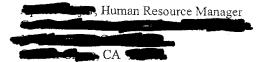


560 Thomas L. Berkley Way • Oakland, CA 94612 5480 Ferguson Drive • Los Angeles, CA 90022 \$

January **2010**



Dear Ms.

As provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the Union Security clause (Article 23) of the SEIU-UHW contract with the provided by the SEIU-UHW contract with the provided by the SEIU-UHW contract with the provided by the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Article 23) of the SEIU-UHW contract with the Union Security clause (Articl

The following employees have been notified that they are not in compliance with the Union Security clause of the contract, have been given the required 15 days to come into compliance. Per the agreement (Article 23, Paragraph B) they are to be promptly terminated upon the employer's receipt of written notice of this fact.

- 2.
- 4. **4.**

Please allow this letter to serve as that required written notice and proceed with termination of the above-named employees as provided for by Article 23, Paragraph B of the agreement.

Sincerely

Alvaro Chavez Union Representative

CL

SEIU-UHW (213) 280-8350

RECEIVED