



February 25, 2022

Via Email

ssa_dave04@hotmail.com;

Djimenez@seiu1000.org &

Certified Mail

7020 2450 0001 2112 3495

David Jimenez
Vice President/Secretary Treasurer
SEIU Local 1000
1808 14th Street
Sacramento, CA 95818

RICHARD
LOUIS BROWN
President

DAVID JIMENEZ
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

IRENE GREEN
Vice President for Bargaining

RE: SUSPENSION OF OFFICER DUTIES

Dear Mr. Jimenez,

It has come to my attention that you have met with and provided confidential information to Board of Director Bill Hall in an effort to remove me from my position without any just cause or legal right.

It is my opinion that the above actions pose an immediate threat to the welfare of Local 1000. Therefore, you are hereby suspended under the authority of Local 1000 Policy file section 9.0.03 which states "When, in the opinion of the President, the actions of the member are such as to impose an immediate threat to the welfare of Local 1000, the President may summarily suspend the member until the procedures established in the Policy File are concluded. If written charges are not filed within ten days, the suspension shall be terminated."

You are to conduct no Local 1000 business while on suspension.

Sincerely,

A handwritten signature in black ink that reads "Richard Louis Brown".

SERVICE EMPLOYEES
INTERNATIONAL UNION
SOC, CLC

Richard Louis Brown
President
SEIU Local 1000
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866.471.SEIU (7348)
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SEIU LOCAL 1000 HEARING REQUEST FORM (HR1)
(Complaint for Discipline by a Member against another Member)

Your Name: DLC/Region: Richard Louis Brown

Bargaining Unit: State Department: Bargaining Unit 1; Debt and Investment Advisory Commission

Mailing Address: 3225 43rd Street, Sacramento CA 95817

Work Phone: 408-207-2339

Home Phone: 408-207-2339

Complaint Against: David Jimenez

SEIU Local 1000/DLC/BUNC Position (i.e., member, DLC President, etc.) Vice President/Secretary Treasurer

Policy File Section(s) violated (see Section 9.0.00 et seq. of SEIU Local 1000 Policy File) 9.0.00 DISCIPLINE 9.0.01 Criteria and Procedures for Disciplinary Action Disciplinary action may be taken for the following reasons: (k) Behavior which is determined by the hearing panel or officer to be of such a nature that it causes discredit to Local 1000;

Nature Problem (include specifics – e.g. dates, times, etc. – attach additional sheets if necessary): On Wednesday, February 23, 2022 at 6:08pm an email was sent out exposing that David Jimenez was attempting to remove myself, Richard Louis Brown, the President of Local 1000 from my office without any just cause or legal right. This behavior is leading to the discredit of Local 1000.

Witnesses/Documents – please list all witnesses (name and phone number) and relevant documents in your possession: Email from Theresa Taylor to myself on Wednesday, February 23, 2022 at 6:08pm regarding the above mentioned matter. Email from David Jimenez on Thursday February 24, 2022 at 11:09am.

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Date Received: _____ Local 1000 President/Vice Pres.-Sec. Treasurer: _____

Referred to Hearing Officer/Panel on: _____

Hearing Officer/Panel Assigned: _____

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Disposition Letter Mailed:

From:
Sent:
To:
Subject:

From: David Jimenez <ssa_dave04@hotmail.com>

Sent: Thursday, February 24, 2022 11:09 AM

To: Theresa Taylor <thetay456@gmail.com>; leonard.seitz@dot.ca.gov; Andrew Vasicek <andrewvasicek@gmail.com>; Angelique Moreno <angeliquems@aol.com>; Bill Hall <william.r.hall@dot.ca.gov>; Brad Willis <mojavekroc@msn.com>; Brown, Richard <RLBrown@SEIU1000.org>; Carolelynn Leonardo-Valdriz <caroleseiu1000@gmail.com>; Carolyn Leonardo-Valdriz <cleonardo23@gmail.com>; Charity Regalado <lakersgyrl@yahoo.com>; Christina Evitt <christinadlc751@gmail.com>; Cindy Doyel <CindyDoyelUnion@gmail.com>; Cullen <cullenkral@gmail.com>; Cynthia Vo <risewithlabor@gmail.com>; Darrell Kirby <EXCTME@AOL.COM>; Daunette Sparkman <bigdtiggerds69@yahoo.com>; David Johnson <davidjohnson055@gmail.com>; David Smith <yourunion2019@gmail.com>; DeLeon Secrest <his_story1865@yahoo.com>; DeLonne Johnson <delonnelj@frontiernet.net>; ED Page <dv8yingyang@gmail.com>; Irene Greene <Ireneseiu1000@gmail.com>; Eileen Boughton <Dlc789pres@outlook.com>; Erika Chhatrapal <whitemamba.ev@gmail.com>; Francina Stevenson <rocina@frontiernet.net>; Garth Underwood <seiudlc710dbur@yahoo.com>; Heather Kessler <president.dlc788@gmail.com>; Hoang-Van 'Van' Nguyen <van.nguyen_seiu1000@outlook.com>; Imani Dhahabu <ijdhahabu@yahoo.com>; Jack Dean <seiujack.dean@gmail.com>; Jennifer Cordova <cordmama@live.com>; Jerome Washington <Jerome_wash@sbcglobal.net>; Joycelyn Odom <jbetboopin3@gmail.com>; Karen Franklin <KarenFranklin121@gmail.com>; Karen Jefferies <kjefferies08@gmail.com>; Kerri Riley <kerricriley@icloud.com>; Kevin Healy <healykm@hotmail.com>; Kim Coward <cowart12568@gmail.com>; Latasha Brown <lat_jin@hotmail.com>; Leonard Seitz <seitz_l@pacbell.net>; Lisa Davis <kcvwmom@yahoo.com>; Maria Blaine <mariablaine39@gmail.com>; Mary De La Cruz <mdlc056@gmail.com>; Miche Roy <MSMRoy1976@gmail.com>; Melissa Del Rosario <Mistydelrosario3@hotmail.com>; Monica Rodriguez <moneyrodriguez@hotmail.com>; Nancy Martinez(Contact) <nancymartinez_6@hotmail.com>; Naomi Musembi-Johnson <musembi.rn@gmail.com>; Neice Davis <neice_davis@yahoo.com>; Ramon Naverrette <dlc747president@gmail.com>; Richard Wake <rwake61@yahoo.com>; Robert Gilbert <rgilbert.seiu1000@gmail.com>; Ruth Ibarra <dlc787.president@gmail.com>; Ruth Kiker <ruthkiker@charter.net>; Shrhonda Ward <seiulocal1000dlc766@gmail.com>; Steven Alari <membersfirst@gmail.com>; Susan Rodriguez <rodriguezsusan@hotmail.com>; Tetence Hibbard <terrygh50@hotmail.com>; Tommy Rico <trico60@hotmail.com>; Walls, Anica <awalls@SEIU1000.org>; Wanda Yanez <learnwisdom@sbcglobal.net>; eric_murray03@msn.com; vseastrongseiu@gmail.com; xicanery@hotmail.com; chair.seiu1000 <chair.seiu1000@gmail.com>; Nicole Solovskoy <dlc770president@gmail.com>

Subject: Fw: Update to follow

Good Morning all!

Let us set the record straight. The email sent out yesterday evening by Theresa Taylor for Bill Hall is mostly inaccurate. Over the past week and a half there have been disturbing discoveries communicated to us by both staff and members. Here are the facts:

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- Legal matters have escalated and Local 1000 is faced with four lawsuits. The Executive Committee is being intentionally excluded when there is an obvious conflict of interest.

It is these two reasons we reached out to VP Irene Green on Tuesday. Irene expressed that this information was not totally new to her but she would need time to process the information and was not willing to sign on for suspension. In spite of the latest developments:

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- Increase escalation with now 75% of staff called out on 2/23/22.
- Settlement talks were offered on two of four lawsuits with no notice to Executive Committee. This will potentially add significant costs to Local 1000.

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We do not agree with Bill Hall’s legal assessment that to finalize the suspension of the President per Article 9.0.04 we must go to court. Our policy file clearly outlines a path that allows for temporary suspending the statewide president and there are clear lines of succession as well. A court would first consider that the administrative procedures were followed or at least attempted.

To our knowledge a successful suspension of the local president has never been done before. The attempt made in 2018 on the prior local president was done during a board meeting and was not successful because the board did not support it, including Bill Hall. As stated correctly this would not remove Richard from the board, which is understood and is not the primary objective. Our goal is to stop Richard from causing further damage to our represented employees and staff through his unilateral actions.

These discussions and actions have not been easy. Our intension has always been to get the necessary work done with Richard as president. We have tried to advice and counsel him on decisions based on our experiences as union member leaders. It is our responsibility to hold him accountable and based on the recent information coming to light that is our intent. The failure to act by VP Irene Green and the position Bill Hall has taken, indicate to us this was never about Richard but rather an unwillingness to accept the results of the election. Their focus on us accepting the results of the October meeting and placing Bill Hall or any chairman at the helm of the Local 1000 with no direct vote from the entire membership is troubling to say the least, especially when all executive officers are directly elected from the entire membership.

In Solidarity,

David Jimenez
VP/Secretary Treasurer
SEIU Local 1000
(916)690-7418

Anica Walls
VP Representation/Organizing
SEIU Local 1000
(916)804-5338

On Feb 23, 2022, at 6:00 PM, Theresa Taylor <thetay456@gmail.com> wrote:

Hi folks! Bill Hall asked me to send this out to the Board of Directors for him.
Theresa Taylor

I wanted to give everyone a real-time update. It has been a little crazy right now.

VP Anica and David called me today and they felt there was no time to waste to get rid of Richard Louis Brown and remove him using the Policy File Article 9.0.04 *Suspension of President*, which provides:

"If, in the opinion of the Vice President/Secretary-Treasurer, Vice President for Organizing/Representation, and Vice President for Bargaining, the action of the President is such as to pose an immediate threat to the welfare of Local 1000, the other Officers may summarily suspend the President until the procedures established in the Policy File are concluded. If written charges are not filed within ten days, the suspension is terminated."

Unfortunately, they don't truly understand how Article 9.0.04 works in that the three VPs would still have to go to court to finalize this action. We have been down that road before and it was ineffective in the short term. Further, it is just a suspension of the president, not his removal.

As President Brown has done in the past, he can, and likely will, just ignore the requirements of the Policy File, which in this case would result in his immediate suspension. This leaves SEIU Local 1000 and its members vulnerable for the ongoing misconduct and waste of union resources. However, there is light at the end of the tunnel. We are on track and have a plan to protect SEIU Local 1000, consistent with the decision of the majority of the Board back in October 2021.

Our timeline is to be in the Sacramento Superior Court by the middle of next week on an urgent hearing to get this resolved. While he would likely ignore the three VPs, President Brown cannot ignore the power of a Court Order, and we are on track to get that protective order.

VPs David Jimenez and Anica Walls may call for a special board meeting as they are in damage control mode after supporting Brown, to date. They do not support or agree with the Board Action of October 17, and 18, 2021.

Through solidarity, we can get back on track for the protection of our members and our union. I am with you.

**William “Bill” Hall
Chair of the Board
SEIU Local 1000**



February 25, 2022

Via Email

Anica.g.walls@gmail.com;

Awalls@seiu1000.org &

Certified Mail

7020 2450 0001 2112 3501

Anica Walls
Vice President for Organizing/Representation
SEIU Local 1000
1808 14th Street
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Work Phone: 408-207-2339

Home Phone: 408-207-2339

Complaint Against: Anica Walls

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Via Email
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7020 2450 0001 2112 3525

Irene Green
Vice President for Bargaining
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1808 14th Street
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RICHARD
LOUIS BROWN
President

DAVID JIMENEZ
Vice President/
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From: David Jimenez <ssa_dave04@hotmail.com>

Sent: Thursday, February 24, 2022 11:09 AM

To: Theresa Taylor <thetay456@gmail.com>; leonard.seitz@dot.ca.gov; Andrew Vasicek <andrewvasicek@gmail.com>; Angelique Moreno <angeliquems@aol.com>; Bill Hall <william.r.hall@dot.ca.gov>; Brad Willis <mojavekroc@msn.com>; Brown, Richard <RLBrown@SEIU1000.org>; Carolelynn Leonardo-Valdriz <caroleseiu1000@gmail.com>; Carolyn Leonardo-Valdriz <cleonardo23@gmail.com>; Charity Regalado <lakersgyrl@yahoo.com>; Christina Evitt <christinadlc751@gmail.com>; Cindy Doyel <CindyDoyelUnion@gmail.com>; Cullen <cullenkral@gmail.com>; Cynthia Vo <risewithlabor@gmail.com>; Darrell Kirby <EXCTME@AOL.COM>; Daunette Sparkman <bigdtiggerds69@yahoo.com>; David Johnson <davidrjohnson055@gmail.com>; David Smith <yourunion2019@gmail.com>; DeLeon Secrest <his_story1865@yahoo.com>; DeLonne Johnson <delonnelj@frontiernet.net>; ED Page <dv8yingyang@gmail.com>; Irene Greene <Ireneseiu1000@gmail.com>; Eileen Boughton <Dlc789pres@outlook.com>; Erika Chhatrapal <whitemamba.ev@gmail.com>; Francina Stevenson <rocina@frontiernet.net>; Garth Underwood <seiudlc710dbur@yahoo.com>; Heather Kessler <president.dlc788@gmail.com>; Hoang-Van 'Van' Nguyen <van.nguyen_seiu1000@outlook.com>; Imani Dhahabu <ijdhahabu@yahoo.com>; Jack Dean <seiujack.dean@gmail.com>; Jennifer Cordova <cordmama@live.com>; Jerome Washington <Jerome_wash@sbcglobal.net>; Joycelyn Odom <jbetboopin3@gmail.com>; Karen Franklin <KarenFranklin121@gmail.com>; Karen Jefferies <kjefferies08@gmail.com>; Kerri Riley <kerricriley@icloud.com>; Kevin Healy <healykm@hotmail.com>; Kim Coward <cowart12568@gmail.com>; Latasha Brown <lat_jin@hotmail.com>; Leonard Seitz <seitz_l@pacbell.net>; Lisa Davis <kcvwmom@yahoo.com>; Maria Blaine <mariablaine39@gmail.com>; Mary De La Cruz <mdlc056@gmail.com>; Miche Roy <MSMRoy1976@gmail.com>; Melissa Del Rosario <Mistydelrosario3@hotmail.com>; Monica Rodriguez <moneyrodriguez@hotmail.com>; Nancy Martinez(Contact) <nancymartinez_6@hotmail.com>; Naomi Musembi-Johnson <musembi.rn@gmail.com>; Neice Davis <neice_davis@yahoo.com>; Ramon Naverrette <dlc747president@gmail.com>; Richard Wake <rwake61@yahoo.com>; Robert Gilbert <rgilbert.seiu1000@gmail.com>; Ruth Ibarra <dlc787.president@gmail.com>; Ruth Kiker <ruthkiker@charter.net>; Shrhonda Ward <seiulocal1000dlc766@gmail.com>; Steven Alari <membersfirst@gmail.com>; Susan Rodriguez <rodriguezsusan@hotmail.com>; Tetence Hibbard <terrygh50@hotmail.com>; Tommy Rico <trico60@hotmail.com>; Walls, Anica <awalls@SEIU1000.org>; Wanda Yanez <learnwisdom@sbcglobal.net>; eric_murray03@msn.com; vseastrongseiu@gmail.com; xicanery@hotmail.com; chair.seiu1000 <chair.seiu1000@gmail.com>; Nicole Solovskoy <dlc770president@gmail.com>

Subject: Fw: Update to follow

Good Morning all!

Let us set the record straight. The email sent out yesterday evening by Theresa Taylor for Bill Hall is mostly inaccurate. Over the past week and a half there have been disturbing discoveries communicated to us by both staff and members. Here are the facts:

- A unilateral directive was issued late last week to the URC Staff notifying them of changes that would take place immediately. Since then there have been modifications but there is still MUCH confusion over who is to act and when.
- Legal matters have escalated and Local 1000 is faced with four lawsuits. The Executive Committee is being intentionally excluded when there is an obvious conflict of interest.

It is these two reasons we reached out to VP Irene Green on Tuesday. Irene expressed that this information was not totally new to her but she would need time to process the information and was not willing to sign on for suspension. In spite of the latest developments:

- Staff taking concerted action in response to new URC directives. On Tuesday 2/22/22 64% of staff called out.
- Increase escalation with now 75% of staff called out on 2/23/22.
- Settlement talks were offered on two of four lawsuits with no notice to Executive Committee. This will potentially add significant costs to Local 1000.

In trying to make the best decision for our members and our local we attempted to reach out to Bill Hall so he could perhaps nudge Irene to act. His “position” was that he advised Irene not to sign. He wanted us to publicly acknowledge the actions of the supposed board meeting that took place in October 2021. We refused and said we DO NOT agree with the October board meeting and that once Irene signed the document to suspend Richard we would call an emergency board meeting to address two items. 1) The suspension and 2) the agenda items put forth in October. We want the entire board under no threats, to review, discussion and take a vote. The results of which would be honored by us. We do not feel going back to that confusing period and just accepting these changes to our policy file and bylaws is appropriate.

We do not agree with Bill Hall’s legal assessment that to finalize the suspension of the President per Article 9.0.04 we must go to court. Our policy file clearly outlines a path that allows for temporary suspending the statewide president and there are clear lines of succession as well. A court would first consider that the administrative procedures were followed or at least attempted.

To our knowledge a successful suspension of the local president has never been done before. The attempt made in 2018 on the prior local president was done during a board meeting and was not successful because the board did not support it, including Bill Hall. As stated correctly this would not remove Richard from the board, which is understood and is not the primary objective. Our goal is to stop Richard from causing further damage to our represented employees and staff through his unilateral actions.

These discussions and actions have not been easy. Our intension has always been to get the necessary work done with Richard as president. We have tried to advice and counsel him on decisions based on our experiences as union member leaders. It is our responsibility to hold him accountable and based on the recent information coming to light that is our intent. The failure to act by VP Irene Green and the position Bill Hall has taken, indicate to us this was never about Richard but rather an unwillingness to accept the results of the election. Their focus on us accepting the results of the October meeting and placing Bill Hall or any chairman at the helm of the Local 1000 with no direct vote from the entire membership is troubling to say the least, especially when all executive officers are directly elected from the entire membership.

In Solidarity,

David Jimenez
VP/Secretary Treasurer
SEIU Local 1000
(916)690-7418

Anica Walls
VP Representation/Organizing
SEIU Local 1000
(916)804-5338

On Feb 23, 2022, at 6:00 PM, Theresa Taylor <thetay456@gmail.com> wrote:

Hi folks! Bill Hall asked me to send this out to the Board of Directors for him.
Theresa Taylor

I wanted to give everyone a real-time update. It has been a little crazy right now.

VP Anica and David called me today and they felt there was no time to waste to get rid of Richard Louis Brown and remove him using the Policy File Article 9.0.04 *Suspension of President*, which provides:

"If, in the opinion of the Vice President/Secretary-Treasurer, Vice President for Organizing/Representation, and Vice President for Bargaining, the action of the President is such as to pose an immediate threat to the welfare of Local 1000, the other Officers may summarily suspend the President until the procedures established in the Policy File are concluded. If written charges are not filed within ten days, the suspension is terminated."

Unfortunately, they don't truly understand how Article 9.0.04 works in that the three VPs would still have to go to court to finalize this action. We have been down that road before and it was ineffective in the short term. Further, it is just a suspension of the president, not his removal.

As President Brown has done in the past, he can, and likely will, just ignore the requirements of the Policy File, which in this case would result in his immediate suspension. This leaves SEIU Local 1000 and its members vulnerable for the ongoing misconduct and waste of union resources. However, there is light at the end of the tunnel. We are on track and have a plan to protect SEIU Local 1000, consistent with the decision of the majority of the Board back in October 2021.

Our timeline is to be in the Sacramento Superior Court by the middle of next week on an urgent hearing to get this resolved. While he would likely ignore the three VPs, President Brown cannot ignore the power of a Court Order, and we are on track to get that protective order.

VPs David Jimenez and Anica Walls may call for a special board meeting as they are in damage control mode after supporting Brown, to date. They do not support or agree with the Board Action of October 17, and 18, 2021.

Through solidarity, we can get back on track for the protection of our members and our union. I am with you.

**William “Bill” Hall
Chair of the Board
SEIU Local 1000**

2. You have deliberately deprived the Executive Committee of its authority to carry out its duties and roles as set forth in Bylaws, Policy File and applicable law. You have done so by hiding information about the status of lawsuits and denying your fellow officers an opportunity to evaluate how to proceed or whether to settle significant lawsuits in which the Union is named as a defendant and even by hiding from the Executive Committee the existence of one of the lawsuits seeking monetary damages. This failure of transparency and interference with fiduciary review has jeopardized the Union's ability to maintain proper engagement and oversight of those lawsuits and to make fiscally prudent decisions therein. Aggravating your misconduct in this area is that you have misused your role and authority in a manner that benefits your self-interest at the expense of the interests of the Union and its members as well as the members' dues.
3. In defiance of a specific Board mandate designed to conserve our hard-working members' dues and to increase the services they receive from the Union's staff for each dollar they pay in dues, you engaged in act of gross financial malfeasance. In particular, when the Board ratified the UAW staff contract, it contained a change to and reduction of staff days off. You nevertheless unilaterally issued 12 additional paid days off for staff. This fiscal malfeasance may cost the Union in excess of a half million dollars jeopardizing the dues money of its members.
4. You grossly misused the authority of your office when you summarily and without just cause retaliated against the undersigned Vice Presidents by attempting to suspend their memberships. You did so solely for the purpose of entrenching your own power and insulating yourself from an express provision in the Union's governing documents designed to create a check and balance against a President whose actions pose an immediate threat to the welfare of the Union (Policy File 9.0.04). While that attempted suspension was in violation of state law (Corp. Code 7341) and therefore void and of no effect, your attempt demonstrated your willingness to put your own self-interest above the interests of the Union and its members and underscored the threat that you pose to the welfare of the Union. Further, suspending members in this manner has a chilling impact on their willingness and right to freely challenge your misconduct.



Via Email and Personal Delivery

February 27, 2022

Richard Louis Brown
[home address protected]

RICHARD
LOUIS BROWN
President

DAVID JIMENEZ
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

IRENE GREEN
Vice President for Bargaining

Dear Mr. Brown:

The duly elected Vice Presidents have met and determined to take action pursuant to Policy 9.0.04. This action is to suspend you from the duties of your office effective immediately. This section states as follows:

9.0.04 Suspension of President

If, in the opinion of the Vice President/Secretary-Treasurer, Vice President for Organizing/Representation, and Vice President for Bargaining, the action of the President is such as to pose an immediate threat to the welfare of Local 1000, the other Officers may summarily suspend the President until the procedures established in the Policy File are concluded. If written charges are not filed within ten days, the suspension is terminated.

You have taken actions that pose an immediate threat to the welfare of Local 1000. These include but are not limited to:

1. You have willfully failed to hold meetings of the Board of Directors as required by Bylaws and Policy File. Due to this failure, the Union has been operating without the legally required and democratic engagement of a board of directors since approximately August 2021, or a budget since January 1, 2022. In bypassing the Board, you have dismantled the democratic accountability procedures and oversight mechanisms that the Union's governing documents put in place to protect the members' dues monies and to ensure that representatives chosen by the members at the worksite and bargaining-unit level across the State have a voice in the governance of their Union.

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INTERNATIONAL UNION
SOC, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org

You have been suspended from the duties of your office effective immediately. In the event that charges are filed, the suspension will continue in effect under the charges are fully adjudicated.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Jimenez', with a stylized flourish at the end.

David Jimenez
Vice President/Secretary-Treasurer

A handwritten signature in black ink, appearing to read 'Anica Walls', with a stylized flourish at the end.

Anica Walls
Vice President for Organizing/Representation

A handwritten signature in blue ink, appearing to read 'Irene Green', with a stylized flourish at the end.

Irene Green
Vice President for Bargaining

Here is your intermittent Union scandal update....

Apparently, the Vice President of Organizing/Insurrectionist Anica Walls has travelled to Norway courtesy of our Union dues. This vacation is being disguised as a fact finding mission to see how their Corrections and operates so well another country.

You might surmise that Norway must be quite similar to the United States because then this trip would make sense. If the U. S. is similar in demographics to Norway, and Corrections is a successful operation and Norway's Labor members are large in number (roughly 40% of the total population), then they must be doing something right. So let's find out what that is and do it here. But no, that is not the case...at all. Let's take a look at the APPROXIMATE numbers (mostly from 2020).

	Norway	United States	California
Population	5.4 Million	330 Million	39 Million
Norwegian	83.2%		
White		58%	35%
Hispanic		19%	39%
Asian		6%	15%
Black		12%	5%
Native		1%	1%
Number of prisons	58	1,566 State Prisons	33
Inmate population	2,932	2 Million	115,000
Number of Union members	2 Million	14.3 Million	2.5 Million
Tax Rate	Flat 22%	Graduated 10-37%	7.25%

Basically, Norway is 1/8 the size of California and hardly diverse. The inmate population is not even 3000, a far cry from the numbers of inmates in California or the US as a whole. Here is where it gets interesting. Organized Labor in Norway is made up of almost 40% of the

total population of Norway, but only around 6% in California and 4% nationally (if I did my math correctly). Is this what Anica Walls is after, the secret Corrections and a massive labor union? She will not find these secrets in Norway for one simple fact, Norway lacks significant diversity. The people of Norway are largely united by ethnicity and a shared culture. (And more than likely they don't disenfranchise their members by launching coups against duly elected Union presidents). That is not the case in the United States or California. California is diverse. The people that live here come from all kinds of backgrounds and have all different kinds of opinions and perspectives. This means that the portion of our population that works for Corrections is also diverse. Despite this, we all want the same things, the opportunity for employment, upward mobility, financial stability, comfortable retirement, a means to take care of our families. We differ widely on what that looks like and how it should be achieved. These differences are reflected in our current political climate, but I digress. The bottom line is that Anica Walls will likely learn some amazing things about Norwegian Labor and Corrections, but she will not be able to utilize much of it to increase SEIU membership or change the nature of Corrections in the California.

At the beginning, I said that this trip was financed by our Union dues. Anica will tell you it was not. She is lying. Anica says that the trip is being funded by an organization called One Voice. One Voice is funded by SEIU International. And who funds SEIU International? We do...to the tune of hundreds of thousands of dollars monthly. When you want to know what's really going on, follow the money. And what's really going on here is that we funded an all-expense paid vacation for Anica Walls and anyone else she brought with her.

As a Union member, I find this enraging. I work hard for my money. I wouldn't mind going to Europe. Instead of me taking a trip to Europe, my money goes toward sending an insurrectionist to Norway, which Union leadership continues to pretend that the obvious is not happening. They are pretending that they are not/have not launched a coup on our duly elected president, Mr. Brown. They are pretending they have not disenfranchised their members. They are pretending that they are spending our money for our own good.

They are not fooling anyone. They are especially not fooling CALHR. Over the past year, as the alternate Vice Chair of BU3, I have sat on numerous committees and I have watched as CALHR has pushed back harder and harder again clearly defined rights outlined in our contract. Why are they doing this? Because they can. They know our Union is being steered by insurrectionists. They know our President has been stripped of his power and instead of fighting for the members, he is fighting to retain his the position to which was elected. They know that the insurrectionists don't care about the members, or about a good contract and they only care about power and greed. This sets the perfect stage to squash our Union and push a weak contract that limits or labor rights to the bare minimum.

Buckle your seatbelts because contract negotiations are going to not only be interesting, they will be devastating. We we don't get raises, benefits or protections our imposter leaders will shrug their shoulders and simply tell you their hands were tied, the State wouldn't budge and that is the way it goes. They did that with the telework stipend and they will do that with our contract as a whole. Get used to living on less as inflation continues to rise. Learn to love it and know that we allowed our Union to be stolen by people who don't give a damn about members.

Before I sign off, I will say this...Originally, Anica Walls approached Insurrectionist Bill Hall to approve funding for this venture at the local level. He refused. That is perhaps the only thing he has done right. Apparently, the useful idiot that Anica and her cronies brought on board to replace the duly elected President suddenly became not so useful. So, she went around him and got funding from our Union dues but tried to hide it behind One Voice. Kind of reminds me of money laundering, which is also a crime.

Food for thought,
Dr. G



Statement on One Voice United SEIU 1000 Delegation to Norway

In this year's state budget, Governor Gavin Newsom proposed closing three California prisons during the next three years. The Newsom Administration closed one state prison — Deuel Vocational Institution in Tracy — last year, and has been trying to shut a second, California Correctional Institution in Susanville, but its closure is tied up in court.

These planned closures will affect thousands of SEIU members. We remain committed to opposing these closures to protect these critical union jobs.

Part of our strategy for protecting these jobs is understanding the best practices in corrections and adapting to prison reforms that are being advanced by the Governor and Legislature. This knowledge helps us effectively negotiate with the administration and protect our members.

Like many other unions across the nation, we have teamed with [One Voice United](#). This organization is dedicated to giving union members in correctional institutions a voice in national conversations about corrections and the criminal justice system. It is an organization founded by union members for union members, chaired by Andy Potter, who is also the Chair of the SEIU National Corrections Council.

This month, a delegation of SEIU Local 1000 members were invited to participate in a working trip to Norway to understand how that nation's world-renowned correctional system works. The goal: to better equip our union employees to deal with reforms we will likely see here in California, and to give us a seat at the reform table so we can shape proposals that affect our workers. Our delegation includes: VP of Representation/Organizing Anica Walls; VP of Bargaining Irene Green; BU 20 Chair Melissa Vartanian; BU 17 Vice Chair Mary Naidoo; and BU 15 Chair Eric Murray. These members are joining other SEIU delegations that represent corrections staff from Colorado, Connecticut, New Hampshire and other Corrections unions outside SEIU.

The trip includes briefings on the history of the Norwegian system, two prison tours, discussing our state's reform proposals with international experts, and a visit to a corrections employees training academy. Our delegation will be hosted by the union leaders of Norwegian correctional facilities. There will be a film made about the trip, which we will make available to all SEIU 1000 members so we all can also learn about this cutting-edge correctional system.

RICHARD
LOUIS BROWN
President (Suspended)

DAVID JIMENEZ
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

IRENE GREEN
Vice President for Bargaining

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There is no cost to SEIU 1000 for our delegation's participation. The trip is entirely paid for by One Voice United, including hotels, transportation, airfares and all business expenses.

We are sharing this information with you to be transparent about our operations and the activities of your union's leadership, and are continually working to improve our efforts to bring these matters to your attention on a timely basis.

Thank you,

Vice President David Jimenez

Board Chair William "Bill" Hall

RICHARD
LOUIS BROWN
President (Suspended)

DAVID JIMENEZ
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

IRENE GREEN
Vice President for Bargaining

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SEIU LOCAL 1000 HEARING REQUEST FORM (HR1)
(Complaint for Discipline by a Member against another Member)

Your Name: Youlanda Williams

DLC/Region: 721

Bargaining Unit: BU 4

State Department: Dept. of Health Care Access and Information

Mailing Address: P.O. Box 891, Lakewood, CA. 90714

Work Phone 213-897-0166

Home Phone: 562-787-9142

Complaint Against: Anica Walls-one of the three Statewide Vice Presidents

SEIU Local 1000/DLC/BUNC Position (i.e., member, DLC President, etc.) Member

Policy File Section(s) violated (see Section 9.0.00 et seq. of SEIU Local 1000 Policy File) 9.0.00 DISCIPLINE 9.0.01 Criteria and Procedures for Disciplinary Action Disciplinary action may be taken for the following reasons: (k) Behavior which is determined by the hearing panel or officer to be of such a nature that it causes discredit to Local 1000;

Nature Problem (include specifics – e.g. dates, times, etc. – attach additional sheets if necessary): The membership paid **extravagant** overseas trip to Norway for Anica Walls that has **1000%** nothing to do with her job as the VP of Organizing & Representation. However, Local 1000 will not **fully indemnify** the Local 1000 President, Richard Louis Brown, in its **merit-less** attempt to remove the duly elected president by the internal Walls' HR1 process and DLC 744 President, William (Billy) Hall's Sacramento Superior Court lawsuit .

Witnesses/Documents – please list all witnesses (name and phone number) and relevant documents in your possession: Please see pages 2 - 15 regarding the Local 1000 Board members' questioning the use of member's money to finance this Norway trip for Anica Walls that was approved by VP Secretary-Treasurer, David Jimenez under the authority of DLC 744 President, William (Billy) Hall.

Headquarters Information:

Local 1000 President/Vice Pres.-Sec. Treasurer:

Date Received:

Referred to Hearing Officer/Panel on:

Hearing Officer/Panel Assigned:

Date/Time/Location of Hearing:

SEIU Local 1000 Action/Date:

Disposition Letter Mailed:

Kevin Healy healykm@hotmail.com

To: Bill Hall, David Jimenez, DVersher@seiu1000.org

Cc: jd.sandoval@live.com, moneyrodriguez@hotmail.com, rnavarrete23@yahoo.com, nancymartinez_6@hotmail.com, whitemamba.ev@gmail.com, ndavis@seiu1000@aol.com, caroleseiu1000@gmail.com, kjefferies08@gmail.com, ssa_dave04@hotmail.com, yspyg14@gmail.com, nicolesolovskoy@yahoo.com, Mdlc056@gmail.com, MVartanian@seiu1000.org, msmroy1976@gmail.com, Kevin Healy, Mistydelrosario3@hotmail.com, exctme@aol.com, delonnelj@gmail.com, TRICO60@hotmail.com, davidjohnson055@gmail.com, president.dlc788@gmail.com, ibarraruth@gmail.com, christinadlc751@gmail.com, Cullenkral@gmail.com, ruthkiker@charter.net, dlc789pres@outlook.com, bigdtiggerds69@yahoo.com, musembi.rn@gmail.com, billhall95688@gmail.com, mariablaine39@gmail.com, cmsallen768@gmail.com, risewithlabor@gmail.com, Thetay456@gmail.com, robertvega2013@gmail.com, membersfirst@gmail.com, seiujack.dean@gmail.com, lat_jin@hotmail.com, van.nguyen_seiu.local1000@outlook.com, angeliquems@aol.com, dlc764@outlook.com, cindydoyelunion@gmail.com, jerome_wash@sbcglobal.net, kcvwmom@yahoo.com, roncina@frontiernet.net, his_story1865@yahoo.com, rgilbert.seiu1000@gmail.com, eric_murray03@msn.com, Irene Green, Andrew Vasicek, Anica Walls, Brad Willis, Anne Giese, Richard Brown

Sat, Aug 20 at 3:04 PM

Dear Chair Hall and VP Secretary/Treasurer Jimenez:

It has come to my attention that SEIU Local 1000 is paying, at least in significant part, to send VP Anica Walls Walls and other union leaders next week to Oslo Norway as part of a CDCR fact-finding mission on how the Norway prisons work. This seems nothing short of a boondoggle on Local 1000 member funds/dues. I am very familiar with this initiative, which is forward-looking and preliminary for the State of California. I have been briefed on it by CDCR officers and a physician who have participated in the past. If it is the same thing, which it sounds like it is, then I see no arguable present UNION value to this trip.

With Local 1000 budgets being so tight right now and contract negotiation being a priority, I respectfully demand of Local 1000, as a Director, for an immediate release of information to the Board of Directors to include:

- (1) a copy of the POP for this Norway travel/program,
- (2) the list of Local 1000 members who are to go on this trip to Norway,
- (3) a detail of the costs expended to date by Local 1000 for any of these trips to Norway (including the domestic part of this trip),
- (4) disclosure of the overall projected costs to Local 1000 for our Local 1000 members/officers taking this international trip, and
- (5) the estimates, if any, of the cost of potential membership drops if word of this got out to the membership.

Preliminary estimates were into the many thousands, and likely tens of thousands of dollars to Local 1000.

Time is of the essence in that this trip to Norway by Local 1000 members/officers, if it still happens, is reportedly happening next week without notice to the Board nor its approval.

I too would like a vacation to Europe, but it should not be with member dues.

Sincerely,

Kevin M. Healy President, DLC 752

LaTasha Brown <lat_jin@hotmail.com>

To: Kevin Healy, Bill Hall, David Jimenez, DVersher@seiu1000.org

Cc: jd.sandoval@live.com, moneyrodriguez@hotmail.com, rnavarrete23@yahoo.com, nancymartinez_6@hotmail.com, whitemamba.ev@gmail.com, ndavisseiu1000@aol.com, caroleseiu1000@gmail.com, kjefferies08@gmail.com, ssa_dave04@hotmail.com, yspyg14@gmail.com, nicolesolovskoy@yahoo.com, Mdlc056@gmail.com, MVartanian@seiu1000.org, msmroy1976@gmail.com, Mistydelrosario3@hotmail.com, exctme@aol.com, delonnelj@gmail.com, TRICO60@hotmail.com, davidrjohnson055@gmail.com, president.dlc788@gmail.com, ibarraruth@gmail.com, christinadlc751@gmail.com, Cullenkral@gmail.com, ruthkiker@charter.net, dlc789pres@outlook.com, bigdtiggerds69@yahoo.com, musembi.rn@gmail.com, billhall95688@gmail.com, mariablaine39@gmail.com, cmsallen768@gmail.com, risewithlabor@gmail.com, Thetay456@gmail.com, robertvega2013@gmail.com, membersfirst@gmail.com, seiujack.dean@gmail.com, van.nguyen_seiu.local1000@outlook.com, angeliquems@aol.com, dlc764@outlook.com, cindydoyelunion@gmail.com, jerome_wash@sbcglobal.net, kcvwmom@yahoo.com, roncina@frontiernet.net, his_story1865@yahoo.com, rgilbert.seiu1000@gmail.com, eric_murray03@msn.com, Irene Green, Andrew Vasicek, Anica Walls, Brad Willis, Anne Giese, Richard BrownHide

Sat, Aug 20 at 5:18 PM

Kevin,

Didn't you fully support giving the Chair all the powers that he has, under the guise that the Board has all the power? Now, Anica and the rest of the leaders are "in-flight" and NOW there's an issue. Please, think before you vote and go sit in the back of the class because your request right now is moot.

In Solidarity,

LaTasha Brown

SEIU Local 1000

DLC 704 PRESIDENT

DMV TEAM CO-CHAIR

Cell (760) 686-6443

MRC (866) 471-7348

www.seiu1000.org

"How wonderful it is that nobody need wait a single moment before starting to improve the world"

-Anne Frank

Jerome Washington jerome_wash@sbcglobal.net

To: Kevin Healy,Bill Hall,David Jimenez,DVersh@seiu1000.org,LaTasha Brown

Cc:jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavis@seiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicolesolovskoy@yahoo.com,Mdlc056@gmail.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiaker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown

Sat, Aug 20 at 5:33 PM

As Board member of SEIU Local 1000, I would also like to receive the documents mentioned above and would also like to know who approved the expenses for this "trip".

Jerome Washington
President, DLC 749
707-267-6508

Jerome Washington

President, DLC 749

SEIU Local 1000

707-267-6508

Kevin Healy healykm@hotmail.com

To:LaTasha Brown

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicol esolovskoy@yahoo.com,Mdlc056@gmail.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,trico60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown

Sat, Aug 20 at 5:42 PM

LaTasha, I have no idea what you were talking about regarding sitting in the back of the class.

I simply want to know who was authorizing potentially tens of thousands of dollars for board members to go on a vacation on member dues next week. This does not sound like some thing the current chair, Bill Hall, would authorize. If he did, then he would have not only a lack of support from me, but my firm opposition!

Do you support vacations like this?

We deserve, as board members, to have this information. Spending money on vacations is the kind of thing that will likely hurt membership numbers and participation when we need it the most.

Kevin M. Healy
President, DLC752

Cheryl Allen cmsallen768@gmail.com

To:Kevin Healy

Cc:LaTasha Brown,Bill Hall,David Jimenez,dversher@seiu1000.org,jd.sandoval,Monica Rodriguez,Ramon Navarrete,[Nancy Martinez - SAA](#),Erika Chhatarpal,ndavis@seiu1000@aol.com,Carolelynn Leonardo-Valdriz,Karen Jefferies,David Jimenez,Lynda Martin,nicolesolovskoy@yahoo.com,mary delacruz,mvartanian@seiu1000.org,MSMRoy1976@Gmail.com,Melissa Del Rosario,Darrell Kirby,delonnelj@gmail.com,Tommy Rico,David Johnson,Heather Kessler,Ruth Ibarra,Christina Evitt,Cullen Kral,Ruth Kiker,Eileen Boughton,Daunette Sparkman,Naomi Musembi - Johnson,Bill Hall,Maria Blaine,Cynthia Vo,Theresa Taylor,DLC 784 BUNC 14 Chair Robert Vega,Steven Alari,Jack Dean,Nguyen,angeliquems@aol.com,Jennifer Cordova,Cindy Doyel,Jerome Washington,kcvwmom@yahoo.com,Francina Stevenson,Deleon Secrest,Robert Gilbert,Eric Murray,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard BrownHide

Sat, Aug 20 at 6:48 PM

Good Evening,

First, this may come as a surprise but I too am curious and would like to know who has authorized a financial expenditure of this magnitude? Who will participate, and how those member leaders were selected?

There are several DLC Presidents who have been repeatedly denied the use of their 16 monthly hours of UL to work in their respective DLC's based on the implied financial hardship it would place on the Local, or and the stated fact that "it was denied by Bill Hall, who has the FINAL say".

Secondly, for all of the past Emergency Board meetings that have been held, I would think and in light of the current state of our Union, this matter would surely justify an Emergency meeting and a UNANIMOUS vote from the board.

Lastly, I would like to add the following to the questions currently in que:

A) What research has been conducted to support Norway's penal code being comparable to those of CDCR? Please provide all research, if any to the Board for review.

B) Would the implementation of this training in our Prisons attempt to impose on or circumvent Ca penal code?

C) Could the purview of this training, not be the responsibility of the State, or CDCR?

D) How will this training or gathered information be converted and made beneficial for all departments represented on this board?

I look forward to discussing this matter further.

Cheryl Allen
President DLC768

Naomi Musembi - Johnson musembi.rn@gmail.com

To:Kevin Healy

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicol esolovskoy@yahoo.com,Mdlc056@gmail.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mi stydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown

Sat, Aug 20 at 9:54 PM

This should have been brought to our attention whether we are paying for it or not. Also board members should have voted for those who are participating in this trip for transparency reasons.

mary delacruz <mdlc056@gmail.com>

To:Kevin Healy

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicolesolovskoy@yahoo.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibararuth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather ConroyHide

Sat, Aug 20 at 10:18 PM

Good Evening Board of Directors,

I hope this email finds you well. I feel compelled to respond to this email. Upholding fiduciary duties as a Board Member, I do not recall this matter being brought before the BOD for a vote. I have been receiving text after text and phone calls from members both within my DLC and statewide who have become aware of this matter and are inquiring as to why I would vote yes for membership dues to be spent for selective leadership to go on a vacation to Norway on members dues when many of the local DLC's have been denied approval to visit their members at local worksites.

Members have indicated statewide officers have stated on weekly calls that many requests for Union Leave we're not being approved due to lack of funds available, yet to utilize membership dues for 5-6 individuals to spend membership funds to travel to another country on the pretense of visiting another Union is outrageous, especially when members have repeatedly expressed a lack of confidence of the current BOD and leadership's spending of membership dues.

Members have expressed via phone call and text that they are withdrawing their membership effective immediately, and that SEIU can continue misappropriating membership dues and turning a deaf ear to members' voices.

Members have indicated they will be going to the media, OLMS, IRS with information and concerns of the possibility of embezzlement and misappropriation of members dues.

Members have demanded and have requested, to ask as a BOD and representative with fiduciary duty for an "officially forensic audit" of SEIU Local 1000 to be completed and presented to the BOD on behalf of the SEIU members and those represented to ensure policies, and bylaws are and have been followed, and to ensure no misappropriation of funds or embezzlement has occurred.

Members stated, that during a time of mending fences and building bridges with leadership and during a time of membership building it's unfortunate this situation has occurred yet once again and that SEIU leadership has made the decision that members dues should be spent on vacations to Norway with no input of members.

Members stated to me they would rather have no Union than a corrupt Union.

I believe the BOD should and needs to address these concerns immediately.

Mary DeLaCruz

DLC 772 President

Kevin Healy

Kevin Healy <healykm@hotmail.com>

To:mary delacruz

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavis@seiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicolesolovskoy@yahoo.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyleunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmo@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather Conro

Sat, Aug 20 at 9:37 PM



VP Anica Walls

2h · 🌐

Landed ✈️ in London. Next stop Oslo.



5

3 comments



Like



Comment



Share



VP Anica Walls

13h · 🌐

This will be a long one, 9+ hours from Salt Lake City to London ✈️ #OneVoice #correctionscouncil



7

6 comments · 1 share



Like



Comment



Share



VP Anica Walls was ✈️ traveling to Oslo, Norway from Delta Terminal - Sacramento International Airport (Sacramento, CA).

16h · Sacramento, CA · 🌐

Finally getting the 1st leg of this trip under way! Thank god for this awesome Delta employee who now has me going from Sacramento to Salt Lake City Utah, then London and finally Oslo!!!



Melissa del Rosario <mistydelrosario3@hotmail.com>

To:Kevin Healy,mary delacruz

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicol esolovskoy@yahoo.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,exctme@aol.com,delonnelj@gmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,chrstinadlc751@gmail.com,ruthkiker@charter.net,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,cindydoyleunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather Conroy,TRICO60@hotmail.com,Cullenkral@gmail.com,dlc789pres@outlook.com,Thetay456@gmail.com,dlc764@outlook.com

Sun, Aug 21 at 2:42 PM

Is there, or is there not an expenditure Cap? Anything more should be addressed and voted upon by the board? Yes???

Why were we not informed about the details of this trip? It seems to exceed what our Cap would be. This could be potentially be damaging to the trust we are trying to rebuild with our represented employees & membership. Not to mention, there has been serious question as to if DLC's are being allowed to use their guaranteed 16 hour UL or not because it could be a financial hardship for the Union.

I see that Anica is already on her way based on Kevin's FB Receipts... are there any consequences available concerning this extreme expenditure of Member dues which was not approved by the board?

I'd still want to hear the details of what all this was supposed to do or how it would even benefit our Union, our worksites,or our membership.

Sent from my Verizon, Samsung Galaxy smartphone

Nicole Solovskoy nicolesolovskoy@yahoo.com

To:Kevin Healy,mary delacruz,Melissa del Rosario

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,MVaranian@seiu1000.org,msmroy1976@gmail.com,exctme@aol.com,delonnelj@gmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,ruthkiker@charter.net,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariaablaire39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,cindydoyleunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather Conroy,TRICO60@hotmail.com,Cullenkral@gmail.com,dlc789pres@outlook.com,Thetay456@gmail.com,dlc764@outlook.com

Sun, Aug 21 at 4:51 PM

Good afternoon,

This is the first I've heard of Anica taking a trip to Europe being paid by the local...I too would like to see who authorized that considering I was never notified. Please supply those documents to the board.

Thank you,

Nicole Solovskoy, RN BSN

DLC 770 Union President

SEIU Local 1000

Hall, Bill <bhall@seiu1000.org>

To:Nicole Solovskoy,Kevin Healy,Mary De La Cruz,Melissa Del Rosario

Cc:Jimenez, David,Versher, Denye,Jayson Sandoval,Monica Rodriguez,Ramon Navarrete,Nancy Martinez(Contact),Erika Chhatarpal,Gertrude Davis,Carolelynn Leonardo-Valdriz,kjefferies08@gmail.com,David Jimenez,Lynda Martin,Vartanian, Melissa,Miche Roy,Darrell Kirby,Delonne Johnson,David Johnson,Heather Kessler,Ruth Ibarra,Christina Evitt,Ruth Anderson,Daunette Sparkman,Naomi Musembi-Johnson,William Hall,Maria Blaine,Cheryl Allen,Cynthia Vo,robertvega2013@gmail.com,Steven Alari,Jack Dean,Latasha Brown,Hoang-Van Nguyen,Angelique Moreno,Cindy Doyel,Jerome Washington,Lisa Davis,Francina Stevenson,Deleon Secrest,Robert Gilbert,eric_murray03@msn.com,Green, Irene,Andrew Vasicek,Walls, Anica,Willis, Brad,Giese, Anne,Richard Brown,Mary kay Henry,heather Conroy,Tommy Rico,Cullenkral@gmail.com,Eileen Boughton,Theresa Taylor,Jennifer Cordova

Sun, Aug 21 at 9:03 PM

Good evening Local 1000 Board of Directors,

I am responding to this thread because it is the most recent.

This is a trip sponsored by SEIU International, my understanding is Local 1000 is only responsible for the round trip airfare to and from Norway. When VP Anica Walls talked with me about this joint venture, I told her I believed it was ill timed and we should not proceed. She vehemently disagreed and continued to plan solely on her own.

To address this subject for clarity I stood by my original position and refused to sign off on airfares when my approval was sought weeks later. It is my understanding that this funding request was approved by David Jimenez, in his role as both Acting President, and VP Secretary Treasurer.

To clarify a misstatement by Latasha Brown, I do not have all the power she suggests I do. I do not approve union leave David Jimenez as acting President does. In David Jimenez's role he also approves expenditures as the Secretary Treasurer.

I will provide additional factual information as soon as I reasonably can.

In Solidarity,

William (Bill) Hall

Board Chair, SEIU Local 1000

bhall@seiu1000.org

Hall, Bill <bhall@seiu1000.org>

To:Nicole Solovskoy,Kevin Healy,Mary De La Cruz,Melissa Del Rosario

Cc:Jimenez, David,Versher, Denye,Jayson Sandoval,Monica Rodriguez,Ramon Navarrete,Nancy

Martinez(Contact),Erika Chhatarpal,Gertrude Davis,Carolelynn Leonardo-

Valdriz,kjefferies08@gmail.com,David Jimenez,Lynda Martin,Vartanian, Melissa,Miche Roy,Darrell

Kirby,Delonne Johnson,David Johnson,Heather Kessler,Ruth Ibarra,Christina Evitt,Ruth

Anderson,Daunette Sparkman,Naomi Musembi-Johnson,William Hall,Maria Blaine,Cheryl Allen,Cynthia

Vo,robertvega2013@gmail.com,Steven Alari,Jack Dean,Latasha Brown,Hoang-Van Nguyen,Angelique

Moreno,Cindy Doyel,Jerome Washington,Lisa Davis,Francina Stevenson,Deleon Secrest,Robert

Gilbert,eric_murray03@msn.com,Green, Irene,Andrew Vasicek,Walls, Anica,Willis, Brad,Giese,

Anne,Richard Brown,Mary kay Henry,heather Conroy,Tommy Rico,Cullenkral@gmail.com,Eileen

Boughton,Theresa Taylor,Jennifer Cordova

Mon, Aug 22 at 9:07 AM

Good Morning Local 1000 Board of Directors,

I am attaching a link with more information in regards to the Corrections Program from SEIU International

https://drive.google.com/file/d/11DQVKyHClLw6D0YVF_n_GJJevxG64U5n1/view

In Solidarity,

William (Bill) Hall

Board Chair, SEIU Local 1000

bhall@seiu1000.org



SEIU LOCAL 1000 HEARING REQUEST FORM (HR1)
(Complaint for Discipline by a Member against another Member)

Your Name: Youlanda Williams

DLC/Region: 721

Bargaining Unit: BU 4

State Department: Dept. of Health Care Access and Information

Mailing Address: P.O. Box 891, Lakewood, CA. 90714

Work Phone 213-897-0166

Home Phone: 562-787-9142

Complaint Against: David Jimenez-one of the three Statewide Vice Presidents

SEIU Local 1000/DLC/BUNC Position (i.e., member, DLC President, etc.) Member

Policy File Section(s) violated (see Section 9.0.00 et seq. of SEIU Local 1000 Policy File) 9.0.00 DISCIPLINE 9.0.01
Criteria and Procedures for Disciplinary Action Disciplinary action may be taken for the following reasons: (k) Behavior
which is determined by the hearing panel or officer to be of such a nature that it causes discredit to Local 1000;

Nature Problem (include specifics – e.g. dates, times, etc. – attach additional sheets if necessary): The membership paid
extravagant overseas trip to Norway for Anica Walls that has **1000%** nothing to do with her job as the VP of
Organizing & Representation. However, Local 1000 will not **fully indemnify** the Local 1000 President, Richard Louis
Brown, in its **merit-less** attempt to remove the duly elected president by the internal Walls' HR1 process and DLC 744
President, William (Billy) Hall's Sacramento Superior Court lawsuit .

Witnesses/Documents – please list all witnesses (name and phone number) and relevant documents in your possession:
Please see pages 2 - 15 regarding the Local 1000 Board members' questioning the use of member's money to finance
this Norway trip for Anica Walls that was approved by VP Secretary-Treasurer, David Jimenez under the authority of
DLC 744 President, William (Billy) Hall.

Headquarters Information:

Local 1000 President/Vice Pres.-Sec. Treasurer:

Date Received:

Referred to Hearing Officer/Panel on:

Hearing Officer/Panel Assigned:

Date/Time/Location of Hearing:

SEIU Local 1000 Action/Date:

Disposition Letter Mailed:

Kevin Healy healykm@hotmail.com

To: Bill Hall, David Jimenez, DVersher@seiu1000.org

Cc: jd.sandoval@live.com, moneyrodriguez@hotmail.com, rnavarrete23@yahoo.com, nancymartinez_6@hotmail.com, whitemamba.ev@gmail.com, ndavis@seiu1000@aol.com, caroleseiu1000@gmail.com, kjefferies08@gmail.com, ssa_dave04@hotmail.com, yspyg14@gmail.com, nicolesolovskoy@yahoo.com, Mdlc056@gmail.com, MVartanian@seiu1000.org, msmroy1976@gmail.com, Kevin Healy, Mistydelrosario3@hotmail.com, exctme@aol.com, delonnelj@gmail.com, TRICO60@hotmail.com, davidjohnson055@gmail.com, president.dlc788@gmail.com, ibarraruth@gmail.com, christinadlc751@gmail.com, Cullenkral@gmail.com, ruthkiker@charter.net, dlc789pres@outlook.com, bigdtiggerds69@yahoo.com, musembi.rn@gmail.com, billhall95688@gmail.com, mariablaine39@gmail.com, cmsallen768@gmail.com, risewithlabor@gmail.com, Thetay456@gmail.com, robertvega2013@gmail.com, membersfirst@gmail.com, seiujack.dean@gmail.com, lat_jin@hotmail.com, van.nguyen_seiu.local1000@outlook.com, angeliquems@aol.com, dlc764@outlook.com, cindydoyelunion@gmail.com, jerome_wash@sbcglobal.net, kcvwmom@yahoo.com, roncina@frontiernet.net, his_story1865@yahoo.com, rgilbert.seiu1000@gmail.com, eric_murray03@msn.com, Irene Green, Andrew Vasicek, Anica Walls, Brad Willis, Anne Giese, Richard Brown

Sat, Aug 20 at 3:04 PM

Dear Chair Hall and VP Secretary/Treasurer Jimenez:

It has come to my attention that SEIU Local 1000 is paying, at least in significant part, to send VP Anica Walls Walls and other union leaders next week to Oslo Norway as part of a CDCR fact-finding mission on how the Norway prisons work. This seems nothing short of a boondoggle on Local 1000 member funds/dues. I am very familiar with this initiative, which is forward-looking and preliminary for the State of California. I have been briefed on it by CDCR officers and a physician who have participated in the past. If it is the same thing, which it sounds like it is, then I see no arguable present UNION value to this trip.

With Local 1000 budgets being so tight right now and contract negotiation being a priority, I respectfully demand of Local 1000, as a Director, for an immediate release of information to the Board of Directors to include:

- (1) a copy of the POP for this Norway travel/program,
- (2) the list of Local 1000 members who are to go on this trip to Norway,
- (3) a detail of the costs expended to date by Local 1000 for any of these trips to Norway (including the domestic part of this trip),
- (4) disclosure of the overall projected costs to Local 1000 for our Local 1000 members/officers taking this international trip, and
- (5) the estimates, if any, of the cost of potential membership drops if word of this got out to the membership.

Preliminary estimates were into the many thousands, and likely tens of thousands of dollars to Local 1000.

Time is of the essence in that this trip to Norway by Local 1000 members/officers, if it still happens, is reportedly happening next week without notice to the Board nor its approval.

I too would like a vacation to Europe, but it should not be with member dues.

Sincerely,

Kevin M. Healy President, DLC 752

LaTasha Brown <lat_jin@hotmail.com>

To: Kevin Healy, Bill Hall, David Jimenez, DVersher@seiu1000.org

Cc: jd.sandoval@live.com, moneyrodriguez@hotmail.com, rnavarrete23@yahoo.com, nancymartinez_6@hotmail.com, whitemamba.ev@gmail.com, ndavisseiu1000@aol.com, caroleseiu1000@gmail.com, kjefferies08@gmail.com, ssa_dave04@hotmail.com, yspyg14@gmail.com, nicolesolovskoy@yahoo.com, Mdlc056@gmail.com, MVartanian@seiu1000.org, msmroy1976@gmail.com, Mistydelrosario3@hotmail.com, exctme@aol.com, delonnelj@gmail.com, TRICO60@hotmail.com, davidrjohnson055@gmail.com, president.dlc788@gmail.com, ibarraruth@gmail.com, christinadlc751@gmail.com, Cullenkral@gmail.com, ruthkiker@charter.net, dlc789pres@outlook.com, bigdtiggerds69@yahoo.com, musembi.rn@gmail.com, billhall95688@gmail.com, mariablaine39@gmail.com, cmsallen768@gmail.com, risewithlabor@gmail.com, Thetay456@gmail.com, robertvega2013@gmail.com, membersfirst@gmail.com, seiujack.dean@gmail.com, van.nguyen_seiu.local1000@outlook.com, angeliquems@aol.com, dlc764@outlook.com, cindydoyelunion@gmail.com, jerome_wash@sbcglobal.net, kcvwmom@yahoo.com, roncina@frontiernet.net, his_story1865@yahoo.com, rgilbert.seiu1000@gmail.com, eric_murray03@msn.com, Irene Green, Andrew Vasicek, Anica Walls, Brad Willis, Anne Giese, Richard BrownHide

Sat, Aug 20 at 5:18 PM

Kevin,

Didn't you fully support giving the Chair all the powers that he has, under the guise that the Board has all the power? Now, Anica and the rest of the leaders are "in-flight" and NOW there's an issue. Please, think before you vote and go sit in the back of the class because your request right now is moot.

In Solidarity,

LaTasha Brown

SEIU Local 1000

DLC 704 PRESIDENT

DMV TEAM CO-CHAIR

Cell (760) 686-6443

MRC (866) 471-7348

www.seiu1000.org

"How wonderful it is that nobody need wait a single moment before starting to improve the world"

-Anne Frank

Jerome Washington jerome_wash@sbcglobal.net

To: Kevin Healy,Bill Hall,David Jimenez,DVersh@seiu1000.org,LaTasha Brown

Cc:jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavis@seiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicolesolovskoy@yahoo.com,Mdlc056@gmail.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiaker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown

Sat, Aug 20 at 5:33 PM

As Board member of SEIU Local 1000, I would also like to receive the documents mentioned above and would also like to know who approved the expenses for this "trip".

Jerome Washington
President, DLC 749
707-267-6508

Jerome Washington

President, DLC 749

SEIU Local 1000

707-267-6508

Kevin Healy healykm@hotmail.com

To:LaTasha Brown

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicol esolovskoy@yahoo.com,Mdlc056@gmail.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,trico60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown

Sat, Aug 20 at 5:42 PM

LaTasha, I have no idea what you were talking about regarding sitting in the back of the class.

I simply want to know who was authorizing potentially tens of thousands of dollars for board members to go on a vacation on member dues next week. This does not sound like some thing the current chair, Bill Hall, would authorize. If he did, then he would have not only a lack of support from me, but my firm opposition!

Do you support vacations like this?

We deserve, as board members, to have this information. Spending money on vacations is the kind of thing that will likely hurt membership numbers and participation when we need it the most.

Kevin M. Healy
President, DLC752

Cheryl Allen cmsallen768@gmail.com

To:Kevin Healy

Cc:LaTasha Brown,Bill Hall,David Jimenez,dversher@seiu1000.org,jd.sandoval,Monica Rodriguez,Ramon Navarrete,[Nancy Martinez - SAA](#),Erika Chhatarpal,ndavis@seiu1000@aol.com,Carolelynn Leonardo-Valdriz,Karen Jefferies,David Jimenez,Lynda Martin,nicolesolovskoy@yahoo.com,mary delacruz,mvartanian@seiu1000.org,MSMRoy1976@Gmail.com,Melissa Del Rosario,Darrell Kirby,delonnelj@gmail.com,Tommy Rico,David Johnson,Heather Kessler,Ruth Ibarra,Christina Evitt,Cullen Kral,Ruth Kiker,Eileen Boughton,Daunette Sparkman,Naomi Musembi - Johnson,Bill Hall,Maria Blaine,Cynthia Vo,Theresa Taylor,DLC 784 BUNC 14 Chair Robert Vega,Steven Alari,Jack Dean,Nguyen,angeliquems@aol.com,Jennifer Cordova,Cindy Doyel,Jerome Washington,kcvwmom@yahoo.com,Francina Stevenson,Deleon Secrest,Robert Gilbert,Eric Murray,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard BrownHide

Sat, Aug 20 at 6:48 PM

Good Evening,

First, this may come as a surprise but I too am curious and would like to know who has authorized a financial expenditure of this magnitude? Who will participate, and how those member leaders were selected?

There are several DLC Presidents who have been repeatedly denied the use of their 16 monthly hours of UL to work in their respective DLC's based on the implied financial hardship it would place on the Local, or and the stated fact that "it was denied by Bill Hall, who has the FINAL say".

Secondly, for all of the past Emergency Board meetings that have been held, I would think and in light of the current state of our Union, this matter would surely justify an Emergency meeting and a UNANIMOUS vote from the board.

Lastly, I would like to add the following to the questions currently in que:

A) What research has been conducted to support Norway's penal code being comparable to those of CDCR? Please provide all research, if any to the Board for review.

B) Would the implementation of this training in our Prisons attempt to impose on or circumvent Ca penal code?

C) Could the purview of this training, not be the responsibility of the State, or CDCR?

D) How will this training or gathered information be converted and made beneficial for all departments represented on this board?

I look forward to discussing this matter further.

Cheryl Allen
President DLC768

Naomi Musembi - Johnson musembi.rn@gmail.com

To:Kevin Healy

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicol esolovskoy@yahoo.com,Mdlc056@gmail.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mi stydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown

Sat, Aug 20 at 9:54 PM

This should have been brought to our attention whether we are paying for it or not. Also board members should have voted for those who are participating in this trip for transparency reasons.

mary delacruz <mdlc056@gmail.com>

To:Kevin Healy

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicolesolovskoy@yahoo.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibararuth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather ConroyHide

Sat, Aug 20 at 10:18 PM

Good Evening Board of Directors,

I hope this email finds you well. I feel compelled to respond to this email. Upholding fiduciary duties as a Board Member, I do not recall this matter being brought before the BOD for a vote. I have been receiving text after text and phone calls from members both within my DLC and statewide who have become aware of this matter and are inquiring as to why I would vote yes for membership dues to be spent for selective leadership to go on a vacation to Norway on members dues when many of the local DLC's have been denied approval to visit their members at local worksites.

Members have indicated statewide officers have stated on weekly calls that many requests for Union Leave we're not being approved due to lack of funds available, yet to utilize membership dues for 5-6 individuals to spend membership funds to travel to another country on the pretense of visiting another Union is outrageous, especially when members have repeatedly expressed a lack of confidence of the current BOD and leadership's spending of membership dues.

Members have expressed via phone call and text that they are withdrawing their membership effective immediately, and that SEIU can continue misappropriating membership dues and turning a deaf ear to members' voices.

Members have indicated they will be going to the media, OLMS, IRS with information and concerns of the possibility of embezzlement and misappropriation of members dues.

Members have demanded and have requested, to ask as a BOD and representative with fiduciary duty for an "officially forensic audit" of SEIU Local 1000 to be completed and presented to the BOD on behalf of the SEIU members and those represented to ensure policies, and bylaws are and have been followed, and to ensure no misappropriation of funds or embezzlement has occurred.

Members stated, that during a time of mending fences and building bridges with leadership and during a time of membership building it's unfortunate this situation has occurred yet once again and that SEIU leadership has made the decision that members dues should be spent on vacations to Norway with no input of members.

Members stated to me they would rather have no Union than a corrupt Union.

I believe the BOD should and needs to address these concerns immediately.

Mary DeLaCruz

DLC 772 President

Kevin Healy

Kevin Healy <healykm@hotmail.com>

To:mary delacruz

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavis@seiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicolesolovskoy@yahoo.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmo@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather Conro

Sat, Aug 20 at 9:37 PM



VP Anica Walls

2h · 🌐

Landed ✈️ in London. Next stop Oslo.



5

3 comments



Like



Comment



Share



VP Anica Walls

13h · 🌐

This will be a long one, 9+ hours from Salt Lake City to London ✈️ #OneVoice #correctionscouncil



7

6 comments · 1 share



Like



Comment



Share



VP Anica Walls was ✈️ traveling to Oslo, Norway from Delta Terminal - Sacramento International Airport (Sacramento, CA).

16h · Sacramento, CA · 🌐

Finally getting the 1st leg of this trip under way! Thank god for this awesome Delta employee who now has me going from Sacramento to Salt Lake City Utah, then London and finally Oslo!!!



Melissa del Rosario <mistydelrosario3@hotmail.com>

To:Kevin Healy,mary delacruz

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicol esolovskoy@yahoo.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,exctme@aol.com,delonnelj@gmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,chrstinadlc751@gmail.com,ruthkiker@charter.net,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather Conroy,TRICO60@hotmail.com,Cullenkral@gmail.com,dlc789pres@outlook.com,Thetay456@gmail.com,dlc764@outlook.com

Sun, Aug 21 at 2:42 PM

Is there, or is there not an expenditure Cap? Anything more should be addressed and voted upon by the board? Yes???

Why were we not informed about the details of this trip? It seems to exceed what our Cap would be. This could be potentially be damaging to the trust we are trying to rebuild with our represented employees & membership. Not to mention, there has been serious question as to if DLC's are being allowed to use their guaranteed 16 hour UL or not because it could be a financial hardship for the Union.

I see that Anica is already on her way based on Kevin's FB Receipts... are there any consequences available concerning this extreme expenditure of Member dues which was not approved by the board?

I'd still want to hear the details of what all this was supposed to do or how it would even benefit our Union, our worksites,or our membership.

Sent from my Verizon, Samsung Galaxy smartphone

Nicole Solovskoy nicolesolovskoy@yahoo.com

To:Kevin Healy,mary delacruz,Melissa del Rosario

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,MVaronian@seiu1000.org,msmroy1976@gmail.com,exctme@aol.com,delonnelj@gmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,rut hkiker@charter.net,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,ma riablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather Conroy,TRICO60@hotmail.com,Cullenkral@gmail.com,dlc789pres@outlook.com,Thetay456@gmail.com,dlc764@outlook.com

Sun, Aug 21 at 4:51 PM

Good afternoon,

This is the first I've heard of Anica taking a trip to Europe being paid by the local...I too would like to see who authorized that considering I was never notified. Please supply those documents to the board.

Thank you,

Nicole Solovskoy, RN BSN

DLC 770 Union President

SEIU Local 1000

Hall, Bill <bhall@seiu1000.org>

To:Nicole Solovskoy,Kevin Healy,Mary De La Cruz,Melissa Del Rosario

Cc:Jimenez, David,Versher, Denye,Jayson Sandoval,Monica Rodriguez,Ramon Navarrete,Nancy Martinez(Contact),Erika Chhatarpal,Gertrude Davis,Carolelynn Leonardo-Valdriz,kjefferies08@gmail.com,David Jimenez,Lynda Martin,Vartanian, Melissa,Miche Roy,Darrell Kirby,Delonne Johnson,David Johnson,Heather Kessler,Ruth Ibarra,Christina Evitt,Ruth Anderson,Daunette Sparkman,Naomi Musembi-Johnson,William Hall,Maria Blaine,Cheryl Allen,Cynthia Vo,robertvega2013@gmail.com,Steven Alari,Jack Dean,Latasha Brown,Hoang-Van Nguyen,Angelique Moreno,Cindy Doyel,Jerome Washington,Lisa Davis,Francina Stevenson,Deleon Secrest,Robert Gilbert,eric_murray03@msn.com,Green, Irene,Andrew Vasicek,Walls, Anica,Willis, Brad,Giese, Anne,Richard Brown,Mary kay Henry,heather Conroy,Tommy Rico,Cullenkral@gmail.com,Eileen Boughton,Theresa Taylor,Jennifer Cordova

Sun, Aug 21 at 9:03 PM

Good evening Local 1000 Board of Directors,

I am responding to this thread because it is the most recent.

This is a trip sponsored by SEIU International, my understanding is Local 1000 is only responsible for the round trip airfare to and from Norway. When VP Anica Walls talked with me about this joint venture, I told her I believed it was ill timed and we should not proceed. She vehemently disagreed and continued to plan solely on her own.

To address this subject for clarity I stood by my original position and refused to sign off on airfares when my approval was sought weeks later. It is my understanding that this funding request was approved by David Jimenez, in his role as both Acting President, and VP Secretary Treasurer.

To clarify a misstatement by Latasha Brown, I do not have all the power she suggests I do. I do not approve union leave David Jimenez as acting President does. In David Jimenez's role he also approves expenditures as the Secretary Treasurer.

I will provide additional factual information as soon as I reasonably can.

In Solidarity,

William (Bill) Hall

Board Chair, SEIU Local 1000

bhall@seiu1000.org

Hall, Bill <bhall@seiu1000.org>

To:Nicole Solovskoy,Kevin Healy,Mary De La Cruz,Melissa Del Rosario

Cc:Jimenez, David,Versher, Denye,Jayson Sandoval,Monica Rodriguez,Ramon Navarrete,Nancy

Martinez(Contact),Erika Chhatarpal,Gertrude Davis,Carolelynn Leonardo-

Valdriz,kjefferies08@gmail.com,David Jimenez,Lynda Martin,Vartanian, Melissa,Miche Roy,Darrell

Kirby,Delonne Johnson,David Johnson,Heather Kessler,Ruth Ibarra,Christina Evitt,Ruth

Anderson,Daunette Sparkman,Naomi Musembi-Johnson,William Hall,Maria Blaine,Cheryl Allen,Cynthia

Vo,robertvega2013@gmail.com,Steven Alari,Jack Dean,Latasha Brown,Hoang-Van Nguyen,Angelique

Moreno,Cindy Doyel,Jerome Washington,Lisa Davis,Francina Stevenson,Deleon Secrest,Robert

Gilbert,eric_murray03@msn.com,Green, Irene,Andrew Vasicek,Walls, Anica,Willis, Brad,Giese,

Anne,Richard Brown,Mary kay Henry,heather Conroy,Tommy Rico,Cullenkral@gmail.com,Eileen

Boughton,Theresa Taylor,Jennifer Cordova

Mon, Aug 22 at 9:07 AM

Good Morning Local 1000 Board of Directors,

I am attaching a link with more information in regards to the Corrections Program from SEIU International

https://drive.google.com/file/d/11DQVKyHClLw6D0YVF_n_GJJevxG64U5n1/view

In Solidarity,

William (Bill) Hall

Board Chair, SEIU Local 1000

bhall@seiu1000.org



SEIU LOCAL 1000 HEARING REQUEST FORM (HR1)
(Complaint for Discipline by a Member against another Member)

Your Name: Youlanda Williams

DLC/Region: 721

Bargaining Unit: BU 4

State Department: Dept. of Health Care Access and Information

Mailing Address: P.O. Box 891, Lakewood, CA. 90714

Work Phone 213-897-0166

Home Phone: 562-787-9142

Complaint Against: DLC 744 President, William (Billy) Hall

SEIU Local 1000/DLC/BUNC Position (i.e., member, DLC President, etc.) Member

Policy File Section(s) violated (see Section 9.0.00 et seq. of SEIU Local 1000 Policy File) 9.0.00 DISCIPLINE 9.0.01
Criteria and Procedures for Disciplinary Action Disciplinary action may be taken for the following reasons: (k) Behavior
which is determined by the hearing panel or officer to be of such a nature that it causes discredit to Local 1000;

Nature Problem (include specifics – e.g. dates, times, etc. – attach additional sheets if necessary): The membership paid
extravagant overseas trip to Norway for Anica Walls that has **1000%** nothing to do with her job as the VP of
Organizing & Representation. However, Local 1000 will not **fully indemnify** the Local 1000 President, Richard Louis
Brown, in its **merit-less** attempt to remove the duly elected president by the internal Walls' HR1 process and DLC 744
President, William (Billy) Hall's Sacramento Superior Court lawsuit .

Witnesses/Documents – please list all witnesses (name and phone number) and relevant documents in your possession:
Please see pages 2 - 15 regarding the Local 1000 Board members' questioning the use of member's money to finance
this Norway trip for Anica Walls that was approved by VP Secretary-Treasurer, David Jimenez under the authority of
DLC 744 President, William (Billy) Hall.

Headquarters Information:

Local 1000 President/Vice Pres.-Sec. Treasurer:

Date Received:

Referred to Hearing Officer/Panel on:

Hearing Officer/Panel Assigned:

Date/Time/Location of Hearing:

SEIU Local 1000 Action/Date:

Disposition Letter Mailed:

Kevin Healy healykm@hotmail.com

To: Bill Hall, David Jimenez, DVersher@seiu1000.org

Cc: jd.sandoval@live.com, moneyrodriguez@hotmail.com, rnavarrete23@yahoo.com, nancymartinez_6@hotmail.com, whitemamba.ev@gmail.com, ndavis@seiu1000@aol.com, caroleseiu1000@gmail.com, kjefferies08@gmail.com, ssa_dave04@hotmail.com, yspyg14@gmail.com, nicolesolovskoy@yahoo.com, Mdlc056@gmail.com, MVartanian@seiu1000.org, msmroy1976@gmail.com, Kevin Healy, Mistydelrosario3@hotmail.com, exctme@aol.com, delonnelj@gmail.com, TRICO60@hotmail.com, davidjohnson055@gmail.com, president.dlc788@gmail.com, ibarraruth@gmail.com, christinadlc751@gmail.com, Cullenkral@gmail.com, ruthkiker@charter.net, dlc789pres@outlook.com, bigdtiggerds69@yahoo.com, musembi.rn@gmail.com, billhall95688@gmail.com, mariablaine39@gmail.com, cmsallen768@gmail.com, risewithlabor@gmail.com, Thetay456@gmail.com, robertvega2013@gmail.com, membersfirst@gmail.com, seiujack.dean@gmail.com, lat_jin@hotmail.com, van.nguyen_seiu.local1000@outlook.com, angeliquems@aol.com, dlc764@outlook.com, cindydoyelunion@gmail.com, jerome_wash@sbcglobal.net, kcvwmom@yahoo.com, roncina@frontiernet.net, his_story1865@yahoo.com, rgilbert.seiu1000@gmail.com, eric_murray03@msn.com, Irene Green, Andrew Vasicek, Anica Walls, Brad Willis, Anne Giese, Richard Brown

Sat, Aug 20 at 3:04 PM

Dear Chair Hall and VP Secretary/Treasurer Jimenez:

It has come to my attention that SEIU Local 1000 is paying, at least in significant part, to send VP Anica Walls Walls and other union leaders next week to Oslo Norway as part of a CDCR fact-finding mission on how the Norway prisons work. This seems nothing short of a boondoggle on Local 1000 member funds/dues. I am very familiar with this initiative, which is forward-looking and preliminary for the State of California. I have been briefed on it by CDCR officers and a physician who have participated in the past. If it is the same thing, which it sounds like it is, then I see no arguable present UNION value to this trip.

With Local 1000 budgets being so tight right now and contract negotiation being a priority, I respectfully demand of Local 1000, as a Director, for an immediate release of information to the Board of Directors to include:

- (1) a copy of the POP for this Norway travel/program,
- (2) the list of Local 1000 members who are to go on this trip to Norway,
- (3) a detail of the costs expended to date by Local 1000 for any of these trips to Norway (including the domestic part of this trip),
- (4) disclosure of the overall projected costs to Local 1000 for our Local 1000 members/officers taking this international trip, and
- (5) the estimates, if any, of the cost of potential membership drops if word of this got out to the membership.

Preliminary estimates were into the many thousands, and likely tens of thousands of dollars to Local 1000.

Time is of the essence in that this trip to Norway by Local 1000 members/officers, if it still happens, is reportedly happening next week without notice to the Board nor its approval.

I too would like a vacation to Europe, but it should not be with member dues.

Sincerely,

Kevin M. Healy President, DLC 752

LaTasha Brown <lat_jin@hotmail.com>

To: Kevin Healy, Bill Hall, David Jimenez, DVersher@seiu1000.org

Cc: jd.sandoval@live.com, moneyrodriguez@hotmail.com, rnavarrete23@yahoo.com, nancymartinez_6@hotmail.com, whitemamba.ev@gmail.com, ndavisseiu1000@aol.com, caroleseiu1000@gmail.com, kjefferies08@gmail.com, ssa_dave04@hotmail.com, yspyg14@gmail.com, nicolesolovskoy@yahoo.com, Mdlc056@gmail.com, MVartanian@seiu1000.org, msmroy1976@gmail.com, Mistydelrosario3@hotmail.com, exctme@aol.com, delonnelj@gmail.com, TRICO60@hotmail.com, davidrjohnson055@gmail.com, president.dlc788@gmail.com, ibarraruth@gmail.com, christinadlc751@gmail.com, Cullenkral@gmail.com, ruthkiker@charter.net, dlc789pres@outlook.com, bigdtiggerds69@yahoo.com, musembi.rn@gmail.com, billhall95688@gmail.com, mariablaine39@gmail.com, cmsallen768@gmail.com, risewithlabor@gmail.com, Thetay456@gmail.com, robertvega2013@gmail.com, membersfirst@gmail.com, seiujack.dean@gmail.com, van.nguyen_seiu.local1000@outlook.com, angeliquems@aol.com, dlc764@outlook.com, cindydoyelunion@gmail.com, jerome_wash@sbcglobal.net, kcvwmom@yahoo.com, roncina@frontiernet.net, his_story1865@yahoo.com, rgilbert.seiu1000@gmail.com, eric_murray03@msn.com, Irene Green, Andrew Vasicek, Anica Walls, Brad Willis, Anne Giese, Richard BrownHide

Sat, Aug 20 at 5:18 PM

Kevin,

Didn't you fully support giving the Chair all the powers that he has, under the guise that the Board has all the power? Now, Anica and the rest of the leaders are "in-flight" and NOW there's an issue. Please, think before you vote and go sit in the back of the class because your request right now is moot.

In Solidarity,

LaTasha Brown

SEIU Local 1000

DLC 704 PRESIDENT

DMV TEAM CO-CHAIR

Cell (760) 686-6443

MRC (866) 471-7348

www.seiu1000.org

"How wonderful it is that nobody need wait a single moment before starting to improve the world"

-Anne Frank

Jerome Washington jerome_wash@sbcglobal.net

To: Kevin Healy,Bill Hall,David Jimenez,DVersh@seiu1000.org,LaTasha Brown

Cc:jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavis@seiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicolesolovskoy@yahoo.com,Mdlc056@gmail.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiaker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown

Sat, Aug 20 at 5:33 PM

As Board member of SEIU Local 1000, I would also like to receive the documents mentioned above and would also like to know who approved the expenses for this "trip".

Jerome Washington
President, DLC 749
707-267-6508

Jerome Washington

President, DLC 749

SEIU Local 1000

707-267-6508

Kevin Healy healykm@hotmail.com

To: LaTasha Brown

Cc: Bill Hall, David

Jimenez, DVersher@seiu1000.org, jd.sandoval@live.com, moneyrodriguez@hotmail.com, rnavarrete23@yahoo.com, nancymartinez_6@hotmail.com, whitemamba.ev@gmail.com, ndavisseiu1000@aol.com, caroleseiu1000@gmail.com, kjefferies08@gmail.com, ssa_dave04@hotmail.com, yspyg14@gmail.com, nicol esolovskoy@yahoo.com, Mdlc056@gmail.com, MVartanian@seiu1000.org, msmroy1976@gmail.com, Mistydelrosario3@hotmail.com, exctme@aol.com, delonnelj@gmail.com, trico60@hotmail.com, davidrjohnson055@gmail.com, president.dlc788@gmail.com, ibarraruth@gmail.com, christinadlc751@gmail.com, Cullenkral@gmail.com, ruthkiker@charter.net, dlc789pres@outlook.com, bigdtiggerds69@yahoo.com, musembi.rn@gmail.com, billhall95688@gmail.com, mariablaine39@gmail.com, cmsallen768@gmail.com, risewithlabor@gmail.com, Thetay456@gmail.com, robertvega2013@gmail.com, membersfirst@gmail.com, seiujack.dean@gmail.com, van.nguyen_seiu.local1000@outlook.com, angeliquems@aol.com, dlc764@outlook.com, cindydoyelunion@gmail.com, jerome_wash@sbcglobal.net, kcvwmom@yahoo.com, roncina@frontiernet.net, his_story1865@yahoo.com, rgilbert.seiu1000@gmail.com, eric_murray03@msn.com, Irene Green, Andrew Vasicek, Anica Walls, Brad Willis, Anne Giese, Richard Brown

Sat, Aug 20 at 5:42 PM

LaTasha, I have no idea what you were talking about regarding sitting in the back of the class.

I simply want to know who was authorizing potentially tens of thousands of dollars for board members to go on a vacation on member dues next week. This does not sound like something the current chair, Bill Hall, would authorize. If he did, then he would have not only a lack of support from me, but my firm opposition!

Do you support vacations like this?

We deserve, as board members, to have this information. Spending money on vacations is the kind of thing that will likely hurt membership numbers and participation when we need it the most.

Kevin M. Healy
President, DLC752

Cheryl Allen cmsallen768@gmail.com

To:Kevin Healy

Cc:LaTasha Brown,Bill Hall,David Jimenez,dversher@seiu1000.org,jd.sandoval,Monica Rodriguez,Ramon Navarrete,[Nancy Martinez - SAA](#),Erika Chhatarpal,ndavis@seiu1000@aol.com,Carolelynn Leonardo-Valdriz,Karen Jefferies,David Jimenez,Lynda Martin,nicolesolovskoy@yahoo.com,mary delacruz,mvartanian@seiu1000.org,MSMRoy1976@Gmail.com,Melissa Del Rosario,Darrell Kirby,delonnelj@gmail.com,Tommy Rico,David Johnson,Heather Kessler,Ruth Ibarra,Christina Evitt,Cullen Kral,Ruth Kiker,Eileen Boughton,Daunette Sparkman,Naomi Musembi - Johnson,Bill Hall,Maria Blaine,Cynthia Vo,Theresa Taylor,DLC 784 BUNC 14 Chair Robert Vega,Steven Alari,Jack Dean,Nguyen,angeliquems@aol.com,Jennifer Cordova,Cindy Doyel,Jerome Washington,kcvwmom@yahoo.com,Francina Stevenson,Deleon Secrest,Robert Gilbert,Eric Murray,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown

Sat, Aug 20 at 6:48 PM

Good Evening,

First, this may come as a surprise but I too am curious and would like to know who has authorized a financial expenditure of this magnitude? Who will participate, and how those member leaders were selected?

There are several DLC Presidents who have been repeatedly denied the use of their 16 monthly hours of UL to work in their respective DLC's based on the implied financial hardship it would place on the Local, or and the stated fact that "it was denied by Bill Hall, who has the FINAL say".

Secondly, for all of the past Emergency Board meetings that have been held, I would think and in light of the current state of our Union, this matter would surely justify an Emergency meeting and a UNANIMOUS vote from the board.

Lastly, I would like to add the following to the questions currently in que:

A) What research has been conducted to support Norway's penal code being comparable to those of CDCR? Please provide all research, if any to the Board for review.

B) Would the implementation of this training in our Prisons attempt to impose on or circumvent Ca penal code?

C) Could the purview of this training, not be the responsibility of the State, or CDCR?

D) How will this training or gathered information be converted and made beneficial for all departments represented on this board?

I look forward to discussing this matter further.

Cheryl Allen
President DLC768

Naomi Musembi - Johnson musembi.rn@gmail.com

To:Kevin Healy

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicol esolovskoy@yahoo.com,Mdlc056@gmail.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mi stydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown

Sat, Aug 20 at 9:54 PM

This should have been brought to our attention whether we are paying for it or not. Also board members should have voted for those who are participating in this trip for transparency reasons.

mary delacruz <mdlc056@gmail.com>

To:Kevin Healy

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicolesolovskoy@yahoo.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibararuth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather ConroyHide

Sat, Aug 20 at 10:18 PM

Good Evening Board of Directors,

I hope this email finds you well. I feel compelled to respond to this email. Upholding fiduciary duties as a Board Member, I do not recall this matter being brought before the BOD for a vote. I have been receiving text after text and phone calls from members both within my DLC and statewide who have become aware of this matter and are inquiring as to why I would vote yes for membership dues to be spent for selective leadership to go on a vacation to Norway on members dues when many of the local DLC's have been denied approval to visit their members at local worksites.

Members have indicated statewide officers have stated on weekly calls that many requests for Union Leave we're not being approved due to lack of funds available, yet to utilize membership dues for 5-6 individuals to spend membership funds to travel to another country on the pretense of visiting another Union is outrageous, especially when members have repeatedly expressed a lack of confidence of the current BOD and leadership's spending of membership dues.

Members have expressed via phone call and text that they are withdrawing their membership effective immediately, and that SEIU can continue misappropriating membership dues and turning a deaf ear to members' voices.

Members have indicated they will be going to the media, OLMS, IRS with information and concerns of the possibility of embezzlement and misappropriation of members dues.

Members have demanded and have requested, to ask as a BOD and representative with fiduciary duty for an "officially forensic audit" of SEIU Local 1000 to be completed and presented to the BOD on behalf of the SEIU members and those represented to ensure policies, and bylaws are and have been followed, and to ensure no misappropriation of funds or embezzlement has occurred.

Members stated, that during a time of mending fences and building bridges with leadership and during a time of membership building it's unfortunate this situation has occurred yet once again and that SEIU leadership has made the decision that members dues should be spent on vacations to Norway with no input of members.

Members stated to me they would rather have no Union than a corrupt Union.

I believe the BOD should and needs to address these concerns immediately.

Mary DeLaCruz

DLC 772 President

Kevin Healy

Kevin Healy <healykm@hotmail.com>

To:mary delacruz

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavis@seiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicolesolovskoy@yahoo.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,Mistydelrosario3@hotmail.com,exctme@aol.com,delonnelj@gmail.com,TRICO60@hotmail.com,davidjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,Cullenkral@gmail.com,ruthkiker@charter.net,dlc789pres@outlook.com,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,Thetay456@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,dlc764@outlook.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmo@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather Conro

Sat, Aug 20 at 9:37 PM



VP Anica Walls

2h · 🌐

Landed ✈️ in London. Next stop Oslo.



5

3 comments



Like



Comment



Share



VP Anica Walls

13h · 🌐

This will be a long one, 9+ hours from Salt Lake City to London ✈️ #OneVoice #correctionscouncil



7

6 comments · 1 share



Like



Comment



Share



VP Anica Walls was ✈️ traveling to Oslo, Norway from Delta Terminal - Sacramento International Airport (Sacramento, CA).

16h · Sacramento, CA · 🌐

Finally getting the 1st leg of this trip under way! Thank god for this awesome Delta employee who now has me going from Sacramento to Salt Lake City Utah, then London and finally Oslo!!!



Melissa del Rosario <mistydelrosario3@hotmail.com>

To:Kevin Healy,mary delacruz

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,nicol esolovskoy@yahoo.com,MVartanian@seiu1000.org,msmroy1976@gmail.com,exctme@aol.com,delonnelj@gmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,chrstinadlc751@gmail.com,ruthkiker@charter.net,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,mariablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather Conroy,TRICO60@hotmail.com,Cullenkral@gmail.com,dlc789pres@outlook.com,Thetay456@gmail.com,dlc764@outlook.com

Sun, Aug 21 at 2:42 PM

Is there, or is there not an expenditure Cap? Anything more should be addressed and voted upon by the board? Yes???

Why were we not informed about the details of this trip? It seems to exceed what our Cap would be. This could be potentially be damaging to the trust we are trying to rebuild with our represented employees & membership. Not to mention, there has been serious question as to if DLC's are being allowed to use their guaranteed 16 hour UL or not because it could be a financial hardship for the Union.

I see that Anica is already on her way based on Kevin's FB Receipts... are there any consequences available concerning this extreme expenditure of Member dues which was not approved by the board?

I'd still want to hear the details of what all this was supposed to do or how it would even benefit our Union, our worksites,or our membership.

Sent from my Verizon, Samsung Galaxy smartphone

Nicole Solovskoy nicolesolovskoy@yahoo.com

To:Kevin Healy,mary delacruz,Melissa del Rosario

Cc:Bill Hall,David

Jimenez,DVersh@seiu1000.org,jd.sandoval@live.com,moneyrodriguez@hotmail.com,rnavarrete23@yahoo.com,nancymartinez_6@hotmail.com,whitemamba.ev@gmail.com,ndavisseiu1000@aol.com,caroleseiu1000@gmail.com,kjefferies08@gmail.com,ssa_dave04@hotmail.com,yspyg14@gmail.com,MVaronian@seiu1000.org,msmroy1976@gmail.com,exctme@aol.com,delonnelj@gmail.com,davidrjohnson055@gmail.com,president.dlc788@gmail.com,ibarraruth@gmail.com,christinadlc751@gmail.com,rut hkiker@charter.net,bigdtiggerds69@yahoo.com,musembi.rn@gmail.com,billhall95688@gmail.com,ma riablaine39@gmail.com,cmsallen768@gmail.com,risewithlabor@gmail.com,robertvega2013@gmail.com,membersfirst@gmail.com,seiujack.dean@gmail.com,lat_jin@hotmail.com,van.nguyen_seiu.local1000@outlook.com,angeliquems@aol.com,cindydoyelunion@gmail.com,jerome_wash@sbcglobal.net,kcvwmom@yahoo.com,roncina@frontiernet.net,his_story1865@yahoo.com,rgilbert.seiu1000@gmail.com,eric_murray03@msn.com,Irene Green,Andrew Vasicek,Anica Walls,Brad Willis,Anne Giese,Richard Brown,Mary kay Henry,heather Conroy,TRICO60@hotmail.com,Cullenkral@gmail.com,dlc789pres@outlook.com,Thetay456@gmail.com,dlc764@outlook.com

Sun, Aug 21 at 4:51 PM

Good afternoon,

This is the first I've heard of Anica taking a trip to Europe being paid by the local...I too would like to see who authorized that considering I was never notified. Please supply those documents to the board.

Thank you,

Nicole Solovskoy, RN BSN

DLC 770 Union President

SEIU Local 1000

Hall, Bill <bhall@seiu1000.org>

To:Nicole Solovskoy,Kevin Healy,Mary De La Cruz,Melissa Del Rosario

Cc:Jimenez, David,Versher, Denye,Jayson Sandoval,Monica Rodriguez,Ramon Navarrete,Nancy Martinez(Contact),Erika Chhatarpal,Gertrude Davis,Carolelynn Leonardo-Valdriz,kjefferies08@gmail.com,David Jimenez,Lynda Martin,Vartanian, Melissa,Miche Roy,Darrell Kirby,Delonne Johnson,David Johnson,Heather Kessler,Ruth Ibarra,Christina Evitt,Ruth Anderson,Daunette Sparkman,Naomi Musembi-Johnson,William Hall,Maria Blaine,Cheryl Allen,Cynthia Vo,robertvega2013@gmail.com,Steven Alari,Jack Dean,Latasha Brown,Hoang-Van Nguyen,Angelique Moreno,Cindy Doyel,Jerome Washington,Lisa Davis,Francina Stevenson,Deleon Secrest,Robert Gilbert,eric_murray03@msn.com,Green, Irene,Andrew Vasicek,Walls, Anica,Willis, Brad,Giese, Anne,Richard Brown,Mary kay Henry,heather Conroy,Tommy Rico,Cullenkral@gmail.com,Eileen Boughton,Theresa Taylor,Jennifer Cordova

Sun, Aug 21 at 9:03 PM

Good evening Local 1000 Board of Directors,

I am responding to this thread because it is the most recent.

This is a trip sponsored by SEIU International, my understanding is Local 1000 is only responsible for the round trip airfare to and from Norway. When VP Anica Walls talked with me about this joint venture, I told her I believed it was ill timed and we should not proceed. She vehemently disagreed and continued to plan solely on her own.

To address this subject for clarity I stood by my original position and refused to sign off on airfares when my approval was sought weeks later. It is my understanding that this funding request was approved by David Jimenez, in his role as both Acting President, and VP Secretary Treasurer.

To clarify a misstatement by Latasha Brown, I do not have all the power she suggests I do. I do not approve union leave David Jimenez as acting President does. In David Jimenez's role he also approves expenditures as the Secretary Treasurer.

I will provide additional factual information as soon as I reasonably can.

In Solidarity,

William (Bill) Hall

Board Chair, SEIU Local 1000

bhall@seiu1000.org

Hall, Bill <bhall@seiu1000.org>

To:Nicole Solovskoy,Kevin Healy,Mary De La Cruz,Melissa Del Rosario

Cc:Jimenez, David,Versher, Denye,Jayson Sandoval,Monica Rodriguez,Ramon Navarrete,Nancy

Martinez(Contact),Erika Chhatarpal,Gertrude Davis,Carolelynn Leonardo-

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Kirby,Delonne Johnson,David Johnson,Heather Kessler,Ruth Ibarra,Christina Evitt,Ruth

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Mon, Aug 22 at 9:07 AM

Good Morning Local 1000 Board of Directors,

I am attaching a link with more information in regards to the Corrections Program from SEIU International

https://drive.google.com/file/d/11DQVKyHClLw6D0YVF_n_GJJevxG64U5n1/view

In Solidarity,

William (Bill) Hall

Board Chair, SEIU Local 1000

bhall@seiu1000.org