

January 4, 2018

Notice of Charges

From: Peter Ward, Recording Secretary, UNITE HERE International Union

To: These charges are addressed to Sister Pimentel as the President, Brother Bulle as the Secretary-Treasurer, Sister Lue as the Vice President and the elected Executive Board of Local 75. The International Union does not recognize the legitimacy of the actions taken by Sister Pimentel to remove other elected officers. In fact, such actions are one of the grounds for these charges.

1. Local 75 has been embroiled in a debilitating internal conflict between two factions for more than a year. This conflict has caused the Local to become non-functional on a regular basis. Staff members are refusing to speak to other staff members and others are outwardly attacking each other in the office, in Executive Board meetings which break down into shouting matches, and in membership meetings.
2. Due to the conflict, checks are either not being signed or are delayed in being signed causing the business of the Local to be adversely affected.
3. Membership meetings have been scheduled and run in an undemocratic fashion and have impacted the Local's finances and affairs in violation of the Local's bylaws and UNITE HERE's Constitution.
4. The President of the Local hired staff members in contravention of the Local's past practices, its bylaws and UNITE HERE's Constitution
5. The President of the Local temporarily banned the Local's Secretary Treasurer from certain Local 75 represented hotels without authority or due process.
6. The President of the Local removed 12 elected Executive Board members who were opposed to her in interest contrary to the Local's bylaws and UNITE HERE's Constitution.
7. The President of the Local had the office locks changed to prevent the other elected officers and certain staff from gaining entry while the President and certain of her supporters retained access.

UNITEHERE!

WESTERN REGIONAL OFFICE

243 Golden Gate Avenue, San Francisco CA 94102 • TEL (415) 553-3282 • FAX (415) 621-6820

WWW.UNITEHERE.ORG • facebook.com/UNITEHERE • @UNITEHERE

8. The internal conflict and the resulting chaos severely threatens the ability of the Local and the International to effectively bargain on behalf of its members in 2018, when the collective agreements with nearly every hotel company with which Local 75 and most other UNITE HERE local unions have an agreement are all set to expire.

The Constitution gives a local union the option to have the charges heard by a neutral arbitrator. Unless Sister Pimentel and a majority of the elected Local 75 Executive Board agree to the neutral arbitrator option, I will recommend to the Executive Committee that it appoint a trial board to hear these charges. There is nothing in the Local 75 bylaws allocating responsibility for exercising this option and under the circumstances of the divided leadership of Local 75, it does not make sense to let this become another contested issue. Moreover, the past experience in Canada with the arbitrator option does not encourage any belief that it would produce a prompt hearing.

D. TAYLOR, PRESIDENT

GENERAL OFFICERS: Gwen Mills, Secretary-Treasurer • Peter Ward, Recording Secretary

Jo Marie Agriesti, General Vice President • Maria Elena Durazo, General Vice President for Immigration, Civil Rights and Diversity