



CALIFORNIA'S MOST **ABUSIVE** UNION?

A Look Behind the SEIU-UHW Curtain

June 2024

"The culture is cancer.

You'll want to leave and work for the other side, this local and its leadership need to take a hard look in the mirror."



STAN LYLES

SEIU-UHW Top Lieutenant

*"Since joining UHW, I had to start therapy – **this place took a toll on my mental and physical health.**"*



DAVE REGAN

SEIU-UHW President

"Lack of accountability –

The union is anti-union."

"Upper management is awful.

They are incompetent, completely disorganized, rude, secretive, childish, paranoid about losing their power, and incapable of changing in any way."

*"The very top level management **don't care about their workers at all.**"*



CHOKRI BENSAÏD

Head of SEIU-UHW Hospital Division

"Literally everything about this organization is horrible,
the directors and coordinators, the strategic plan, the culture and vision."

Executive Summary

Based in California, the Service Employees International Union - United Healthcare Workers West (SEIU-UHW) is one of the largest SEIU locals in the country. The union claims to represent the best interests of healthcare workers. But a closer look at the SEIU-UHW's inner workings reveals a union with a brutal office culture led by several controversial officers.

Since the forceful takeover of its predecessor union – the United Healthcare Workers – the SEIU-UHW has had a checkered history with its members and employees.

President Dave Regan and his top lieutenants – Stan Lyles and Chokri Bensaid – have all been accused of sexual misconduct and harassment. The union has even been accused of retaliating against accusers in the wake of the allegations.

Employees also accuse union leadership of fostering an anti-union environment and claim the union does not respect or care about its own workers.

Union members also appear to be displeased with the current representation they have been provided with by the SEIU-UHW. Some members even started a YouTube channel to voice their complaints.

Over one-million workers have filed more than five-hundred unfair labor practice complaints against the SEIU-UHW. These complaints include allegations of coercion, statements of violence, and failing to properly represent its workers.

Below is a list of highlights:

Leadership

- Dave Regan (President), Stan Lyles (Vice President), and Chokri Bensaid (Division Director) have all been accused of sexual misconduct.
- Dave Regan has been accused of assaulting a process server, was arrested in Ohio, and allegedly pushed a California lawmaker.

Backlash Against SEIU-UHW

- Over one-million workers have signed on to unfair labor practice charges against the SEIU-UHW.
- A YouTube channel was started in direct opposition to how the union is treating its members.

- The union's controversial founding in 2009 highlights longstanding issues that have plagued the SEIU-UHW's culture throughout its history.

Appendix of Reviews

- Countless employees have accused the union of only caring about getting money out of its members for its political fund.
- Reviews claim the union has fostered a culture where upper management could care less about employees and that the union is "cancer."
- Employees complain that the union frequently overworks its staff and expects personnel to work up to "24 hours" a day during election seasons.
- Leadership/management of the union is accused of being abusive towards staff.

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Leadership

President Dave Regan

Sexual Misconduct Lawsuit

➤ **In 2019, Regan was subject to a sexual misconduct lawsuit.**

- According to a Dec. 11, 2019, *Payday Report* article:

Regan, who also serves on the international's union executive board and as the current President of United Healthcare Workers West, now faces a sexual misconduct lawsuit brought by current SEIU-UHW staffer Mindy Sturge against SEIU-UHW. The lawsuit alleges that he engaged in sexual misconduct and tolerated a frat boy culture where sexual misconduct ran rampant.¹

➤ **Regan faced allegations that he would only promote women who engaged in sexual relationships with him.**

- According to a Dec. 11, 2019, *Payday Report* article:

Interviews with scores of SEIU staffers, past and present, and sworn testimony obtained by Payday Report, accused Regan of making it clear that he would promote women from the rank-and-file of the union, who were willing to engage in sexual relationships with him. A charge, which SEIU-UHW denied.

Veronica Lowery, a staffer at UHW, initially said in an affidavit that she once was at a conference when she overheard Regan and others talk about the physical appearance of a rank-and-file member walking by them.

“The only way she is getting a job [with SEIU-UHW] is if she sucks my dick,” Lowery recalls Regan said in an affidavit obtained by Payday Report.²

Editor's Note: Lowery later recanted her statement.

➤ **The SEIU-UHW sued an employee for defamation after she spoke out about Regan.**

- According to a Dec. 11, 2019, *Payday Report* article:

¹ Mike Elk. (Dec. 11, 2019). SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow. [Payday Report](#).

² Mike Elk. (Dec. 11, 2019). SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow. [Payday Report](#).

Lowery late recanted her previous statement for reasons that remain unclear. SEIU-UHW has sued another whistleblower Njoki Woods for defamation for speaking out against Dave Regan; leading many within the union to fear speaking out. As defamation offenses tend to be complex legal procedures, people in the union now might want to learn more about it before suing someone and might as well want to proceed with caution.³

➤ **SEIU-UHW funds were used to defend Regan.**

- According to a Dec. 11, 2019, *Payday Report* article:

Ironically, while SEIU has used federal trusteeship powers to take over dissident unions, it has failed to use trusteeship to punish those like Regan, who stands accused by multiple women of sexual misconduct. Indeed, SEIU has even permitted Regan to use his union, SEIU-UHW funds to defend the union leaderships against sexual misconduct allegations.⁴

➤ **In 2020, the SEIU-UHW settled the lawsuit brought against Dave Regan over sexual harassment.**

- According to a Jan. 23, 2020, *Payday Report* article:

Payday Report has learned that SEIU-UHW has settled a major lawsuit in a case brought against SEIU Vice President Dave Regan, who also serves as the head of SEIU-UHW, brought by SEIU-UHW staffer Mindy Sturge in Oakland, California.

The settlement came after months of extensive depositions and evidence filing that produced scores of witnesses on the record and that was likely expensive. The announcement of the settlement came less than a week before a trial was expected to start in the case.

The terms of the settlement are confidential and were not released. However, since SEIU-UHW represented Dave Regan in this case, some labor law experts agree that the lawsuit was likely funded using union resources.⁵

Ohio Arrest

➤ **In 1995, Regan was charged with disorderly conduct, criminal mischief, and rioting (a first-degree misdemeanor).**

³ Mike Elk. (Dec. 11, 2019). SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow. [Payday Report](#).

⁴ Mike Elk. (Dec. 11, 2019). SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow. [Payday Report](#).

⁵ Mike Elk. (Dec. 11, 2019). SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow. [Payday Report](#).

- According to the case information for the State of Ohio vs. Regan, David Jude:⁶

STATE OF OHIO VS REGAN, DAVID JUDE		1995CRB00982	
Assigned to Magistrate Kettler in Massillon Municipal Court		Filed by Canal Fulton Police Department	
Charges	Name	Date of Birth	
1. 2917.03 [M1] RIOT	REGAN, DAVID JUDE	Mar 16, 1966	
2. 2909.07 [M3] CRIM MISCHIEF	Address		
Reduced From 2921.33 [M3] CHECK DOCKET FOR ORIGINAL	5716 CANEHILL LANE		
3. 2917.11 [M4] DISORDERLY COND	HILLIARD, OH 43026		
Case Status	Next Action		
Found guilty on August 21st 1995.	None		
Sentence	Money Owed View Details		
\$250 in fines.	Total	Payments	Balance
Attorney	\$312.00	\$0.00	\$0.00

Editor's Note: Charges note that 2921.33 (M3) – which is resisting arrest – was listed in the original charges but was later changed to criminal mischief.

➤ **Regan pled guilty to a suspended jail sentence.**

- According to the case information for the State of Ohio vs. Regan, David Jude:⁷

Aug 21, 1995	(N) MOTION & ORDER FILED AMEND TO CRIMINAL MISCHIEF 2909.07 (M3) NO CONTEST, GUILTY \$250.& COSTS 60 DAYS JAIL SUSP. JAIL ONCOND. NO RELATED FOR 1 YR. PAY 8/31/95. #955944
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California Assault of Process Server

➤ **In 2016, Dave Regan allegedly broke a process servers' arm and intimidated a police officer.**

- According to a Feb. 16, 2016, *CBS Bay Area* article:

The vice president of a union representing two million members has been accused of assaulting a process server at his Kensington home, and intimidating a police officer investigating the incident.

Dave Regan is accused of pushing a process server down the steps of his Kensington home, refusing to be served legal documents in a dispute with the California Hospital Association.

Police say the server was injured and had to have medical treatment.

When police got to Regan's home, they said he was aggressive and tried to intimidate the officer.⁸

⁶ David Regan. [Stark County](#). Aug. 21, 1995.

⁷ David Regan. [Stark County](#). Aug. 21, 1995.

⁸ (Feb. 16, 2016). Union VP Accused of Assaulting Process Server outside Kensington Home, Intimidating Cop. [CBS News](#).

➤ **The process server – Steven Paul Adams – filed a restraining order against Regan.**

- According to the Contra County Court:

Party
Restrained Person/Respondent REGAN, DAVID
Protected Party ADAMS, STEVEN PAUL

02/29/2016 Request for Civil Harassment Restraining Order Filed ▼
Comment REQUEST FOR CIVIL HARASSMENT RESTRAINING ORDERS FILED

➤ **Adams claimed that Regan continued to punch and kick him once he was pushed to the ground.**

- According to the statement by Mr. Adams in the restraining order:

At approximately 6:32pm I saw a silver SUV drive into the driveway of BLANK Beloit Ave., and park to the right of the green SUV. I exited my vehicle and approached the driveway. I started to approach the residence on the driver's side of the green SUV; however I saw a subject exit the driver's side of the silver SUV that matched the photograph that I had of David Regan and begin to walk near the rear of his SUV. I redirected my approach and met Mr. Regan at the rear of his SUV. I identified myself and told him I was there to serve him some paperwork. Mr. Regan asked me what the paperwork was, I told him I didn't know. Mr. Regan told me he did not want the paperwork and walked away. Mr. Regan walked towards the passenger side of his SUV. I told Mr. Regan I would place the paperwork on his car. I place the paper work on the hood of Mr. Regans SUV and took video of the paper work on his SUV. I turned the video off and as I did I was pushed extremely hard from the left knocking me to the ground in front of the green SUV that was parked in the driveway. While I was on the ground I kept trying to get up; however Mr. Regan kept pushing me to the ground and hitting me in the head with his fist. I told Mr. Regan to stop, that I was leaving, however he continued to hit me and push me to the ground every time I tried to get up. Fearing for my safety, I told Mr. Regan I was calling 911 with my cell phone. As I attempted to call 911 Mr. Regan kicked me on the right side of my chest knocking the wind out of me and causing an extreme amount of pain and making it very difficult to breath. As Mr. Regan

continued to kick me in the chest I was able to use my right arm to block an additional kick. Mr. Regan kick me in the right arm with an extreme amount of force that made it very hard to use my right hand or arm. I thought that he had broken my arm. I again told Mr. Regan to stop and tried to call 911. I had my phone in my left hand trying to call 911 and Mr. Regan continued to kick me as he attempted to take my phone away from me. I was certain that if Mr. Regan was able to get my cell phone away from me he would have beaten me unconscious. At one point Mr. Regan was able to get his hand on my cell phone and attempt to pry it out of my hand. I rolled over, breaking his grip and placing my left hand under my body to prevent him from taking my cell phone.⁹

Pushing Lawmaker

➤ **In 2018, a lawmaker claimed to have been shoved by Regan at a Sacramento fundraiser.**

- According to the Aug. 21, 2018, *Sacramento Bee* article:

A California lawmaker reported to the Legislature earlier this month that he was shoved by a health care union president at a downtown Sacramento restaurant.

The confrontation between Assemblyman Richard Bloom, D-Santa Monica, and Dave Regan, president of SEIU-United Healthcare Workers West, occurred on Aug. 8 at Lucca Restaurant and Bar, where the two were attending separate events for the California Legislative Jewish Caucus and California Forward.

Bloom's office declined to discuss the incident but confirmed that Bloom reported it to the Assembly Rules Committee. Spokesmen for Regan and California Forward denied any physical contact between them.

"If there was a shove, I didn't see it. If there was a shove, it was very minor. Certainly, nobody fell to the floor," said Steve Trossman, director of public affairs for SEIU-UHW, who said he was with Regan that night. "At the time, it didn't seem like a big deal to me. It's gotten blown out of proportion."

"We saw nothing physical beyond the verbal disagreement," said Ed Coghlan, communications director for California Forward, a Sacramento-based think tank that was hosting a dinner for its board members, including Regan.¹⁰

➤ **Trossman went on to claim the assembly member provoked Regan.**

- According to the Aug. 21, 2018, *Sacramento Bee* article:

⁹ Dave Regan. [Restraining Order](#). 2016.

¹⁰ Alexei Kosseff. (Aug. 21, 2018). A Union President Shoved Him at a Sacramento Fundraiser, Lawmaker Reports. [Sacramento Bee](#).

Trossman blamed Andrew Crutchfield, director of the political advocacy group Govern for California, for provoking Regan. Crutchfield, who did not respond to calls and emails seeking comment, was attending the Jewish Caucus fundraiser with Bloom.

Crutchfield was introduced to Regan, according to Trossman, and "clearly was trying to pick a fight with Dave." He began "gloating" about a recent Supreme Court decision on union dues, Trossman said, and claiming "that all unions do is lie to their members."

Govern for California is affiliated with former Gov. Arnold Schwarzenegger adviser David Crane, who has frequently clashed with public employee unions over their pensions.

"This guy is clearly a provocateur. He was clearly proud of himself," Trossman said.

A few people from both parties came over to break up the dispute. Bloom got between Regan and Crutchfield, Sen. Ben Allen said, and that's when Regan pushed him out of the way.¹¹

Vice President Stan Lyles

Sexual Harassment

➤ Stan Lyles, a top lieutenant of Dave Regan, was accused of sexual misconduct by a former union organizer.

- According to a Dec. 11, 2019, *Payday Report*:

In 2008, when escorting Lyles with his baggage to his room, Starla Rollins, a former union organizer with SEIU-UHW, says that Lyles made sexual gestures towards her.

"When I was in his room, he said, 'I like big asses' and told me (suggestively) to 'come here – I want to show you something,'" said Rollins in an affidavit obtained by Payday Report.

"After the incident during bargaining, Stan would text me, and he said he was coming to our hospital. He said he 'had something for that big ass,' and then he texted me two photos of his penis," said Rollins.

"I helped him carry his bags to his room, and then, when we got there, he cornered me in the room. He closed the hotel room door and stood in front of it and started taking off his belt. He said something like 'I know you want it.' I was so scared—I thought I wouldn't get out alive," said Rollins.

¹¹ Alexei Kosseff. (Aug. 21, 2018). A Union President Shoved Him at a Sacramento Fundraiser, Lawmaker Reports. [*Sacramento Bee*](#).

Eventually, she was able to negotiate her way out of the room. SEIU-UHW denies the incident occurred.¹²

➤ **Lyles was also accused of sexual harassment by multiple other women.**

- According to a Dec. 11, 2019, *Payday Report*:

As part of 2014 hearing into whether she received proper representation, Rollins' friend Regina Johnson later testified under oath in 2014 as part of an employment proceeding against SEIU-UHW that Rollins showed her the texts of Lyles' penis.

Lyles was represented at the hearing by SEIU-UHW's General Counsel Bruce Harland. SEIU-UHW denied the allegations in an email sent to Payday after the publication.

Other SEIU-UHW members have also accused Lyles of sexual misconduct. Allegations, which Lyles denies.

On one occasion, Michelle Collins, a veteran SEIU-UHW member with 20 years in the union, said that Lyles assaulted her in an elevator at a union's office.

"In the office at UHW's Commerce office, he stuck his hand under my shirt and groped my breast. I hit him and thereafter refused to have anything to do with him or support him for election to Vice President," said Collins in an affidavit obtained by Payday Report.

Mindy Sturge, said in a sworn affidavit, that Lyles also made several advances towards her.¹³

Division Director Chokri Bensaid

Sexual Harassment

➤ **Regan's other top lieutenant, Chokri Bensaid, has also been accused of sexually harassing women under his command.**

- According to a Dec. 11, 2019, *Payday Report*:

Chokri Bensaid is the head of SEIU-UHW Hospital Division and was known as a regular drinking buddy of Regan, and is alleged to have shared his tendency to sexually harass women working under him.

¹² Mike Elk. (Dec. 11, 2019). SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow. [Payday Report](#).

¹³ Mike Elk. (Dec. 11, 2019). SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow. [Payday Report](#).

After recovering from her divorce, Sturge said that she finally gave in to the advances of SEIU-UHW Hospital Division Chokri Bensaid and had a brief personal relationship. At the time, Bensaid, who had gotten in trouble elsewhere for sexual misconduct, was advised by SEIU not to have any personal relationships of any type with his subordinates.

Quickly, Sturge broke things off with Bensaid, but for months Bensaid continued to pursue her despite her many attempts to turn him away.

Sturge says in an affidavit she was accosted by Bensaid at a union meeting, where she claims Bensaid in front of others yelled out, “I can’t stand it anymore. Mindy Fucking Struge,” then Bensaid leaned over the table she was sitting at and kissed her in front of others.¹⁴

➤ **Bensaid was accused of sexual harassment in two more cases.**

- According to a Dec. 11, 2019, *Payday Report*:

On another occasion, long-time SEIU organizer Greg Price says that he heard Bensaid yell at a subordinate after she refused his sexual advances after a night of drinking at a union event.

“He said to her, “What are you doing up this late if you aren’t in my room.” She turned him down. He then called her a bitch and told her to fuck off,” said Price in an affidavit obtained by *Payday Report*.

On another occasion, Marcus Hatcher, who left SEIU-UHW after being accused of sexual assault, said an affidavit that he and Bensaid texted about what sexual acts that they would like to perform with SEIU-UHW Executive Board member Georgette Bradford.

Hatcher said that he texted Bensaid that “I think I might want to fuck Georgette first.” Then, Bensaid replied that “Just like to spin her on my dick lol.”¹⁵

Backlash Against SEIU-UHW

Unfair Labor Practice Violations

Charges Against SEIU-UHW

¹⁴ Mike Elk. (Dec. 11, 2019). SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow. [Payday Report](#).

¹⁵ Mike Elk. (Dec. 11, 2019). SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow. [Payday Report](#).

➤ **Over one-million workers have been registered on charges/petitions against the SEIU-UHW since 2009.**

- According to National Labor Relations Board records:

Union	# of Cases	Workers on Charges/Petitions
SEIU-UHW	513	1,565,263

Examples of Charges against SEIU-UHW:

Coercion, Including Statements and Violence – Section 8(b)(1)(A) of the Act makes it unlawful for a labor organization or its agents "to restrain or coerce employees in the exercise of the rights guaranteed them in Section 7 of the Act, provided that this paragraph shall not impair the right of a labor organization to prescribe its own rules with respect to the acquisition or retention of membership therein." For example, you may not:

Use violence or threats of violence to coerce employees.¹⁶

Editor's Note: The section goes on to list a variety of bullets related to coercion.

Duty of Fair Representation – Your union has the duty to represent all employees - whether members of the union or not-fairly, in good faith, and without discrimination. This duty applies to virtually every action that a union may take in dealing with an employer as your representative, including collective bargaining, handling grievances, and operating exclusive hiring halls. For example, a union which represents you cannot refuse to process a grievance because you have criticized union officials or because you are not a member of the union.¹⁷

Union Security Related Actions – Section 8(b)(2) of the Act makes it unlawful for a labor organization or its agents "to cause or attempt to cause an employer to discriminate against an employee in violation of Section 8(a)(3) of the Act or to discriminate against an employee with respect to whom union membership has been denied or terminated on some ground other than his failure to tender the periodic dues and the initiation fees uniformly required as a condition of acquiring or retaining membership."¹⁸

Editor's Note: The section goes on to list a variety of bullets related to security related actions.

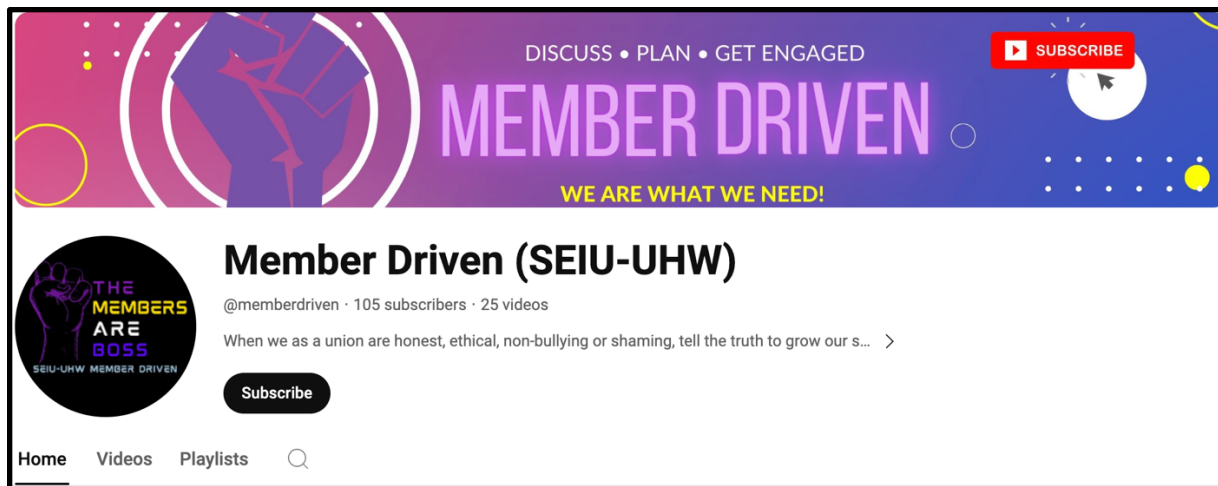
¹⁶ Coercion of Employees. [NLRB](#).

¹⁷ Duty of Fair Representation. [NLRB](#).

¹⁸ Union Security Related Actions. [NLRB](#).

Movement Against SEIU-UHW

Member Driven YouTube Channel




- **SEIU-UHW members have been contributing to a YouTube channel started in 2023 that heavily criticizes the union.**

- According to the YouTube channel's description:¹⁹

About✕

When we as a union are honest, ethical, non-bullying or shaming, tell the truth to grow our solidarity, and are driven by the will of the membership, we together can force the employer to do better. It's time to take our union back after 12 years of fails, lies, backdoor deals, sexual misconduct, cheating, stealing...the list goes on. It's time to bring back local representation, ethics, accountability, accessibility, education, and member engagement. WE ARE WHAT WE NEED!

Channel details


 www.youtube.com/@memberdriven



¹⁹ Member Driven. [YouTube](#).




- **Member Driven has criticized SEIU-UHW for using contract negotiations to fund Futuro Health and AlliedUp Cooperative. Futuro Health and AlliedUp Cooperative were started by the SEIU-UHW to solve healthcare staffing shortages.**

- According to the Oct. 3, 2023, YouTube video:²⁰

Tuesday with Tina 10/3/2023


Member Driven (SEIU-UHW)
 105 subscribers
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 2
 


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88 views Oct 4, 2023
 Join Member Driven leader Tina Brown on the eve of the Coalition of Kaiser Permanente Unions 3-day strike. Discuss updates regarding Futuro Health and AlliedUp Cooperative Inc. and how union President Dave Regan is using our contract negotiations to fund these companies, HIS companies, on the backs of healthcare workers across the nation. History is provided on the Coalition and how Regan's "majority vote" allows him to call the shots. Also discussed is how it's been discovered that the SEIU United Healthcare Workers Joint Employer Education Fund has a lien filed against it for money owed to Amalgamated Bank, a bank that SEIU works with to fund member mortgages and more. Lastly, discussed is Kaiser's greed and long-term issues with short staffing, and how SEIU-UHW is taking a page from the employer's playbook.




- **Member Driven has accused the SEIU-UHW of corruption, greed, and utilizing scare tactics.**

- According to the description of the Oct. 1, 2023, YouTube video:²¹

Ollie J Allen IV speaks with us about our expired contract


Member Driven (SEIU-UHW)
 105 subscribers
 Subscribe

 2
 

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55 views Oct 1, 2023
 Ollie shows up to encourage and mobilize those with a Member Driven Mindset, to continue showing up, speaking up, and pushing back! Kaiser Permanente has shown its greedy side over and over again. But it's our union, SEIU-UHW, that continues to fail us. Corruption, greed, scare tactics, and more. We must continue to ask questions, demand proof, and get ready to be engaged members of our union.

- **A 2023 video accused an executive board member of the SEIU-UHW of threatening harm against another member:**

- According to the Aug. 3, 2023, YouTube video:²²

²⁰ Member Driven. [YouTube](#). Oct. 3, 2023.

²¹ Member Driven. [YouTube](#). Oct. 1, 2023.

²² Member Driven. [YouTube](#). Aug. 3, 2023.

SEIU-UHW Executive Board Member Lenetra Stevenson Threatened To Physically Harm A Member



Member Driven (S...)

105 subscribers

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2



Share



80 views Aug 3, 2023 #UNION #subscribe #CORRUPTION

Shocking first-hand account of the altercation that occurred as soon as SEIU-UHW Member Sophia Sims walked into the hotel where a national bargaining session was occurring. SEIU-UHW Executive Board Member Lenetra Stevenson, who has a history of being caught on camera talking about wanting to cause physical harm to others, accosted Ms. Sims.

- In 2023, a former SEIU staff member discussed alleged mistreatment, retaliation, and harassment she endured as an employee of the union.

- According to the March 17, 2023, YouTube video:²³

SEIU-UHW Leadership Mistreats Their Employees



Member Driven (SEIU-UHW)

105 subscribers

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4



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166 views Mar 17, 2023

Interview with Michelle Collins, where she explains the mistreatment, retaliation, and harassment she endured by current SEIU-UHW Leadership while she was a paid staff member, including the sexual misconduct by SEIU-UHW Vice President Stan Lyles.

Union's Controversial Founding Highlights Longstanding Issues

Trusteeship of United Healthcare Workers

- The SEIU-UHW began as a controversial entity when it imposed a trusteeship (takeover) of its California affiliate, the United Healthcare Workers (UHW) union.

- According to a Jan. 29, 2019, *Beyond Chron* article:

Ten years ago this month, the Service Employees International Union (SEIU) shot itself in the foot, big time.

To silence internal critics, then-SEIU President Andy Stern imposed the largest trusteeship over a local union in the history of U.S. labor.

SEIU headquarters in Washington dispatched hundreds of national union staffers from around the country to seize control of Oakland-based United Healthcare Workers (UHW). Among them was current SEIU President Mary Kay Henry, Stern's

²³ Member Driven. [YouTube](#). March 17, 2023.

devoted follower and later successor in Washington, DC. With muscle provided by hired security guards and local cops, Stern's occupying army ousted UHW's popular president Sal Rosselli, other top officers and rank-and-file executive board members.²⁴

- **As a result of the takeover, former UHW leadership formed the National Union of Healthcare Workers (NUHW). The SEIU soon entered a battle to stop healthcare workers from joining the NUHW.**

- According to a Jan. 29, 2019, *Beyond Chron* article:

SEIU then spent tens of millions of dollars trying to prevent thousands of angry nursing home, hospital, and home care workers from joining the National Union of Healthcare Workers (NUHW), a rival union formed by pre-trusteeship UHW activists. More than \$10 million was squandered on a single federal court lawsuit that sought \$25 million in damages from 28 NUHW founders.

Stern's military style take-over of UHW greatly tarnished SEIU's reputation for being "progressive." It generated bad press for the entire labor movement because the trusteeship lent credence to anti-union propaganda about "union bosses" running roughshod over the rank-and-file and misusing their dues money.

Labor Leader Denounces Tactics of Union

- **Labor leader Dolores Huerta denounced the SEIU for attempting to prevent workers from joining NUHW.**

- According to an Aug. 3, 2010, *Huffpost* article:

When I first learned you would become SEIU's new President, I was filled with hope that you would change SEIU for the better. I am relieved that you have just last week signed an agreement to cease hostilities against Unite Here, putting an end to a mistaken campaign of aggression that put SEIU at odds with the rest of organized labor. You have said that reunifying our movement is one of your goals.

I believe that unity in the labor movement means putting our shared principles above our individual differences. And one of the most fundamental principles we share is that every worker should have the right to organize--to talk with her co-workers about the issues they share, to advocate for collective solutions, and to make the decision to join a union without threats or intimidation.

Yet, over the past month, I have personally witnessed a coordinated effort by SEIU leaders in California to deny thousands of healthcare workers their federally-

²⁴ Steve Early. (Jan. 29, 2019). A Trusteeship Diaspora: How SEIU's Self-Inflicted Losses Became Labor's Gain. [*Beyond Chron*](#).

protected right to organize with the National Union of Healthcare Workers (NUHW).

Thousands of Kaiser Permanente workers filed a petition with the labor board in June, asking for a fair, government-supervised election so they could end their membership in SEIU and join a union they feel better represents them. They petitioned to join NUHW because they want to take back control of their union after a hostile takeover by your predecessor.

I know that you and I do not agree on the issue of whether Kaiser workers should choose NUHW or SEIU. But I hope we can agree that they have the right to make a free choice in a fair election, and that they have the right to fully participate in that collective decision by talking openly with their co-workers.²⁵

- **Huerta claimed the SEIU intimidated members to vote for the union. Intimidation is still a major charge against the SEIU-UHW according workers and the union's own employees.**

- According to an Aug. 3, 2010, *Huffpost* article:

I recently visited four Kaiser medical centers in Northern and Southern California, in order to meet with healthcare workers and lend my support. In every facility, I witnessed identical conduct by SEIU staff. Workers met in the cafeteria--a public space in the hospital where their right to talk about the union is protected by federal law. Every time workers met to talk about NUHW, SEIU staff surrounded them and began chanting and yelling insults, refusing to let workers talk, and being so disruptive that Kaiser security (sometimes the local police) had to shut down the entire cafeteria. (Video)

Each time workers were ordered out of a cafeteria, your staff cheered. These disruptions are clearly a planned tactic to stop workers from organizing their union by denying them the right to talk with their co-workers in the one public space in the hospital. An SEIU planning memo actually instructs staff and members to "Create WWII"--in California hospitals--in order to drive out NUHW supporters.

This is no surprise; in previous election campaigns the National Labor Relations Board has filed charges against SEIU organizers for intimidation and harassment of NUHW supporters. Three courts have upheld a restraining order against an SEIU staff member who made death threats against a Kaiser social worker while trying to prevent her from talking with me.

Tactics that are intended not to persuade or inform, but to intimidate and deny workers' right to free speech in public space, have no place in any union election

²⁵ Dolores Huerta. (Aug. 3, 2010). An Open Letter to SEIU President Mary Kay Henry. [Huffpost](http://www.huffpost.com).

campaign. They are deplorable, and violate the most fundamental principles of our movement.²⁶

APPENDIX OF REVIEWS

(Quotes were sourced from Glassdoor reviews of the SEIU)

SEIU-UHW employees have complained about a variety of issues at the SEIU, including long hours, low wages, work-life balance, racism, toxicity, and poor leadership.

Political Contributions

“Union reps are glorified salesmen for COPE, which is an important VOLUNTARY contribution.”²⁷

“The staff is constantly threatened, bullied into collecting political contributions from members.”²⁸

“In regards to the political money, have you ever seen those people who stand on the street and try to get you to give monthly donations for the environment or whatever? Well that is basically 90% of your job and the only thing this place really cares about.”²⁹

Management is wildly incompetent and all they seem to care about is how much money you can bring into the political fund.”³⁰

“Too political - you're expected to get involved with certain types of political campaigns even if they're not related to healthcare workers.”³¹

Work Culture

“There is a general culture of fear all over this place, and staff are constantly stressed out and scared of being fired or written up for not meeting exorbitant goals that only a small number of staff can actually meet anyway.”³²

“I will join the rest of the bad reviewers and give my two cents on this place. I worked there as a union organizer and rep (aren't we all) for the better part of two years and can honestly say it is by far the worst and meanest place I've ever experienced.”³³

“They seem to not care about members and brush off rep issues. Upper management could care less about you as long as you tow their bottom line. Oh the irony!”³⁴

²⁶ Dolores Huerta. (Aug. 3, 2010). An Open Letter to SEIU President Mary Kay Henry. [Huffpost](#).

²⁷ SEIU-UHW. [Glassdoor](#). July 8, 2015.

²⁸ SEIU-UHW. [Glassdoor](#). June 26, 2015.

²⁹ SEIU-UHW. [Glassdoor](#). June 22, 2015.

³⁰ SEIU-UHW. [Glassdoor](#). March 12, 2015.

³¹ SEIU-UHW. [Glassdoor](#). Dec. 5, 2021.

³² SEIU-UHW. [Glassdoor](#). June 22, 2015.

³³ SEIU-UHW. [Glassdoor](#). May 7, 2015.

³⁴ SEIU-UHW. [Glassdoor](#). March 12, 2015.

*"Mid-management level employees basically mirror they attitude and style of top level management by being as contentious and forceful to staff whenever possible. It's as if mid-management is trying to impress top level management by showing that they are 'productive' whenever possible but at the cost of stable and consistent workers."*³⁵

*"I feel less crazy quitting a week and a half into working for UHW - I just should've read all these reviews before accepting the job."*³⁶

*"The culture is cancer. You'll want to leave and work for the other side, this local and its leadership need to take a hard look in the mirror."*³⁷

Overworking Staff

*"This is not the best place to work if you are married or have kids."*³⁸

*"There is an expectation that we are essentially on call 24/7."*³⁹

*"There is a general culture of fear all over this place, and staff are constantly stressed out and scared of being fired or written up for not meeting exorbitant goals that only a small number of staff can actually meet anyway."*⁴⁰

*"Start caring about your staff and members. Allow staff a work life balance and treat them with respect. Stop displaying anti union sentiment to internal union!"*⁴¹

*"The hours can be long and inefficient. Pointless tasks cannot be questioned under the "stay in your lane" philosophy. Management will cancel vacations which have already been approved without hesitation. Comp-days, or other forms of reimbursement for working 80-100 hours a week do not exist."*⁴²

*"During elections they expect you to literally work almost 24 hours in a day."*⁴³

*"If you ever see this - "are you willing to work long hours, weekends, and holidays and/ or spend time away from home, if necessary?" Run, You'll be expected to do this on a very frequent basis."*⁴⁴

*"This union is very anti-union! They do not respect their workers, they look down on you if you ever mention family or friends, you're expected to be working all the time, including on the weekends, I was lied to regarding my job description when I was hired."*⁴⁵

³⁵ SEIU-UHW. [Glassdoor](#). Jan. 10, 2015.

³⁶ SEIU-UHW. [Glassdoor](#). March 24, 2024.

³⁷ SEIU-UHW. [Glassdoor](#). Jan. 24, 2022.

³⁸ SEIU-UHW. [Glassdoor](#). June 26, 2015.

³⁹ SEIU-UHW. [Glassdoor](#). June 22, 2015.

⁴⁰ SEIU-UHW. [Glassdoor](#). June 22, 2015.

⁴¹ SEIU-UHW. [Glassdoor](#). March 12, 2015.

⁴² SEIU-UHW. [Glassdoor](#). Sept. 15, 2013.

⁴³ SEIU-UHW. [Glassdoor](#). March 24, 2024.

⁴⁴ SEIU-UHW. [Glassdoor](#). April 24, 2022.

⁴⁵ SEIU-UHW. [Glassdoor](#). Aug. 5, 2019.

Leadership

“I felt very unsafe working here and on some occasions I was sexually harassed and when confronted about it, management asked if I, the VICTIM, needed to be removed.”⁴⁶

“Stop exploiting and disrespecting your staff. Dave Regan needs to leave and stop organizing against his own members.”⁴⁷

“The very top level management don’t care about their workers at all.”⁴⁸

The leadership is disconnected. They are openly hostile towards staff. The president has openly said that he does not respect most staff.”⁴⁹

“Upper management is awful. They are incompetent, completely disorganized, rude, secretive, childish, paranoid about losing their power, and incapable of changing in any way.”⁵⁰

⁴⁶ SEIU-UHW. [Glassdoor](#). Aug. 5, 2019.

⁴⁷ SEIU-UHW. [Glassdoor](#). July 7, 2014.

⁴⁸ SEIU-UHW. [Glassdoor](#). Jan. 10, 2014.

⁴⁹ SEIU-UHW. [Glassdoor](#). Sept. 15, 2013.

⁵⁰ SEIU-UHW. [Glassdoor](#). Feb. 22, 2024.