

Tuesday September 15, 2015

To: SEIU 775 Management
cc: Working Washington and SEIU 775 Benefits Group management

From: SUU

Re: Our Workplace Culture and Practices

Please respond in writing by 5pm on Tuesday September 22nd, 2015 to avoid further escalation.

Two of our family members in SUU were unjustly terminated on Friday, September 11th 2015 under false pretenses. Management has been telling our SUU members and our SEIU 775 Executive Board members that [REDACTED] and [REDACTED] were stealing information and selling it to our enemies. Those accusations are unfounded and outrageous.

These two individuals have an outstanding reputation with members and staff for going above and beyond for SEIU 775, and its mission. A wealth of evidence proves contrary to the message we have received from management concerning their termination.

SUU demands the following to correct said events:

1. **Reinstate [REDACTED]'s and [REDACTED]'s employment immediately.** Upon reinstatement, both [REDACTED] and [REDACTED] should be awarded back pay up until the point of their reinstatement.
2. **Issue an apology to [REDACTED] and [REDACTED] in writing.** This apology should be copied to both the SUU and the SEIU 775 Executive Board.
3. **Hold management accountable in future interactions with employees.** This includes, but is not limited to:
 - a) **360 performance reviews.** As employees receive quarterly or annual reviews from management, so will management receive reviews from their employees. Reviews for managers will be conducted with equal rigor to those given to employees. Management will be held accountable for the results of these reviews.
 - b) **Third-party management training for SEIU 775 management.** To ensure competent training for SEIU 775 managers, we must seek outside assistance. SEIU 775 will seek out consultation from the *Great Place to Work Institute* or a similar organization to be mutually agreed upon by SEIU 775 management and SUU. This training will also include a comprehensive evaluation of management practices and workplace culture at all offices representing members of the SUU, including but not limited to Seattle 775, Seattle WW, Olympia, Vancouver, and Montana.
 - c) **Third-party management training starts now.** *Great Place to Work Institute* is holding a conference October 19 and 20, 2015 at the Westin Hotel in Downtown Seattle. Managers must attend (or complete equivalent training to be mutually agreed upon by SEIU 775 management and SUU) and SEIU 775 or the managers themselves will incur all costs of training.
4. **Management commits to working to reduce employee turnover among the SUU membership by 50% by December 31, 2016.** An unusually high turnover rate hurts our reputations and our effectiveness as partner organizations in our operations, recruiting, and retention of qualified individuals. Reducing our turnover rate will improve workplace

atmosphere and relations and reduce our community reputation as a “toxic workplace.”

- 5. Management commits to significantly reduce employee turnover among the SUU membership.** This commitment will include setting a numeric goal for turnover reduction in each department by December 31, 2016. Our unusually high turnover rate hurts our reputation and reduces effectiveness in our operations, and in the recruiting and retention of qualified individuals. Reducing our turnover rate will improve workplace atmosphere and relations and reduce our community reputation as a “toxic workplace.”

Sincerely, the SUU Executive Board and the undersigned:

Heather Villanueva
Ahmed Ali
Aleksander Dalakian
Amirah Ziada
Sarah Anne Lloyd
Aleesha Alston
Sal Naidoo
Binah Palmer
Svetlana Plummer
Eli Mazurets
Pete Subkoviak

Ruslana Kuzmych
Farhiya Ahmed
Farah Gerra
Kim Moses
Helen May Harris
Nicholas Adam Hefling, Co-President
Clifford Carl Cawthon
KL Shannon
Heather Nygaard
Karen Washington
Kate Pitell