



December 7, 2021

**VIA ELECTRONIC AND FIRST-CLASS MAIL**

Richard Louis Brown  
President  
SEIU Local 1000  
1808 14th Street  
Sacramento, CA 95811

**RE: Election of BUNC Chairs and Other Bargaining Unit  
Positions on December 11-12, 2021**

Dear Brother Brown:

The International Union has learned that elections for BUNC Chairs and other bargaining unit positions within Local 1000 are scheduled to take place on December 11-12, 2021. Local 1000 members have raised concerns that the election oversight procedures, including the candidate observer and election protest procedures, are not in compliance with Local 1000's protocols. For instance, Local 1000 members allege that you are refusing to give candidate observers the option to be present in person on site for the vote count, and that you are limiting everyone to remote participation except for yourself. They assert that your position conflicts with the normal safeguards for elections provided under Local 1000's internal democratic procedures, especially in light of the fact that you will be the only Board member or observer allowed in the room for the vote count.

Given that this vote count is scheduled for this coming weekend, I request your response to these allegations no later than close of business on Thursday, December 9, 2021. I am hopeful that there can be a timely resolution of these concerns before the vote count is scheduled to take place. Particularly given the critical role that BUNC Chairs and other bargaining unit representatives play on the Statewide Bargaining Advisory Committee, and the importance of protecting Local 1000 members' interests guaranteeing the integrity of the elections, I want to assure that the elections are being conducted fairly and in accordance with Local 1000's democratic procedures.

Further, in my November 8, 2021 letter to you, I indicated that I had learned of a Local 1000 Board of Directors meeting held in October, which resulted in the election of a Local 1000 Board Chair with authority previously assigned to the position of Local 1000 President. Because the

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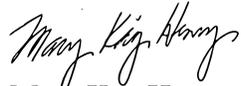
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International Union is not privy to the facts and process behind these developments, in my letter, I asked you for your input on these issues, but you did not respond. Therefore, because of the continuing lack of clarity around the roles and authority of the Local 1000 President and Local 1000 Board Chair, I am copying Bill Hall here in his capacity as the Local 1000 Board Chair.

In solidarity,



Mary Kay Henry

International President

cc: SEIU Local 1000 Executive Committee  
Bill Hall, SEIU Local 1000 Board Chair  
Heather Conroy, Executive Vice President