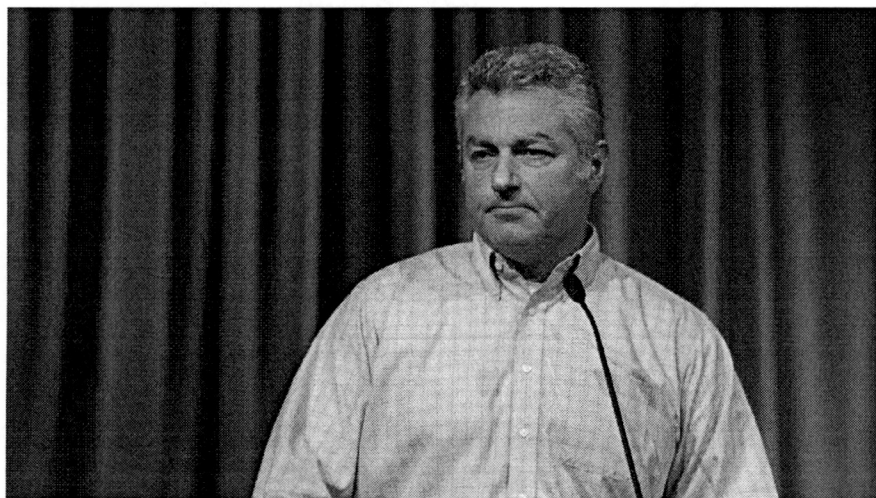
EXHIBIT A



PAYDAY REPORT

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EXCLUSIVE: SEIU VP Dave Regan Accused of Sexual Misconduct & Retaliating Against Whistleblowers



SEIU Vice President Dave Regan is being accused of sexual misconduct and retaliating against whistle blowers

BY: MIKE ELK MARCH 1, 2019

Reading aloud a letter addressed to her supervisors about retaliation she faced after reporting sexual misconduct within SEIU, Njoki Woods, a 42-year-old African American single mother of 4, begins to cry.

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Prior to joining the staff at SEIU United Healthcare West in 2015, Woods had spent a decade organizing her fellow co-workers as a certified nursing assistant and unit secretary at Riverside Community Hospital in Southern California.

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- ☒ Folk Labor Desk

After leading a successful effort as a rank and file member to organize residual workers at nearby St. Mary's hospital, Woods was offered a staff job in May of 2015.

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"I was excited. I had just organized some residual members successfully at St. Mary's," says Woods. "I was so proud of myself. The day they called and told me I got the job, I cried, I was so excited."

However, after raising complaints about sexual misconduct, illegal union electioneering, and selling out members in backroom deals with management, Woods says she wished she had never left the hospital to become a union staffer.

"I faced racism at Riverside Community Hospital, but they addressed it at least," says Wood.

Woods' employer SEIU-UHW has come under heavy criticism for the culture of sexual misconduct that many say is epidemic throughout SEIU nationwide. Recently, a **lawsuit brought by a current employee of SEIU-UHW, Mindy Sturges**, alleges that SEIU-UHW and its president Dave Regan knowingly hired staffers accused of sexual misconduct, routinely covered up sexual misconduct and retaliated against those who reported it. (SEIU-UHW denies the claims).

In 2017, **Payday Report** broke the story of how **Pedro Malavet** was hired at SEIU-UHW after an investigation by another local, SEIU 32BJ, found that he had committed sexual assault against another union staffer, Dario Alladio.

Regan also hired **Caleb Jennings** to work at SEIU-UHW, who in 2016 was charged with assault of an SEIU staffer, Gönül Düzer. Jennings was later found not guilty since it was his words against Düzer's. After the criminal process, Düzer was fired in what many saw as a retaliatory move for her speaking out against Jennings' abuses.

In 2016, more than 50 union staffers signed a letter calling for Jennings to be fired. However, not until late 2017 when #metoo went viral did SEIU finally decide to fire Jennings, a protégé of SEIU VP Dave Regan.

Now, for the first time, another SEIU-UHW staffer has gone on record in an exclusive interview with Payday Report to corroborate the allegations made in Mindy Sturge's lawsuit that not only has Regan been accused of covering up sexual misconduct, but that he has conducted sexual misconduct himself and retaliated against whistleblowers, who spoke out.

"It was widely discussed amongst members that he had sexual relations with members and staff," says Woods. Interviews with UHW staff that wished to remain anonymous out of fear of retaliation back up these statements.

Woods says that the example set by Regan's frequent drinking and personal sexual misconduct created a toxic culture where many felt pressure to have sex in order to get ahead.

"It's a sexual culture—it was all okay," says Wood. "The culture at the time was everybody was having sex with everybody. That's just the culture—sexual favors—that's how people got ahead there".

The accusations against Regan, a powerful SEIU leader who sits on the international union's executive board, mark the third time that a top ally of SEIU President Mary Kay Henry has been accused of sexual misconduct.

In 2017, Fight for \$15 Director and SEIU Executive Vice President Scott Courtney was forced out after allegations of sexual misconduct. In 2018, SEIU Healthcare Massachusetts Executive Director Tyrek D. Lee was demoted after being accused of sexual misconduct. (Many say that Lee was only able to keep his job after a social media campaign by SEIU staffer to defame his accusers).

Union culture is notorious for partying and drinking in workers' off hours. In this environment of heavy

intoxication and frequent travel together in hotels, many say sexual misconduct runs rampant.

In addition to Regan being accused of sexual misconduct, two other top SEIU-UHW officials, Chokri Bensaid and Grissel Rodriguez are now also being accused by SEIU #metoo activists of sexual misconduct and allegedly engaging in favoritism with SEIU those staffers willing to trade sexual favors.

Interviews with SEIU_UHW staff indicate that Regan has also been accused of being violent when drunk. In August of 2018, California Assemblyman Richard Bloom accused Regan of shoving him across a room while drunk. A charge which Regan denies.

It's not the first time Regan's been accused of violence. In 2016, Regan was accused of shoving a process server down the steps of his home. Police officers said that when they arrived to investigate that the politically connected Regan even tried to intimidate them; a charge that he also denies.

"He drinks all the time, everybody knows it," says Woods who says she smelled alcohol on Regan's breath many times during the work day. "He was always drunk—it was just the norm."

SEIU-UHW did not immediately respond for a request for comment when reached late on Thursday.

Many say that the toxic workplace culture of SEIU-UHW stems from the hostile takeover of the local union by Regan and engineered by the top leadership of the international D.C. headquarters of SEIU in 2009.

"It's a cultish type environment. When you go in, you feel great, you feel like you are a part of something big," says Woods. "You feel really good until you start getting into these robotic type of conversations, there is nothing genuine. It's these robotic type of conversations meant to conform you...Its like they want to program you, you have to be as a mean as them".

In 2009, SEIU international took over the local union after the local leadership rejected efforts by international leadership to force the local to make concessionary closed door deals with healthcare companies.

Then, in a controversial move and without a vote of the membership, SEIU international forced all 200 elected shop stewards out of office and installed Dave Regan to run SEIU-UHW.

In 2011, the federal National Labor Relations Board found that SEIU-UHW leadership illegally colluded with Kaiser Permanente to retaliate against workers, who favored NUHW over SEIU in a union election between the two rival unions. Finding that SEIU-UHW engaged in illegal conduct in collusion with the company, the NLRB threw out the union election results and ordered that a new union election be held.

The conflict between NUHW union members and the SEIU international staffers being sent into California to target NUHW activists opposing the SEIU-UHW created a culture of intimidation and domination within the union, where staffers regularly targeted other SEIU staffers, who wouldn't go along with plans to smear NUHW activists.

Many #metoo activists say the culture of bullying within SEIU-UHW made it a workplace where sexual misconduct could easily flourish. They say many low-level SEIU staffers were often scared of upper-level SEIU International management sent into to bust the NUHW.

Woods says that she felt pressure from SEIU not to fight management too much and that sometimes SEIU would even instruct her to get a member fired if they questioned SEIU's lack of militancy; instructions, which Woods says she refused.

After getting hired by SEIU in the spring of 2015, she says she felt herself getting bullied almost immediately.

Under federal labor law, it's illegal to require union staffers to contribute to the internal election campaigns of union officers. However, Woods says that was told by SEIU-UHW official Grissel Rodriguez that she had to contribute to

these funds and was required to use her personal time and phone to campaign for executive board members favored by SEIU-UHW President Dave Regan.

"She said you have to do it, it's not a choice," says Woods.

Woods says she also found herself getting pressured to not push too far with certain companies with whom SEIU had good relations. Indeed, in some situations, if a member criticized SEIU union leadership, Woods says her supervisor Grissel Rodriguez was instructed to work with the union members' employer to get that member fired; something that Woods also says she refused to do.

Beginning in August of 2015, Woods, a cancer survivor, says that she found herself getting constantly harassed about disability issues from Rodriguez as she resisted Rodriguez's wishes.

"I would hear about her saying things in coordinating meetings," says Wood. "People that she had relationships with that I didn't have a relationship would know about my health. They started talking about it right away."

"It was definitely a bullying tactic, I could feel it," says Woods. "It was like she recruited other people to bully. If you start complaining they will build a picture of you in a different light. People can't talk to you, they won't talk to you. They isolate you."

She says some union staffers also mocked a union staffer Mustafa "Hawk" Tahjuddin, who committed suicide in 2012 after leaving a note saying that pressure from the union pushed him over the edge.

According to Woods, union staffer Myriam J. Inzunza pointed to Tahjuddin's old desk and joked that the people who sat there would kill themselves. "He said it was us and we tortured him and were killing him, but he had other issues," says Woods.

Woods account of the joke is verified through interview with other SEIU-UHW staff that wished to remain anonymous out of fear of retaliation.

Woods says that like other union staffers, she found herself coming close to the edge of experiencing a nervous breakdown as she faced pressure to go along with union management's wishes.

Woods says she was often forced to work 6-7 days a week and was penalized with reduced pay if she took a day off. Woods said that her workload was heavier because she was forced to often perform the work of a co-worker who was having sex with their supervisor Grissel Rodriguez.

In October of 2017, Woods wrote in an email obtained by Payday Report outlining her concerns about her supervisor Rodriguez having a sexual relationship with an employee under Rodriguez's supervision.

Afterward, Rodriguez was overheard by Woods co-workers in the office saying "We are going to get that black bitch fired."

Woods says she began receiving write-ups for not performing well enough on the job and found herself mocked for her health condition while having more and more work hours requested of her.

In December of 2017, Woods and other union staffers, who wished to remain anonymous, say that Regan warned staffers at an executive board meeting against speaking out against sexual misconduct after one of Regan's top staffers, Marcus Hatcher, was fired as a result of sexual misconduct allegations.

"Dave Regan was standing on the stage and they put all these numbers to these attorneys and he said 'if you have an issue of sexual harassment then you can contact these attorneys, but you better damn well know that if you bring up allegations against us, you are coming up against a million dollar organization and we will come after you'," says Wood.

After Regan's statement, Woods stood up and raised questions about Rodriguez's sexual relationship with someone under her supervision. Woods say that staffers in the audience heckled and told her to mind her own business.

After the public confrontation with Regan, Woods says that retaliation increased dramatically after the incident. She says that she struggled to sleep and began experiencing severe health issues.

"I have developed irritable bowel syndrome that I have had for two years. I have constant headaches," says Woods. "I have anxiety attacks all day long. It's to the point that the anxiety is just horrible. I throw up; there are times when I cannot eat."

As Woods' health deteriorated, she decided to take two months off on medical leave and enter an intensive 8-week therapy program to get the anxiety attack under control. However, after she returned, Woods says she faced more retaliation and claims she was often written up for minor infractions.

However, Woods, who came out of the rank-and-file of her union, says she was determined not to leave the union and kept pushing on despite the intimidation.

In December of 2018, Woods says that things came to a head when a top SEIU official Bennie Tinson berated her at length.

She suffered an anxiety attack and had to call an ambulance.

"He's just attacking me, yelling at me. He's going on and on and attacking" says Woods. "The room was not even the room anymore. I can't breathe my chest is hurting. He didn't even respond, he just keeps going on."

As a result of the hospitalization, she was forced to take another month off on medical leave to recover.

After she returned to work, Woods was reassigned to do organizing in the far away High Desert.

Woods had never had to drive more than 42 miles from her house for previous assignments, but now she was required to drive 86 miles each way every day through heavy South California traffic. While SEIU policy required that organizers being given a hotel room if they are forced

to travel more than 40 miles from their home, Woods says that she was denied hotel reimbursement and forced to commute round trip nearly four hours a day.

The drives caused sleeping and back problems, which lead to her filing a workers compensation claim against SEIU-UHW that is still pending. As a result of the health issues, Woods once again is back out on medical leave.

She fears that SEIU will fire her, but having fought for years as a rank-and-file leader within SEIU, she said she was determined to not see the struggle of her and her co-workers go in vain.

"I thought the organization believed in the labor movement and that's not the case," says Woods. "It's not about the labor movement for Dave Reagan, it's about power and control or Dave Reagan. It's not about members and I'm not comfortable with that because I am lying to these people."

"I have children, how do I look at my children," says Woods.

Despite the hostility from management, Woods says that many of her co-workers have encouraged her to speak out and she hopes that her courage in speaking out inspires others to do so.

"This is standing up for the staff, standing up for the members," she says as she pushes back tears. "Members should have good contracts, members should know what's going in their contract, they should be aware of the truth."

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ABOUT THE AUTHOR

**Mike Elk**

Mike Elk is the founder of Payday Report and also covers labor and immigration for The Guardian. In 2015, he was illegally fired for union organizing as Politico's senior labor reporter and used his \$70,000 NLRB settlement to start Payday. The son of United Electrical Workers (UE) Director of Organization Gene Elk, he lives in his hometown of Pittsburgh and has dinner with his folks regularly. He can be reached at Melk@PaydayReport.com. A Sidney Award winner and proud graduate of Woodland Hills, Elk lives in his hometown of Pittsburgh.

2 COMMENTS

ON "EXCLUSIVE: SEIU VP DAVE REGAN ACCUSED OF SEXUAL MISCONDUCT & RETALIATING AGAINST WHISTLEBLOWERS"



Labor 101 | March 1, 2019 at 4:20 pm | Reply

I personally worked alongside Njoki, she is a great organizer and a sweet person. The internal staff motto of UHW is "UHW is where great organizers go to die" – and they sure live up to it. Glad I got away. Stay strong Njoki!!!!!!



Greg | March 1, 2019 at 8:23 pm | Reply

As a former employee of the organization I think it's far past time to file a class action suit sexual discrimination sexism racial discrimination racially disparaging remarks as a former organizer with in the organization I can attest and be would be more than willing to I've worked at UHW for over 10 years

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EXHIBIT B

To: Njoki Woods

Fr: Greg Pullman

Da: 3/6/19

Cc: Noemi Beas, Chokri Bensaid, Bennie Tinson, Sophi Hak, Erik Dimitruk (SWU)

Your employment is being terminated effective immediately. You are being terminated for:

- Defamation and disparagement of SEIU-UHW and individual staff of the organization.
- Dishonesty
- Insubordination
- Violating the privacy of your co-workers
- Violation of the SEIU-UHW media policy
- Taping a co-worker without consent
- Disrupting and undermining the work of the organization
- Undermining your own ability to perform your job effectively.

Your inadequate work performance, disruptive behavior towards your co-workers and supervisors, resistance to feedback, failure to follow directions and lack of ownership of your responsibility as a organizer/representative in the union have been discussed with you on multiple occasions by your supervisors and assistant director.

In June of 2018, you received a written counseling for failure to perform your work duties in regard to the primary election.

On February 15, 2019, you received a written warning for failure to follow directions, avoiding critical areas of your turf, disruptive relationships with your peers, failure to take responsibility for your turf's success, building personal rather than organizational relationships, failing to resolve worker issues, failure to meet your goals on the 80% campaign and ineffective relationships with members. All of this contributed to the majority of the members who participated voting against union security in the largest bargaining unit in your turf.

You were given clear expectations in this warning and they included, among others:

- You are expected to meet regularly with your supervisor, fully debrief your work with your supervisor, answer any questions he has, hear and incorporate any feedback he offers and follow any directions he gives.
- You are expected to put any personal feelings you have about your peers and/or supervisor aside so as not to allow them to interfere with your ability to work together effectively.

You were told that failure to meet these expectations will result in further disciplinary action up to and including termination. Not only have you failed to meet these expectations, you have since committed major violations of SEIU-UHW policy and expectations that constitute gross misconduct.

Shortly after you received this warning, you contacted both me and Noemi Beas with a recording of an interaction you had with Bennie Tinson at Parkview Hospital. You told both of us that a Parkview worker recorded the conversation. You said that the tape showed Bennie yelling and being abusive. This was false. In fact, Bennie was not yelling on the tape and rather than being abusive, he was expressing to you what he was experiencing as bullying behavior from you.

Given the tone of the conversation and the fact that it was not held in close proximity of any Parkview employees, it is not plausible that it was taped by a third party. We believe it was taped by you without Bennie's knowledge and consent and in violation of California law. But even if we accept your implausible explanation that you did not secretly tape Bennie, you nevertheless knew that someone had secretly taped Bennie, and you obtained the secret recording from that person in order to advance a false claim that Bennie yelled at you and was abusive to you. This is unacceptable behavior in our workplace. Your actions here are also demonstrate your dishonesty.

The Hospital Division leadership determined that problems identified with your performance at Parkview leading up to the election indicated that we would be unlikely to effectively rebuild with you as the organizer there. You were told that we would create a transition to Greg Batiste. On February 21, 2014, you, Greg, Bennie, and Noemi agreed to schedule a meeting to transition the turf in an organized manner that would ensure continuity for the members on February 25, at 10:30 am. Everybody attended that meeting as scheduled except for you. This was a critical meeting and your un-excused and unplanned absence from it undermined the organization's ability to plan the transition.

On March 1, 2019, at 12:23 am, Steve Trossman received an email from an anti-SEIU blogger named Mike Elk who publishes a blog called Payday Report. He said that he had interviewed you that day (presumably meaning February 28). You were on medical leave that day, supposedly unable to work, yet you were apparently able to give him an extensive interview.

Elk further stated, "Among many claims, Woods say that he she reported that her supervisor Grisell Rodriguez was having sex with a co-worker of hers". In October of 2017, after two of your co-workers made a complaint of bullying against you because you disrupted a staff meeting, cursed at them and made sexual allegations against one of them, you were interviewed about this claim. At the time, the only "evidence" you had of the claim that Grisell Rodriguez was having sex with your co-worker was that another staff person, Pearson Woods,

told you that the co-worker made a comment that implied this to him. In other words, you had no direct evidence and had based your claim on third hand gossip. You've now repeated that third hand gossip as a fact to a reporter. As a result, Mike Elk has now published your claim -- based on nothing more than third hand gossip -- on his blog. This has created a hostile work environment for Grisell and is behavior that is unacceptable for our workplace. Your personal impressions, based on gossip, rumor, speculation, or conjecture, of SEIU-UHW employees' sex lives are not fair game for publicity. It demonstrates a gross disregard for common decency, the feelings of others, and demonstrates your propensity for dishonesty.

Elk's March 1 email goes on to state: "Woods says that at a Dec 2017 meeting, Regan went up on a stage flashed the numbers of some attorneys, told people to call those attorneys if something happened and then said that SEIU would go after folks if they made allegations". This is patently false and defamatory. It is the complete opposite of what Dave said when he made it clear that SEIU-UHW would not tolerate harassment.

Elk's March 1 email continues: "Wood says that Regan was drunk all the time during the day". Again, this is an outrageously false and defamatory comment for you to make about an individual and an elected leader of our union.

Elk continues to state that "one union staffer Myriam J Inzuna pointed to Tahjuddin's old desk and joked that the people who sat there would kill themselves saying, "He said it was us and we tortured him and were killing him, but he had other issues," says Woods. Myriam did not make that comment to you. In fact, Myriam and Tahjuddin did not overlap in their employment at the union. Myriam is a co-worker and she did not authorize you to discuss her statements with the media. This is slanderous and a violation of the privacy of our employees who should be able to work in the union without having co-workers attribute false statements to them in the media or any statements to them in the media without their consent. Your statement against shows your propensity for dishonesty.

Early on the morning of March 1, Elk published his story in Payday Report. It reveals further defamatory, disparaging, and dishonest comments that you made to him. He states: "Woods says that the example set by Regan's frequent drinking and personal sexual misconduct created a toxic culture where many felt pressure to have sex in order to get ahead". You have presented no evidence that Dave Regan engaged in personal sexual misconduct in the union. This statement is defamatory, disparaging and dishonest.

Elk's article quotes you as saying, "The culture at the time was everybody was having sex with everybody. That's just the culture—sexual favors—that's how people got ahead there". Again, this is false. "Everybody" at the union is not "having sex with everybody" and nobody "got ahead" through "sexual favors". Your comments undermine the integrity of the organization and the achievements of so many leaders and staff who have worked hard to rise in the organization.

The article further quotes you in discussing Dave Regan, "He drinks all the time, everybody knows it," says Woods who says she smelled alcohol on Regan's breath many times during the work day. "He was always drunk—it was just the norm." This is another blatantly false and defamatory statement.

The article continues: "Woods says that she felt pressure from SEIU not to fight management too much and that sometimes SEIU would even instruct her to get a member fired if they questioned SEIU's lack of militancy; instructions, which Woods says she refused". This is false. You were never instructed to have a member fired if they questioned SEIU's lack of militancy. As a representative/organizer, you don't have the power to have anyone fired except for failing to comply with a negotiated union security clause. This statement is not only defamatory and disparaging but undermines the union as an organization as well as your ability to effectively represent members going forward. Employers, decertification petitioners, or any other anti-union individual or group will now point to your statement in an effort to undermine the union. Workers will question your ability to effectively advocate and represent them.

In discussion about the December 2017 Executive Board meeting, you are quoted as saying: "Dave Regan was standing on the stage and they put all these numbers to these attorneys and he said 'if you have an issue of sexual harassment then you can contact these attorneys, but you better damn well know that if you bring up allegations against us, you are coming up against a million dollar organization and we will come after you',. That is completely false. The total opposite of this was witnessed by several hundred other people at the meeting, who overwhelmingly voted to pass a comprehensive Code of Conduct that addressed harassment in all forms. False statements like this not only defame and disparage the union, Dave Regan, and the elected Executive Board members, but they undermine the union's effort to create an anti-harassment culture by discouraging people to report harassment, which the union is on record as encouraging people to do.

The article concludes with a quote from you that says, "I thought the organization believed in the labor movement and that's not the case," says Woods. "It's not about the labor movement for Dave Reagan, it's about power and control or Dave Reagan. It's not about members and I'm not comfortable with that because I am lying to these people."

This is an incredible statement for an SEIU-UHW organizer/representative to make. First, it is knowingly false as you have sat in hundreds of meetings, phone calls and discussions in which the union's mission to grow the labor movement and improve the lives of workers was discussed. Second, it completely undermines your ability to carry out the primary function of your job, which is to encourage workers to get involved in the union. Why would anyone follow your leadership to get involved in the organization when you publicly characterize it this way? Third, you are publicly admitting to lying to members of the union, which is categorically unacceptable.

I attempted to interview you immediately after the Elk article appeared. You said you were unavailable, but proposed March 5, 2019 at 2 p.m. You had proposed this date and time on March 1. We convened a conference call with Sophi Hak and Erik Dimitruk. I asked you three questions, which you answered. I then asked you if you had spoken to Mike Elk. You refused to answer seven times. I directed you to answer and you still refused, saying you were not in the proper state of mind. I asked you when you thought you would be in the state of mind to answer my simple yes or no question and you indicated that it wouldn't be until the end of your medical leave. You were not in the state of mind to answer my question, during your medical interview, but you were able to conduct an extensive interview with Mr. Elk during that same leave.

Your refusal to answer my question constitutes insubordination, which is gross misconduct. Based on your refusal to participate in the investigation, I am forced to draw conclusions without your input.

Your statements to Mr. Elk are defamatory, disparaging, dishonest, and constitute inappropriate public, personal attacks against individual employees of the organization. They undermine your ability to perform your job and damage the reputation of the organization at a time when we are engaged in critical fights on behalf of tens of thousands of workers. They demonstrate extreme hostility to the organization that you are supposed to be encouraging people to join and get involved in. They contain an admission that you lie to members of the union.

These statements also constitute a violation of SEIU-UHW's media guideline in our personnel policy handbook which you acknowledged receiving and took responsibility for following. That policy states: "On matters and campaigns related to UHW, staff should not speak to reporters or bloggers. All media requests for interviews should be

redirected to communications staff or to a designated point person for a particular issue or campaign, and staff should not email or otherwise talk to journalists on or off the record unless it is part of a coordinated campaign.”

For all the reasons stated above, your employment is now terminated. You are expected to return all SEIU-UHW property immediately. Your final checks and information about how to maintain health coverage under COBRA will be sent to you promptly.