



YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org



June 5, 2020

To: SEIU Local 1000 Board Members,

From: SEIU Local 1000 Vice Presidents

Subject: Notice of Pending Legal Action Against President Yvonne Walker

We hope this letter finds you safe during this pandemic. We thank you for your hard work and support of our members.

This letter serves to inform you of pending and ongoing legal action against President Yvonne Walker for violating corporate law and the SEIU Local 1000 By Laws and Policy File.

Violation #1 California Corporation Code

President Walker is in direct violation of California Corporation Code Section 8334:

"Every director shall have the absolute right at any reasonable time to inspect and copy all books, records and documents of every kind and to inspect the physical properties of the corporation of which such person is a director."

https://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=CORP§ionNum=8334.

[See Exhibit A: Attorney Letter to Chief Counsel, Anne Giese]

President Yvonne Walker has illegally denied or ignored our access to the people, records and documents necessary to do the job members elected us to do. As statewide officers and members of the Board of SEIU 1000 we have unrestricted access to Union information to make decisions on the activities and programs of the Union.

President Walker, from the day her team lost the election of her three vice presidents, have planned and carried out a systematic agenda giving us no information or as little as possible information to do our jobs.

We we've been continually denied Union information on our first day on the job. We found our offices were cleaned out of everything. The computers were wiped cleaned. No reports or documents of past or on-going projects were left for us. There was no onboarding provided to orientate us. The outgoing vice presidents refused to meet with us. When we asked our secretary for reports, list, or documents we were told "I will have to ask Yvonne if I can give that to you."

Local 1000 staff have been directed under threat of reprisal not to comply with any requests for information from us.

We we've not been informed of meetings. We've been locked out of every staff's calendars. We were not even informed of meetings in our own area that we were elected to oversee. We had to resort to walking around headquarters to look for meetings to attend.



YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org



We've been denied travel to worksites to meet with members.

Vice President for Bargaining, Tony Owens

- Is denied access to bargaining unit reports, agendas and minutes of meetings; member suggestions from town hall meetings; excluded from most bargaining meetings including planning sessions for Statewide Bargaining Advisory Committee (SBAC) meetings; given no role in the town hall, SBAC, or BUNC. [See Exhibit E: June 2019 Incident Report to BOD]

Vice President for Organizing and Representation, Anica Walls

- Is denied access to worksite location data, steward's list, past reports and documents on worksite organizing efforts, and Local 1000 membership information.

Vice President/Secretary Treasurer, Kevin Menager

- Is denied access to training; copies of union contracts with vendors and individuals; past financial budgets; past audit reports; detail department budgets; budgets for campaigns; budget of union leave and budgets of committees.

Violation #2 Delegated Authority

President Walker is in violation of SEIU Local 1000 Bylaw and SEIU 1000 Policy File, Division 3: Local 1000 Statewide Governance:

SEIU Bylaw VI Board of Directors/Executive Committee

E. The four UCSW officers shall serve as an Executive Committee and shall have all necessary authority to carry out the policies of the UCSW between meetings of the UCSW Board of Directors. All actions shall be reported to the UCSW Board of Directors at the next UCSW Board of Director's meeting.

SEIU 1000 Policy File 3.0.01

The four Local 1000 statewide officers shall serve as an Executive Committee. The Local 1000 Board of Directors delegates to the Executive Committee all the necessary authority to carry out the policies, programs and plans of the Local between meetings of the Local 1000 Board of Directors, including but not limited to financial and staff resources, member leader and staff training and development, political and charitable contributions, and assistance to allied organizations.

All actions taken by the Executive Committee shall be reported to the Local 1000 Board of Directors at the next regularly scheduled meeting.

There been no Executive Committee meetings of the four statewide officers since our election in 2018.

[See Exhibit B, SEIU Local 1000 Policy File, Division 3: Local 1000 Statewide Governance]



YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org

Violation #3 Duties of the President

SEIU 1000 Policy File 3.0.03 Duties of the Statewide Officers

(a) President

(2) Scheduling and presiding over all meetings of the Local 1000 Board of Directors and the Local 1000 Executive Committee.

President Walker has failed her duty to schedule Executive Committee meetings of the statewide officers. She acknowledged this publicly at the Local 1000 Board Directors meeting in Oakland, California on or about March 10, 2019. [See Exhibit C, Statement of Fact – H. Fong]

As president of the union President failed to act when informed of the bullying and violent actions against us.

[See Exhibit F: June 2019 Incident Report to Board of Directors]

She has made publicly slanderous and defamatory statements against us.
[See Exhibit D and D-1, Sacramento Bee articles]

Accused us of spreading misinformation. [See Exhibit D and D-1]

Supported an undemocratic judicial process and voting for removing us from full time union leave. Six board members made allegations of wrongdoing against us. There was no investigation and no evidence presented. No due process provided to allow each of us to speak against the allegations to provide our side of the story. We were not even allowed our rights to representation to defend ourselves. [See Exhibit E, Local 1000 Board of Directors Meeting, Agenda Item 6B]

She has marginalized, muted, and subjected to disparate treatment any Board member or steward that tried to be an objective voice of reason.

Exhausted All Efforts

In the spirit of unity on behalf of our members, we have made numerous attempts to collaborate with President Walker. Our efforts have been unsuccessful and have fallen on deaf ears.

The internal processes outlined in the SEIU Local 1000 Policy File and the SEIU International Bylaws were followed to address these violations:

- An HR1 has been filed charging President Walker with these violations. This is the Local 1000 internal disciplinary process. This process allows for a judicial styled hearing to be held, where the charges are heard and investigated by a designated Hearing Officer.
- A Cease and Desist Letter regarding the contract ratification re-vote was sent to President Walker. [See Exhibit H: Contract Ratification Cease and Desist Letter]
- An ethics complaint was filed against President Walker with the SEIU Local 1000 Ethics Liaison, Nancy Farias. Several attempts to begin an investigation proved futile.
[See Exhibit J: Response from Nancy Farias]





- These matters were escalated to SEIU International as a request for investigation and support. The response received is attached herein. [See Exhibit G: SEIU Investigation Request and Exhibit I: Response Letters from SEIU International and President Walker]

It is with regret that we take this action to protect the best interest of our members and exercise our fiduciary responsibility to protect the integrity of the rule of law in SEIU Local 1000.

This letter serves to inform you of your fiduciary responsibility as a Local 1000 Board member. A breach of fiduciary duty can give rise to civil liability. In some cases, the actions that constitute a breach of fiduciary duty are also crimes.

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation


TONY OWENS
Vice President for Bargaining


Kevin Menager (Jun 6, 2020 11:41 PDT)

Kevin Menager
Vice President
Secretary/Treasurer


Anica G. Walls (Jun 6, 2020 12:09 PDT)

Anica Walls
Vice President
Organizing and
Representation


Tony Owens (Jun 6, 2020 12:15 PDT)

Tony Owens
Vice President
Bargaining

Exhibits:

Exhibit A: Attorney Letter to Chief Counsel Ann G.

Exhibit B: SEIU Local 1000 Policy File, Division 3: Local 1000 Statewide Governance

Exhibit C: BOD Statement of Fact – H. Fong

Exhibit D, Sacramento Bee articles

Exhibit E: Local 1000 December 2019 Board of Directors Meeting, Agenda Item 6B

Exhibit F: June 2019 Incident Report to BOD

Exhibit G: SEIU Investigation Request

Exhibit H: Contract Ratification Cease and Desist Letter

Exhibit I: Response from Nancy Farias

Exhibit J: Response Letters from SEIU International and President Walker

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org



Exhibit A

Exhibit A: Attorney Letter to Chief Counsel Ann G.

From: BJ Susich [<mailto:bjsusich@murphyaustin.com>]
Sent: Friday, April 10, 2020 5:01 PM
To: Giese, Anne
Subject: RE: Directors' Request for Documents - Corp. Code § 8334

Ms. Giese,

I understand that COVID-19 has disrupted all of our lives, and of course agree with you that the health and safety of the Union's staff and membership, as well as the public, is of paramount importance. I am sure you also recognize that my original request was sent the week before the Governor's shelter-in-place order. In light of the limitations facing the Union, below I describe numerous revisions and accommodations to our original request. My clients only want what is best for the Union, and are more than willing to adjust to the times.

Before I get to those revisions and accommodations, I want to reiterate my overarching concern that the **Union's board of directors is inadequately informed as a governing body**. A fully-functioning and informed board is essential anytime, but especially during crisis management. Many of the documents we have requested should have already been provided to the board of directors in the ordinary course, and are of interest now more than ever. The board may need them in connection with important decisions over the coming days and months. Viewing all of my clients' information requests as separate from, and subordinate to, COVID-19 concerns would be a mistake.

I am also mindful of the fact that 28 days have passed since our original request, yet not a single document has been produced. I understand that some requested documents may not be readily available in print or .pdf form, but others should be capable of being attached to an email within, literally, a matter of minutes. I am also mindful of the fact that you have allocated resources to rebuking my clients' request for information, including seeking outside counsel to assist in evaluating their requests and proposing that my clients execute unnecessary confidentiality agreements (discussed below). Claiming there are not resources to satisfy the lawful and responsible requests of directors for information, while allocating resources to thwarting those efforts, seems rather contradictory. For all the reasons you explained, please revisit whether the best use of the Union's time and money during this time is to resist providing information to directors. I also hope you are consulting the board of directors itself in regard to such matters.

With regard to your request for a protective order, I can only assume that what you have in mind is a confidentiality agreement. A protective order would need to be issued by a court in connection with a pending action, and there isn't one. I have no objection to my clients entering into a confidentiality agreement that affirms their statutory duties as directors, but I will not have them execute an agreement that places more restrictions on them than those imposed by applicable law. As I have previously communicated, **directors of a corporation have an absolute statutory right to inspect any and all books and records of the organization. Each director's use and care over such information is already governed by Corp. Code § 7231(a), providing that each director must discharge their duties in good faith and with due care.** Please do not waste Union resources preparing a confidentiality agreement that goes beyond the obligations the law already provides for.

I find some of your explanation of the resources and time required to satisfy my clients' requests to be misguided. First, there is no need to "review" the information before providing it. As directors of the corporation my clients have more of a right to the information than any person who would be reviewing it. Second, the fact that the information may be "private," a "trade secret," "protected" or "confidential" is not a reason to delay providing it. I acknowledge that in normal times, when the information is capable of being provided timely, it would make sense to label any confidential documents as such. But in the absence of resources to do so the answer is not to delay providing information to board members. The appropriate course of action is to provide the information, but include a cautionary cover letter warning that the information should be presumed to be confidential in light of the inability to label only certain documents. Perhaps more to the point, in looking over our list of requested information, I do not see how much of any of it could be non-confidential, thus negating any need to review and sort individual items. Finally, let's not forget that my clients are also officers of the Union, and thus should have greater insight than most directors into what information may be confidential.

I also question whether "downloading, exporting, sorting, and/or compiling" the requested information really requires staff to gather at the office. That may be true of some materials, but most of our requests should be accessible by someone working remotely. For example, if the Union's accounting department has the ability to conduct duties remotely, then it necessarily has the ability to export and email financial statements (Item #4) and general ledgers (Item #5).

Your statement that my client's requests constitute "tens of thousands of items of information, possibly exceeding hundreds of thousands" is misleading, and feigns helplessness. Responding to a director's request for information is not all-or-nothing. Items 6 and 13, together, should constitute no more than four readily accessible documents. And Items 1, 2, 3, 4, 5, 7, 9, 16, 20, and 23 should not constitute more than a handful of documents each. Yes, some of our requests are worded broadly, as we don't know the specific titles of the documents we are requesting, and thus can only identify them by describing their general content. But if the spirit of any of our requests can be satisfied with one or a smaller number of documents, then I hope that you will suggest that. We will be accommodating, especially during the ongoing crisis.

In order to not unduly tax Union resources during the COVID-19 pandemic, we propose the following revisions and accommodations with respect to our March 13th request:

1. We have revised our list of requests to be more concise so as to eliminate undue strain on the Union's limited resources. You will note that we have kept the same numbering, so that the attachments to this email and the attachment to our original request are topically consistent.
2. We have prioritized our requests, targeting items that should be easy to provide or are important for short-term delivery, while pushing off requests that we understand may be more difficult to comply with or that we believe are less important at this time. The list appears longer because we have attempted to break-down certain requests into parts, as some pieces should be easier to provide in the short-term than others. No new requests are being made.
3. We have set up a secure data room (ShareFile) to which you can upload document so as to accommodate remote working arrangements. You will receive a link to the data room within one business day. If there are any other employees or officers that can provide any of the requested information, let us know their email addresses and we will be glad to send them invitations to the data room.

If any items on our list do not exist, please simply let us know. Also, as noted above, if you think a revision to one of our requests would satisfy the spirit of the inquiry in a more efficient manner, we hope that you will so suggest a change. And if any of these materials cannot be provided in the time allowed, please specifically identify the documents that cannot be provided and why.

Regards,
BJ

BJ Susich // Attorney at Law
Murphy Austin Adams Schoenfeld LLP
[555 Capitol Mall, Suite 850, Sacramento, CA 95814](#)
P: 916.446.2300 F: 916.503.4000 E: bjsusich@murphyaustin.com
murphyaustin.com

Exhibit B

LOCAL 1000 POLICY FILE

DIVISION 3: LOCAL 1000 STATEWIDE GOVERNANCE

3.0.00 LOCAL 1000 BOARD OF DIRECTORS AND STATEWIDE OFFICERS

The Local 1000 Board of Directors serves as the corporate board of directors for Local 1000. It comprises the four statewide officers, the president of each DLC and the chair of each BUNC.

3.0.01 Local 1000 Executive Committee

The four Local 1000 statewide officers shall serve as an Executive Committee. The Local 1000 Board of Directors delegates to the Executive Committee all the necessary authority to carry out the policies, programs and plans of the Local between meetings of the Local 1000 Board of Directors, including but not limited to financial and staff resources; member, leader and staff training and development, political and charitable contributions and assistance to allied organizations. All actions taken by the Executive Committee shall be reported to the Local 1000 Board of Directors at the next regularly scheduled meeting.

3.0.02 Voting

- (a) On all matters before the Local 1000 Board of Directors, each Board member shall have a vote.

3.0.03 Duties of the statewide officers

In addition to those duties set forth in the Bylaws or elsewhere in this Policy File, the duties of the four statewide officers shall include:

(a) President:

- (1) Administering the daily affairs of Local 1000, carrying out the policies and procedures of Local 1000, executing the plans and programs of Local 1000 and between meetings of the Local 1000 Board of Directors making all necessary interpretations or clarifications of Local 1000 bylaws and policy.
- (2) Scheduling and presiding over all meetings of the Local 1000 Board of Directors and the Local 1000 Executive Committee.
- (3) With the exception of SBACs and their respective BUNCs, appointing all committee members, subject to disaffirmation by the Local 1000 Board of Directors and serving as an ex-officio member of all committees.
- (4) Representing Local 1000 on the CSEA Board of Directors.

Exhibit C

Statement by Harold Fong, former president of DLC 762 and retired member of Board of Director of SEIU Local 1000.

This is my recollection of happen at the SEIU 1000 Board meeting on or about March 10, 2019.

On or about March 10, 2019 at the SEIU 1000 Board of Directors Meeting in Oakland, CA I asked President Yvonne Walker during an open board meeting if there had been any meetings of the SEIU 1000 Executive Board. She replied "No" adding that there was nothing to talk about and if there was a need she would let us know.

A handwritten signature in cursive script, appearing to read "Harold Fong".

Harold Fong,

Retired Board of Director Member of the SEIU Local 1000

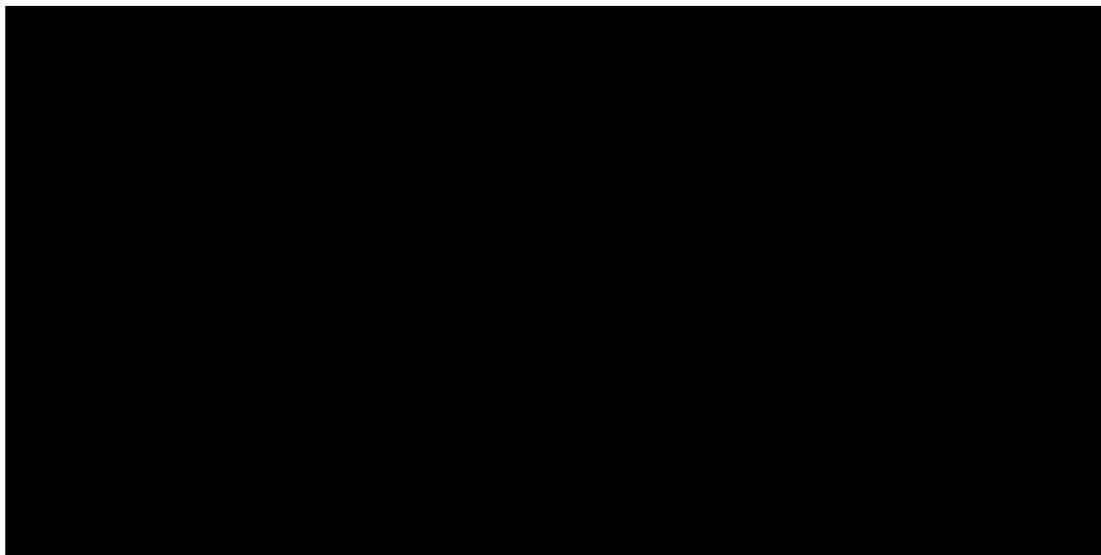
Exhibit D

[HOMEPAGE](#)The State Worker

Cracks emerge in SEIU Local 1000 leadership as bargaining season begins

BY WES VENTEICHER

JULY 17, 2019 05:00 AM, UPDATED JULY 18, 2019 09:46 AM



A big blue library, high ceilings, 13 acres - check out the Sonoma wine country retreat of artist Joseph Goldyne that is selling for \$6.7 million. BY [DAVID CARACCIO](#)

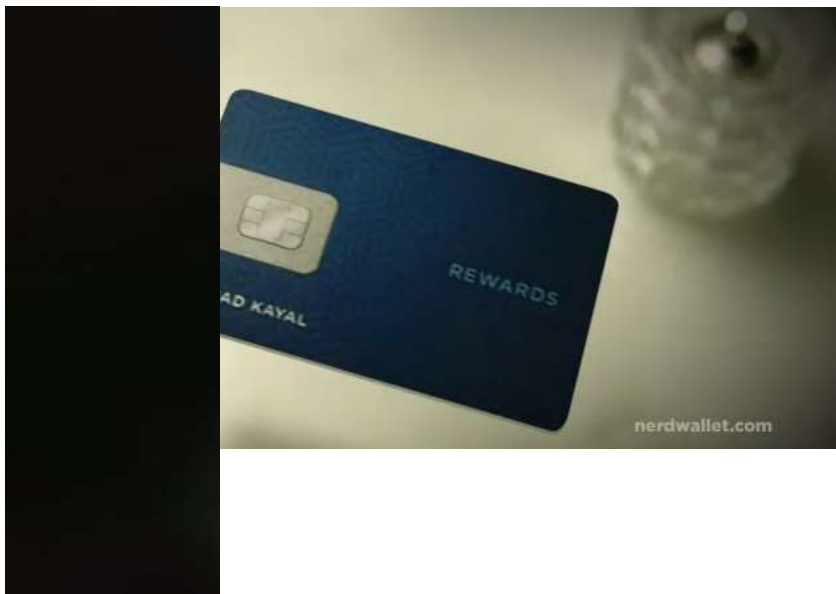
**Listen to this article now**08:36 Powered by [Trinity Audio](#)

Three top officers at SEIU Local 1000 say union president Yvonne Walker's tight grip on power is keeping them from carrying out the promise of change on which they were elected last year.

The newly elected vice presidents of bargaining, organizing and finances at the Service Employees International, the state's largest union, said Walker has restricted their travel and withheld information they need to do their jobs.

Walker, who kept her title in the same election after a decade leading the union, said the trio misunderstands the organization's rules and their own roles within it.

TOP ARTICLES



AD

SKIP AD

Frictions that have been building since the May 2018 election came into broader view when vice president for bargaining Tony Owens wrote a letter to the union's board of directors last month saying he had been kept out of a bargaining meeting.

Local news has never been more important

Subscribe for unlimited digital access to the news that matters to your community.

#READLOCAL

"If I'm going to do the job I was elected to do, I should be involved in all aspects of bargaining. That seems like a no-brainer," Owens said in an interview.

Walker said the bargaining team Owens was trying to join exercised its authority under union rules.

"It's a difference of 'what I think my job is' and what it actually is," she said in an interview.

The divisions reflect the messy process of incorporating would-be reformers at established political organizations, a challenge that has become a trend in California and national politics. Last year, two newcomers defeated incumbents at the California Public Employees' Retirement System, and a 13-year president of California Professional Firefighters lost a re-election bid.

The Local 1000 election came at a tricky time for the union, preceding the U.S. Supreme Court's Janus vs. AFSCME decision last June. The ruling eliminated the ability of unions to collect fees from non-members who benefit from union bargaining, raising the stakes for convincing workers to join unions and stay in them.

As divisions in its leadership persist, members are trickling out of Local 1000, which represents about 96,000 state workers. About 53,100 of them are dues-paying members, according to June data from the State Controller's Office. A year ago, 56,700 members were paying dues, the data show.

Walker, [a former U.S. Marine and legal secretary](#) who was first elected to lead Local 1000 in 2008, fended off challenger Sophia Perkins to [win last year's election](#). But Owens, Anica Walls and Kevin Menager, who had teamed up with Perkins under the banner Members for Transparency and Change, cleared out Walker's slate of three vice president incumbents, leaving the four winners to work out their differences.

CONTRACT SEASON

"None of the officers that were elected were happy with the outcome," Walker said. "But once the election results were announced, I did a lot of reflection and said, 'the members have spoken and this is it. And as an organization we have to move forward.'"

Differing opinions quickly emerged about how the vice presidents should prepare for this year's contract negotiations. Local 1000's current \$4 billion contract, which gave workers a cumulative raise of [11.5 percent over 42 months](#), expires in January.

Walker said she hired a contractor to help guide the preparations, including plans for the vice presidents to meet with members around the state. But when the vice presidents couldn't agree with her on a common agenda and questions for the meetings, she told them the union wouldn't pay for travel she called a "victory lap."

The new vice presidents said they shouldn't need Walker's permission for information and travel, and that they can't bring the change members voted for if they must always get approval. They said that Walker and lower-level union officers aligned with her have intentionally shut them out.

Owens, in his letter to the union board, described his attempt to attend a closed-session June 3 bargaining meeting held by Bargaining Unit 1, the largest of nine units the union represents.

Susan Rodriguez, the unit's chairwoman, asked Owens to leave, telling him he isn't a part of the bargaining team. After he refused, Rodriguez ended the meeting.

"To be dismissed as if you're of no value, regardless of what the members want, that's a tough pill to swallow," Owens said.

Rodriguez said the unit's bargaining team previously had decided to restrict its meetings to bargaining team members and select staff. She said the same restriction was in place for the last two contracts she has helped negotiate as part of the Unit 1 team.

"We have to preserve that confidentiality, and, I want to call it, the sanctity of the room, and that's why we're very tight on who we let in," she said.

Rodriguez invited Owens and the other two vice presidents to a meeting with eight bargaining unit chairs on June 6, according to his letter. That meeting only exacerbated divisions over trust, responsibility and union policy, according to the letter.

Vice president for organizing Anica Walls said she has been unable to obtain basic information, such as numbers for how many janitors and engineering technicians are part of the union, and hasn't been able to access contact information for members or even union stewards. She said the lack of information could impede her ability to organize contract season actions, such as shows of solidarity when Local 1000 workers wear purple.

"That's really difficult for me personally," Walls said. "That's the crux of what my job should be, getting the field ready and ready for action when it comes to getting whatever it is we're asking for at the table."

Walker said Walls doesn't need the contact information, adding the union is guarding members' information more closely than ever as anti-union groups attempt to reach members following the Janus ruling.

Secretary-treasurer Kevin Menager, who is a vice president, said he hasn't been able to view bank and credit card statements, lease agreements for union buildings around the state, union leave spending and other financial details.

"Knowing the ins and outs to get a good picture I think is my responsibility to the board and to our members, and I feel I'm not being allowed that," he said.

"Again, that's a difference of 'what I think I need to do my job and what I actually need to do my job,'" Walker said.

She said Menager's access to union finances — including reviews of quarterly financial reports and the ability to ask the union's chief financial officer more detailed questions — is sufficient.

'JUST BECAUSE YOU WANT SOMETHING DIFFERENT, DOESN'T MAKE IT SO'

The vice presidents say a section of the union's governing document, known as a policy file, gives them broad authority to conduct union business.

A paragraph on the union's executive committee — the president and the three vice presidents — assigns the committee "all the necessary authority to carry out the policies, programs and plans of the Local between meetings of the Local 1000 Board of Directors," including as they relate to "financial and staff resources," training and other tasks, according to the file.

Walker cites sections on specific offices as being the governing text.

According to those sections, the president has authority to carry out the union's policies and procedures, execute its plans and programs and to clarify and interpret Local 1000 bylaws and policy when the union's board of directors is not meeting.

Sections on the vice presidents' roles task them with "assisting the president" in administering the union's affairs, and identifies the president as the union's chief negotiator, giving the leader the option of delegating that responsibility to the vice president for bargaining.

"Just because you want something different, doesn't make it so," Walker said of the governing policy.

However the policies are interpreted, the newly elected vice presidents face expectations from members who voted them in because they wanted things done differently, Menager said.

Among the complaints of the vice presidents and some other union members is Walker's decision to hire Margarita Maldonado, the union's former vice president for bargaining, as the union's chief of staff a few months after Maldonado lost the election to Owens.

SUBSCRIPTIONS

[Start a Subscription](#)

[Customer Service](#)

[eEdition](#)

[Vacation Hold](#)

[Pay Your Bill](#)

LEARN MORE

[About Us](#)

[Contact Us](#)

[Newsletters](#)

[News in Education](#)

[Photo Store](#)

[Archives](#)

ADVERTISING

[Place a Classified Ad](#)

[Legal Notices](#)

[Place a Digital Ad](#)

[Place a Newspaper Ad](#)

COPYRIGHT

COMMENTING POLICY

CORRECTIONS POLICY

PRIVACY POLICY

DO NOT SELL MY PERSONAL INFORMATION

TERMS OF SERVICE

Print

"It is sending a message to the members that 'regardless of what you all voted for, I'm going to keep this person in a position of power anyway,'" said Ronald Rosson, a District Labor Council president in the Bay Area. Rosson said he was speaking on behalf of his district's members, not in his official union role.

Walker said Maldonado was the best candidate for the job, citing her experience as a Bargaining Unit 1 chairwoman from 2004 to 2011 and an elected bargaining representative before that, along with her tenure as vice president for bargaining.

"Anyone would have been foolish not to have hired her and brought her in," she said. "The organization is better for it and our members are."

A WAY FORWARD?

Walker said closing the union's divisions will require the vice presidents recognizing their roles and for the three to clarify their visions with her to build a "portfolio" to guide their work. She said that since she is accountable to members as the union's leader, she must retain the authority of her title.

"Ultimately, everything that happens in the local – good, bad, indifferent – whether I do it, somebody else does it, or anything else, ultimately is my responsibility, and the members see it as my responsibility, and I accept that," she said. "Which is why I've worked very hard at making sure we're a visionary local, we're a planning local, we're a leadership development local and every day we do something to change their lives."

The vice presidents each suggested the way forward lies with members making their voices heard at the ground level.

"There's a lot of disaffected people out there who have cynically given up hope that our union can be what it can be," Menager said. "But we can come together. It just takes people being willing to come together. We can't give up."



WES VENTEICHER

   916-321-1410

Wes Venteicher anchors The Bee's popular State Worker coverage in the newspaper's Capitol Bureau. He covers taxes, pensions, unions, state spending and California government. A Montana native, he reported on health care and politics in Chicago and Pittsburgh before joining The Bee in 2018.

COMMENTS ▾





'It's scary.' State workers face 10 percent pay cut in Gov. Newsom's budget proposal



Caltrans honors its fallen workers every year. How coronavirus changed its memorial

[VIEW MORE VIDEO →](#)

TRENDING STORIES

Sacramento curfew to continue through the weekend. National Guard to remain for days

UPDATED JUNE 03, 2020 04:05 PM

California Assembly, Senate leaders say no to mandatory pay cuts for state workers

UPDATED 9 HOURS 14 MINUTES AGO

How Sacramento police left city unguarded over two chaotic nights of vandalism, mayhem

UPDATED JUNE 03, 2020 01:39 PM

He suggested his tenant wasn't a hero. Now the Sacramento Natural Foods Co-op wants him out

UPDATED JUNE 04, 2020 08:54 AM

SPONSORED CONTENT

THIS DAY IN HISTORY

Kamala Harris for vice president? Here are the pros and cons for Joe Biden

UPDATED JUNE 03, 2020 09:13 AM

READ NEXT



THE STATE WORKER

California Assembly, Senate leaders say no to mandatory pay cuts for state workers

BY WES VENTEICHER

JUNE 04, 2020 06:00 AM, UPDATED 9 HOURS 14 MINUTES AGO



Budgets from the California State Legislature urge state unions to negotiate pay cuts to help address a deficit, but won't force furloughs if agreements can't be reached, like Governor Gavin Newsom's plan would

KEEP READING →

Local news has never been more important

#ReadLocal

Subscribe for unlimited digital access to the news that matters to your community.

#READLOCAL

MORE THE STATE WORKER



THE STATE WORKER

75 percent of state workers urged to telework as California offices open after coronavirus

UPDATED 8 HOURS 2 MINUTES AGO



THE STATE WORKER

California prisons launch statewide internal affairs team after mishandled inmate complaints

JUNE 03, 2020 6:15 AM



THE STATE WORKER

Former CHP officers, defense lawyer sue Stanislaus County over murder-for-hire case

UPDATED JUNE 03, 2020 12:18 PM



THE STATE WORKER

California state offices reopening Wednesday in Sacramento, not other cities

UPDATED JUNE 02, 2020 05:11 PM



CALIFORNIA WEED

California wants to hire more cannabis cops to get a handle on black market marijuana

JUNE 02, 2020 5:00 AM



SPONSORED CONTENT

Male Child Star Is Now A Woman, Guess Who [👉](#)

BY THEDAILYHEEL

Take Us With You

Real-time updates and all local stories you want right in the palm of your hand.



THE SACRAMENTO BEE APP →

VIEW NEWSLETTERS →

Exhibit D-1



THE STATE WORKER

The State Worker

SEIU Local 1000 feud escalates with big union leave cut for vice presidents

BY WES VENTECHER

DECEMBER 17, 2019 05:00 AM , UPDATED DECEMBER 17, 2019 11:18 AM



SEIU Local 1000 is state government's largest union. MANNY CRISOSTOMO *SACRAMENTO BEE FILE*



Listen to this article now

03:40

Powered by **Trinity Audio**

The board of directors for SEIU Local 1000 voted Friday to reduce the amount of time three top officers may be paid for union work, in a change likely to aggravate tensions between the officers and the union's president.

The change eliminated three quarters of the union leave available to vice presidents Tony Owens, Anica Walls and Kevin Menager, who have [clashed with longtime president Yvonne Walker](#) over their roles since they were elected in 2018.

Union leave provides pay for members who conduct union business during time they otherwise would be working. The vice presidents were on full-time union leave. The change reduces their leave to 25 percent.

TOP ARTICLES



Should Sacramento police ban the carotid restraint?
Mayor Steinberg wants to review it

At a Hilton hotel in San Diego, the board voted 39 to 21 to reduce leave for the vice presidents , said Owens, the vice president for bargaining.

Owens said the change would severely limit the vice presidents' ability to listen to and respond to members.

"People who pay dues money expect that their leaders are going to be responsive," he said.

The trio campaigned against Walker last year under the banner Members for Transparency and Change.

They won the vice president seats while Walker retained the presidency.

Since then, the vice presidents have said Walker has blocked their access to financial and organizational records and restricted their travel.

Walker has said the trio have misunderstand their roles and haven't put together plans and strategies to which she is willing to commit union resources.

Brian Nash, an SEIU Local 1000 spokesman, said in an email that the board "overwhelmingly decided that VP union leave as previously structured was not in the best interest of our members."

"It was a business decision the board felt needed to be made to address accountability," Nash said in the email. He said full time union leave has not always been granted to vice presidents in the union.

Friday's motion to reduce the leave included nine allegations, several of which have been raised before by Walker. They included claims that the vice presidents improperly used union resources for a "victory tour" after their election, to continue to campaign against Walker and to undermine the bargaining process.

The vice presidents [refute the allegations](#). Owens said no evidence was offered to support them before Friday's vote.

"There was definitely no due process, and everyone got to see that," he said.

Muddled union bylaws have contributed to the tensions.

A governing document known as a policy file offered little clarity when Owens argued he was entitled to more access to bargaining meetings than he had been given over the summer.

The union reached a tentative contract agreement with the state in August, which was finalized in October. The agreement gave the union's 100,000 represented workers a 7 percent raise over three years, a health insurance stipend worth \$3,100 per year and a range of larger raises for specific job classifications.

Ratification votes on the contract aggravated tensions. A group of workers, including inspectors, technicians, assistants and other workers within the union, initially rejected the union-negotiated contract.

Some of the dissatisfied workers in the group took their frustrations to the vice presidents. Walker has said the vice presidents worked to undermine the vote, while the vice presidents say they were careful to remain neutral while restricting their input to educating members on the process.

Walker quickly led an effort to schedule a re-vote, which resulted in the group [approving the contract](#).

The union's policy file offers conflicting information on the union leave policy, appearing to provide leave for the officers while also saying the leave is under the president's jurisdiction.

"Local 1000 shall secure union leave for the Local 1000 statewide officers," says one section.

"Union leave shall be administered and authorized by the president or his or her designee," says another.

Owens said the vote Friday included an amendment to tweak the policy file to ensure it allows for the reduction.

He said he has reached out to SEIU International for guidance.



WES VENTEICHER



916-321-1410

Wes Venteicher anchors The Bee's popular State Worker coverage in the newspaper's Capitol Bureau. He covers taxes, pensions, unions, state spending and California government. A Montana native, he reported on health care and politics in Chicago and Pittsburgh before joining The Bee in 2018.

COMMENTS ▾

VIDEOS



'It's scary.' State workers face 10 percent pay cut in Gov. Newsom's budget proposal



Caltrans honors its fallen workers every year. How coronavirus changed its memorial

VIEW MORE VIDEO →

About This Blog

The Sacramento Bee launched The State Worker blog in 2008 to cover state government from the perspective of California government employees. Every day The Bee filters the news through a single question: "What does this mean for state workers?" Subscribe to alerts on state pay, benefits, pensions, contracts and jobs at sacbee.com/newsletters. Twitter: @TheStateWorker.



THE STATE WORKER

California Assembly, Senate leaders say no to mandatory pay cuts for state workers

BY WES VENTEICHER

JUNE 04, 2020 06:00 AM , UPDATED 9 HOURS 21 MINUTES AGO



Budgets from the California State Legislature urge state unions to negotiate pay cuts to help address a deficit, but won't force furloughs if agreements can't be reached, like Governor Gavin Newsom's plan would

KEEP READING →

Local news has never been more important

#ReadLocal

Subscribe for unlimited digital access to the news that matters to your community.
#READLOCAL

MORE THE STATE WORKER



THE STATE WORKER

75 percent of state workers urged to telework as California offices open after coronavirus

UPDATED 8 HOURS 9 MINUTES AGO



THE STATE WORKER

California prisons launch statewide internal affairs team after mishandled inmate complaints

JUNE 03, 2020 6:15 AM



THE STATE WORKER

Former CHP officers, defense lawyer sue



THE STATE WORKER

California state offices reopening Wednesday in Sacramento, not other cities

Stanislaus County over murder-for-hire case

UPDATED JUNE 03, 2020 12:18 PM



CALIFORNIA WEED

California wants to hire more cannabis cops to get a handle on black market marijuana

JUNE 02, 2020 5:00 AM

CRUCS

UPDATED JUNE 02, 2020 05:11 PM



SPONSORED CONTENT

Male Child Star Is Now A Woman, Guess Who

BY THEDAILYHEEL

Take Us With You

Real-time updates and all local stories you want right in the palm of your hand.



THE SACRAMENTO BEE APP →

VIEW NEWSLETTERS →

SUBSCRIPTIONS

Start a Subscription

Customer Service

eEdition

Vacation Hold

Pay Your Bill

LEARN MORE

LEARN MORE

About Us

Contact Us

Newsletters

News in Education

Photo Store

Archives

ADVERTISING

Place a Classified Ad

Legal Notices

Place a Digital Ad

Place a Newspaper Ad

COPYRIGHT

COMMENTING POLICY

CORRECTIONS POLICY

PRIVACY POLICY

DO NOT SELL MY PERSONAL INFORMATION

TERMS OF SERVICE

Exhibit E



June 20th, 2019

Dear SEIU Local 1000 Board Members,

In the last election, almost one year ago, the members of SEIU Local 1000 voted for change. As part of that process, I was elected and duly sworn to carry out the duties of the Vice President for Bargaining.

The people spoke and their voices MUST be heard. In this post-Janus world, our members' trust in their union should be of the utmost importance.

I regret to inform the board of two recent incidents that directly threaten the voice and will of the members and is in clear violation of the By-Laws¹ and Policy File² of SEIU Local 1000.

Incident #1: Monday June 3rd, 2019, 3:30pm

As part of the bargaining process, strategic sessions are conducted by each BU, during which time members' comment cards are reviewed to prioritize the members' issues.

During this session the Chair, Susan Rodriguez, asked me to leave the room because "we are in closed session and you are not a part of the bargaining team".

Because I value the voice and will of the members over her interpretation of my role, I refused to leave.

She disrespected my presence, escalated the matter, involved everyone in the room, and shut down the meeting.

I can and will say more upon request.

Incident #2: June 5th, 10:00 am

I received an email from Susan Rodriguez inviting Anica Walls, VP for Organizing and Representation, Kevin Menager, VP/Secretary-Treasurer and I to meet with the nine BU Chairs.

The meeting was held the next day at Local 1000 headquarters in the Contracts Department's Large Conference room. Attendees at this meeting were as follows:

BU 01 Chair, Susan Rodriguez
BU 17 Chair, Kim Cowart
BU 03 Chair, Terry Hibbard

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org





BU 04 Chair, Karen Jefferies
BU 20 Chair, Luisa Leuma
BU 15 Chair, Maria Patterson
BU 11 Chair, Brad Willis
BU 21 Chair, Miguel Cordova
Tony Owens – VP for Bargaining
Anica Walls – VP for Organizing and Representation
Kevin Menager – VP/Secretary-Treasurer

At this meeting, 6 of the 8 Chairs present expressed their views as follows:

1. In the past, none of the executive officers attended unit strategy sessions. (S.R., K.C., M.C.)
 - This contradicts what has been reported by both current and former members of the bargaining team.
2. Trust is at the heart of the issue; our union is divided and has never been brought together; the presence of the VP's impedes the bargaining process; and the presence of the VP's would not allow the team to speak freely. [K.C.]
 - Her comments were less offensive to me, and more of an indictment of our leader. In addition, there exists a knowledge deficit of my role as VP for Bargaining and the other VP's.
 - Ms. Cowart has done nothing to foster unity, but has fostered division with these comments.
3. The Chairs have the ultimate authority to control who is allowed to attend bargaining meetings. (S.R., M.C., T.H.)
 - Again, these comments demonstrate a lack of understanding and respect for the VPs' role.
4. The Chairs have full teams and do not need any additional help; you have no experience, you have never been in bargaining before; what do you bring to the table?...nothing! (M.C.)
 - I found Mr. Cordova's comment to be divisive, hostile, malicious, disrespectful, and insubordinate to me as well as the other executive officers in attendance.
 - I concede that I am a new executive officer on the bargaining team and there is much to learn. However, since the election there has been no knowledge transfer or sharing of information by anyone, including Mr. Cordova. In an attempt to be informed I have even reached out to my predecessor but to no avail.
5. Susan Rodriguez closed the meeting by stating that if the Vice Presidents wanted information pertaining to bargaining, they can request a meeting with the Chairs who would do their best to accommodate the request. The meeting ended at this point.

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org





The President of Local 1000, Yvonne Walker was out-of-town; however, she was made aware of the incident, and advised that we could have a discussion when she was available.

Word of this incident is spreading quite rapidly. I have received calls and emails from members across the state expressing disappointment and outrage over the actions of the Bargaining Chairs as they have attempted to bypass the authority of the Board in order to willfully ignore the voice of our members. This is unacceptable.

According to the Bylaws, as an Executive Officer and as a member of the Executive Committee, I have the authority to govern any subordinate units, councils, locals, offices, or committees.

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

[1] BYLAWS

Section IV

4. The Vice President for Bargaining shall:

- a) Preside over all meetings of the BUNC chairs.
- b) Serve as liaison to the Executive Committee for the BUNC chairs.
- c) Attend the UCSW Board of Director's meetings.
- d) Act as a spokesperson for the BUNCs.
- e) Assist the President or designee with any master contract negotiations.
- f) Perform all other duties as assigned by the President as related to activities of the BUNCs.
- g) Serve as chair of the Local 1000 Bargaining Committee.
- h) Such other duties as may be prescribed by the UCSW Policy File or directed by the UCSW Board Of Directors.

[2] POLICY FILE

3.0.03 Duties of the statewide officers

(d) Vice President for Bargaining:

- (1) Presiding over all meetings of the BUNC chairs.
- (2) Serving as liaison to the Executive Committee for the BUNC chairs.
- (3) Acting as a spokesperson for the BUNCs.
- (4) Performing all other duties as assigned by the President.
- (5) Serving as chair of the Local 1000 Bargaining Committee.
- (6) Assisting the President or designee with master contract negotiations.

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org





(7) Performing such other duties as prescribed by the Bylaws, this Policy File or as directed by the Local 1000 Board of Directors or Executive Committee.

To resolve this matter, I am requesting the following:

1. That there be unity and support amongst the Executive Committee that will be seen by all members and will establish a leadership paradigm to be followed by all of the subordinate units of the union.
2. An open apology from Susan Rodriguez, Kim Cowart, and Miguel Cordova in front of the BUNC and the Board of Directors.
3. That the BUNC be educated regarding the function, role, and authority of the Executive Officers.
4. That nothing further impedes the voice of the members nor the bargaining process.

In Solidarity,

Tony Owens
SEIU Local 1000
Vice President for Bargaining

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org



Exhibit F

**SEIU LOCAL 1000
BOARD OF DIRECTORS MEETING
December 13, 2019**

Agenda Item: 6 (B)

SUBJECT: Union Leave for Vice Presidents Kevin Menager, Tony Owens and Anica Walls

SUBMITTED BY: Nicholas Mannion, President, DLC 771
Randall Stan, President, DLC 770
Beth Bartel, President, DLC 769
Miguel Cordova, Chair, Bargaining Unit 21
Melissa "Misty" Del Rosario, President, DLC 725
Dalia Jaramillo, President, DLC 721

RECOMMENDED ACTION:

Limit union leave to one week a month for Vice Presidents Kevin Menager, Tony Owens and Anica Walls

BACKGROUND:

Local 1000 is a member led Union. Union leave is provided to members to carry out the programs of our Union. Every member currently on union leave is part of a program approved by the Board of Directors. If a member is off on DLC paid leave, the DLC President has to provide a plan to justify the use of our member's dues to pay for the leave. Every one on Union Leave should be held to the same standard, including the Vice Presidents.

As Board Members, and leaders in our Local, we have an obligation to be responsible stewards of the finances, integrity of our Union, and commitments to our membership. Our oath of office mandates each of us to pledge our "word and honor," that we will "faithfully discharge the duties of the office" to which we have been elected, "in accordance with the rules of Local 1000," and to the best of our ability, "carry out the plans and programs of the union, help build unity, strength and participation among members in the union, in the workplace..." As such, it is critical to our positions that we comply with the SEIU Local 1000 Policy File consistent with the best interests of our membership. As part of Local 1000's policies and procedures, the duties of the Local 1000 Vice Presidents are outlined in the Policy File as approved by the Board of Directors, and under the direction of the Local's President.

The Board of Directors' approved programs that have been set forth must be abided by and respected in order for our Union to be fruitful. Local 1000 Vice Presidents Menager, Owens, and Walls have disrespected and disregarded the Boards direction, our policy file and our members.

The following are examples:

1. Conducting a "Meet the VEEPs Roadshow" and charging the Union for expenses. This was a victory tour after getting elected and should have been paid by their campaign. This was not a Local 1000 sanctioned program or a strategic use of membership dues
2. Use of membership dues for the sole purpose of campaigning against the current elected Local President, Yvonne Walker. Vice President Walls has posted on Facebook that she and Vice Presidents Owens and Menager are working to do this while on union leave and that is why they are going to worksites and trying to connect with members.

3. Use of the Sac Bee to campaign against our President and spread false information about the Union. This has brought discredit to our Union and division within the membership.
4. Use of deceptive means to encourage our members into voting against ratification of the tentative agreement between the Union and the State. For example, the push for a "No Vote" with the TETs in DOT, where the Vice Presidents organized with the TETS and used false information about their rights under the TA to influence the outcome.
5. Promoting their personal or political goals to discourage ratification when the BUNCs and SBAC exercised their authority to support the Tentative Agreement.
6. Sowing discord amongst the membership with political interference, disruption, and misleading information. For example, the Vice Presidents tacitly approved the HFENs' wild-cat job action at CDPH by taking part in a picket at SBAC, despite the clear contract violation and jeopardizing our standing with the State.
7. Causing problems in DLCs by not working with the elected leadership of the DLC.
8. Having no plan or program of what they are doing while on union leave.
9. Chronic tardiness and failure to pay attention during meetings. i.e. playing with their cell phones.

Union Leave is a privilege and not a right. The Policy File does allow for Union Leave for the Vice Presidents but we cannot continue to allow it to be used for personal gain or furthering a political agenda. The Vice Presidents have shown that they are using union leave in a way that squanders membership dues which would be better spent on building a stronger Union.

The Vice Presidents do have duties they are responsible for in our policy file, allowing one week a month of union leave will allow them to complete their duties.

Every member has to have a plan or program consistent with the programs and policies of Local 1000 while on union leave so that they are accountable for the use of our members' dues. As executive officers of our Union, the Vice Presidents should also be held accountable, therefore, as Local 1000 Board members and fiduciaries of our Union, we ask for your support of the motion.

ESTIMATED COSTS/SAVINGS: None

FUNDING SOURCE: None

DIVISION ACTION:

Exhibit G



December 10, 2019

VIA ELECTRONIC MAIL ONLY

MARYKAY HENRY, PRESIDENT
SEIU INTERNATIONAL
marykay.henry@seiu.org

Dear President Henry,

I am in receipt of your email correspondence received on December 2nd, 2019. In your email you asserted that the matters that I sought to bring to your attention were not within the International Union's purview.

This assertion appears to be in conflict with several provisions of the SEIU Constitution:

Article III JURISDICTION AND MEMBERSHIP

Section 1

The International Union shall be composed of and have jurisdiction over its affiliated bodies and all Local Unions composed of working men and women who are employed or engaged in any phase of private, nonprofit or public employment, including without limitation employees of colleges, schools or universities, public employers (including cities, counties, states, provinces, territories, commonwealths, governmental districts, federal agencies, and multiple agencies or authorities and any subdivisions thereof), institutions or agencies, hospitals, nursing homes or other health facilities, and private and public utilities, department stores, industrial plants, law enforcement agencies, insurance companies and all employees thereof, including clericals, technicians, professionals, paraprofessionals and paramedicals, or those who are engaged in maintenance, sales, servicing, protection or operation of all types of institutions, buildings or structures, commercial, mercantile or other establishments, edifices and grounds, and their environs, whether private, public or nonprofit, and all categories of employees therein and thereabout, including places of assembly, amusement, recreation, entertainment, and the presentation of sporting events.

The International President is empowered to construe the jurisdiction above defined to embrace all classifications of workers within any establishment anywhere in the world.

Section 2(a). The International Union shall have jurisdiction over the Local Unions and their members and over all affiliated bodies.

Section 7(g) The International President may appoint a representative to meet with the officials of Local Unions or affiliated bodies and to attend any

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org



YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org

meetings of Local Unions or affiliated bodies where in the judgment of the International President there is a need to assist the Local Unions or affiliated bodies with respect to their internal needs. The International President may appoint a hearing officer to examine the internal needs of the Local Union or affiliated body, and to assist him/her in determining what remedial action(s), if any, should be implemented by the Local Union or affiliated body. At any time, the International President also may designate his/her representative as a monitor with additional oversight responsibility to review compliance with the International President's recommendations and/or otherwise assist in addressing the internal needs of the Local Union or affiliated body.

I do not believe that it is a courtesy, nor appropriate to be redirected back to the person, [President Walker], that is responsible for the abusive, obstructive, retaliatory conduct that even today, is being directed at myself and my fellow Vice Presidents.

In her letter President Walker stated that my request for assistance of the International Union is based on my inability to reconcile what I perceive my duties are as Vice President for Bargaining, and what my duties are as per the Local 1000 Policy File.

In reality, my request is based on the conduct of President Walker, most specifically her failure to adhere to the rules and procedures as outlined in the Policy File. Under President Walker's direction I have been:

- Denied access to the information, the people and resources necessary to carry my duties as per the Policy File.
- Intentionally excluded from executive level meetings regarding the strategic plans of our Local.
- Falsely accused of spreading misinformation.
- Denied travel to meet with members, even when specifically requested by members themselves.
- Excluded from all bargaining unit specific meetings prior to and during the contract negotiating period.
- Denied a seat at the master table during contract negotiations.
- Excluded from all contract ratification strategy sessions in a blatant show of disregard for the rules and procedures as outlined in the Local 1000 policy file.

President Walker's letter is not a comprehensive response to the concerns that I am bringing forward.

- Her assertion that I am seeking "special access to the Local's intellectual property" is a willful misrepresentation of the truth.
- President Walker also failed to mention that both meetings with the new vice presidents (facilitated by the Organizational Consultant referenced by President Walker in her letter, Allison Porter), were



unsuccessful because President Walker angrily stormed out of the meetings despite the pleadings of Ms. Porter.

- Her vague assertion that all meetings are duly noticed is of little value in the absence of evidence to support this claim.

The complaints I have submitted to you can be easily corroborated...by numerous witnesses.

Therefore, on behalf of the members of Local 1000, my fellow vice presidents and myself, I am requesting thorough investigation of this matter.

In Solidarity,

A handwritten signature in black ink, appearing to read "Tony Owens".

Tony Owens
Vice President for Bargaining

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org



Exhibit H



October 8, 2019

8.1.00 RATIFICATION OF THE CONTRACT

The ratification of a contract shall be in accordance with the following procedures:

(a) Balloting:

(1) The ratification of the contract shall be by simple majority (50 percent plus one) of the total votes cast.

(c) Meetings:

(1) Ratification meetings shall be scheduled and employees in the bargaining unit shall be notified of the time and place of such meetings.

(2) The Vice President for Bargaining, with the assistance of each BUNC Chair shall establish procedures to be followed for ratification meetings.

(3) A schedule will be sent to inform the membership when and where any ratification meeting will be held.

Dear President Walker,

As Local 1000 Vice President for Bargaining, in accordance with section 8.1.00 of the Policy File, I am compelled to advise you, the Local 1000 Board of Directors, and the Bargaining Unit 11 BUNC that the decisions to circumvent the entire ratification process and then invalidate the contract ratification votes of Unit 11 members constitute serious violations of Policy File Section 8.1.00.

On Tuesday, October 1st, 2019, you announced that Bargaining Unit 11 members had rejected the Tentative Agreement with the following percentages:

52% NO

48% YES

Later that evening at approximately 8:30pm, the Local 1000 Communications Department sent a congratulatory email message to members announcing the contract ratification results by Bargaining Unit percentages. Actual ballot counts (i.e. number of ballots received), were not released.

From your statement as provided by the Local 1000 Communications Department:

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org



"While Unit 11 has chosen not to ratify this agreement, it is their right to do so. That's democracy in action."

"In the interim, we will work with CalHR to figure out how to move forward on a negotiation schedule."

The next day, on Wednesday, October 2nd, 2019 you called an impromptu (4-hour notice) Board of Directors meeting to announce that another contract ratification vote for Bargaining Unit 11 members would be held "because it was a close vote". During this meeting you advised that October 13th, 2019 is the deadline for this vote to be completed.

Also on Wednesday, you were quoted in an article in the Sacramento Bee, concerning the results of the NO vote by Bargaining Unit 11 members:

"This is new territory for us," Local 1000 President Yvonne Walker said Wednesday. "We've never been in this situation before, so we're making the path as we walk."

Democracy gives people an opportunity to voice their opinion and vote for what they believe in.

Democracy holds elected officials accountable for their behavior while in office.

Democracy prevents a minority from dictating the policies of a majority.

A majority of Unit 11 members rejected the Tentative Agreement.

Local 1000 must respect Unit 11 members by validating the results of the democratic process, regardless of the outcome.

In the same article, Unit 11 Vice Chair Ann Hutson was quoted as stating, *"members were misinformed about the contract and some lacked access to information at sites dispersed around the state"*.

There is no basis for this statement. The Tentative Agreement was posted on both the Local 1000 website and the CalHR website. All SEIU Local 1000 represented employees may freely access both sites, regardless of bargaining unit affiliation.

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org





YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

The Local 1000 Policy File and Bylaws do not provide the justification to circumvent the votes of our members.

Also from the article:

"Walker blamed the union's three vice presidents, who were elected on a separate ticket from Walker last year, for steering members toward a NO vote".

"It is unfortunate that some leaders within our organization have chosen to take advantage of a group of members as part of a political strategy that hurts people's lives and families," Walker said in a statement.

At no time did I, nor to the best of my knowledge, did any Vice President of Local 1000 advocate for a NO vote by members, as it could expose the Union to an Unfair Labor Practice.

As Vice President for Bargaining, I maintain that the ongoing effort to circumvent the votes of Unit 11 members and use member dues money to conduct another ratification vote also violates the SEIU Code of Ethics and Conflict of Interest Policy and the Dills Act.

I must insist that we **Cease and Desist** the ongoing duplicate ratification effort and in accordance with the Policy File, I will:

1. Mediate the disconnect between Unit 11 BUNC team leaders and Unit 11 members.
2. Restore focus on capturing the issues germane to Unit 11 members.
3. Work with CalHR to establish a negotiation schedule.

Respectfully,

Tony Owens, Vice President for Bargaining

Ref.

OCTOBER 02, 2019 05:00 PM

<https://www.sacbee.com/news/politics-government/the-state-worker/article235723062.html>

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org

Exhibit I

From: Farias, Nancy
Sent: Wednesday, October 23, 2019 4:35 PM
To: Owens, Tony
Cc: Farias, Nancy
Subject: Re: Ethics Code Action

Mr. Owens,

I received your email below dated October 17, 2019. However, I do not see a reference to an Ethics Code Section that has been violated. An investigation would only occur when a specific Code Section has been cited.

Thank you.

Nancy Farias
SEIU Local 1000
nfarias@seiu1000.org
916-554-1219

On Oct 17, 2019, at 7:03 PM, Owens, Tony <towens@SEIU1000.org> wrote:

Ms. Farias,

With respect to the recent incident, attached; I am seeking your advice and/or guidance in this matter.

Ref: SEIU CODE OF ETHICS AND CONFLICT OF INTEREST POLICY

PART B: GENERAL OBLIGATIONS

SECTION 3. Obligations of Covered Individuals:

(b) Duty of disclosure. Covered individuals shall disclose to the SEIU Ethics Ombudsperson or the Affiliate Ethics Liaison, described in PART F of this Code, any conflict of interest or appearance of a conflict, which arises when their paramount duty to the interest of members is potentially compromised by a competing interest, including but not limited to an interest, relationship or transaction referenced in this Code. Actual, perceived and potential conflicts should be disclosed at the time that covered individuals become aware of them.

SECTION 16. Affiliate Ethics Liaison. Each Affiliate shall appoint an Ethics Liaison who will be available for ethics advice or guidance, will serve as an Affiliate's key contact with the International's Ethics Ombudsperson, will assist in enforcement of the Code, will oversee the delivery of ethics-related training, will assist the Affiliate in strengthening its ethical culture, and will serve as an ethical leader in the Affiliate.

SECTION 19. Complaints Handled by Affiliate; Notice to Ethics Ombudsperson. Ethics complaints that are raised with or referred to an Affiliate shall be investigated by the affected Affiliate and, where appropriate, may form the basis of employee discipline or formal internal union charges to be processed before a trial body in accordance with the requirements set forth in the Affiliate's constitution and bylaws and/or the SEIU Constitution and Bylaws. The Ethics Ombudsperson may advise an Affiliate concerning matters related to the investigation and processing of complaints and charges alleging violation of the Code.

Where a complaint involves an Affiliate's president, chief executive officer, chief of staff, secretary-treasurer, chief financial officer, or the equivalent, the Affiliate shall notify the Ethics Ombudsperson as soon as practicable. The Ethics Ombudsperson may consult with the Ethics Officer concerning any question referred by an Affiliate.

SECTION 20. Failure to Cooperate; Bad Faith Complaints. Unreasonable failure by a covered individual to fully cooperate with a proceeding or investigation involving an ethics complaint or alleged violation of this Code shall constitute an independent violation of this Code. SEIU reserves the right, subject to notice, investigation and due process, to discipline persons who make bad faith, knowingly false, harassing or malicious complaints, reports or inquiries.

As stated in my earlier email, I have filed a report with the Sacramento Police Department and an HR-1 will be filed against Mr. Willis.

Thank you for your assistance.

Tony Owens
Vice-President for Bargaining

<image002.png>

From: Farias, Nancy

Sent: Wednesday, October 16, 2019 11:08 AM

To: Owens, Tony

Cc: Farias, Nancy

Subject: Ethics Code Action

Mr. Owens,

I received your email dated October 10, 2019, which you copied me on as the Ethics Liaison. I reviewed the contents of the email and do not find a reference to an ethics code section that you contend was violated.

Therefore, I will not be taking any further action.

Thank you.

Nancy Farias

SEIU Local 1000

916.554.1219

nfarias@seiu1000.org

<Mail Attachment.eml>

Exhibit J



November 26, 2019

VIA ELECTRONIC MAIL ONLY

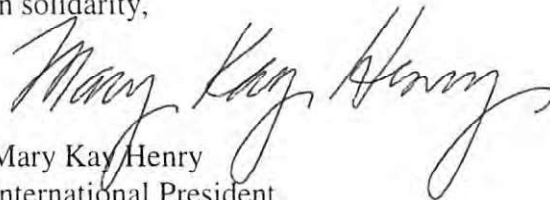
Tony Owens, Vice-President for Bargaining
SEIU Local 1000
1808 14th Street
Sacramento, CA 95811
towens@seiu1000.org

Dear Vice-President Owens:

I am writing in response to your September 13, 2019, email concerning SEIU Local 1000. You have raised a set of concerns about internal union matters that are not within the International Union's purview to address. Nevertheless, as a courtesy, we reached out to Local 1000 President Yvonne Walker about your concerns, and she has provided the International Union with a response to your correspondence that I believe addresses the matters you have raised. If you have remaining questions or concerns, I would encourage you to work with President Walker to reach a resolution.

A copy of President Walker's letter is enclosed for your information.

In solidarity,



Mary Kay Henry
International President

MKH:ah

cc: Heather Conroy, Executive Vice President
Yvonne Walker, President, SEIU Local 1000

Attachment: Letter from SEIU Local 1000 President Yvonne Walker to
SEIU President Mary Kay Henry (October 1, 2019)

MARY KAY HENRY
International President

GERRY HUDSON
International Secretary-Treasurer

NEAL BISNO
Executive Vice President

LUISA BLUE
Executive Vice President

HEATHER CONROY
Executive Vice President

LESLIE FRANE
Executive Vice President

VALARIE LONG
Executive Vice President

ROCIO SÁENZ
Executive Vice President

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1800 Massachusetts Ave., NW
Washington, DC 20036

202.730.7000

www.SEIU.org



October 1, 2019

Mary Kay Henry, President
Service Employees International Union
1800 Massachusetts Avenue, NW
Washington, D.C. 20036

RE: Response To Email Sent By SEIU Local 1000 Vice President Tony Owens Dated September 13, 2019

YVONNE R. WALKER
President

KEVIN MENAGER
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

TONY OWENS
Vice President for Bargaining

Dear President Henry:

Thank you for the opportunity to respond to Local 1000 Vice President Tony Owens' email to you requesting assistance. Allow me to first outline Local 1000's policy requirements. The Local 1000 Policy File enumerates the duties of each of our Officers. When Mr. Owens took office, we reviewed the duties of his position with him.

Indeed, the same was done for each of the statewide office holders. We also had the opportunity to meet with Allison Porter, Organizational Consultant. At that time, Vice President Owens stated that he thought he had more duties. Mr. Owens' request for assistance is apparently a reaction to his inability to reconcile what he perceived his duties to be and what they actually are pursuant to the Policy File.

Since this term of office began, I have followed our policy file, and fostered a culture of adherence to the highest standards of office. Mr. Owens has been provided every opportunity to carry out his authorized duties. However, the "obstruction" Mr. Owens decries is actually denial of the special access he seeks to the Union's intellectual property – access inconsistent with our policy and the Local's security protocols.

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org

Mary Kay Henry, President
Service Employees International Union

RE: Response To Email Sent By SEIU Local 1000 Vice President Tony Owens Dated September 13, 2019
Page 2 of 2

Mr. Owens complains that he does not have access to meeting notices. However, all official meetings are duly noticed and minutes are properly approved. When Mr. Owens attempts to use his office to breach meeting protocols, he is reminded of the applicable policies which enumerate permissible meeting access – some of which he admits he has not taken the time to read. As President, I am charged with ensuring the integrity of the Union's operations and rightfully so, all of my actions are taken with that in mind

In Solidarity,



Yvonne R. Walker
President

cc : Heather Conroy, Executive Vice President