



**NOTICE OF HEARING
NOTICE OF APPOINTMENT OF HEARING OFFICER
RULES OF PROCEDURE**

TO: All Former Officers and Executive Board Members and Members of SEIU Local 21LA

On March 30, 2021, SEIU International President Mary Kay Henry appointed Harold (Ed) Burke as Trustee at SEIU Local 21LA (“Local 21LA,” “Local Union,” or “Local”) to take immediate charge and control of the affairs of the Local Union, after determining that an emergency situation existed within the Local. This action was taken pursuant to the International President’s express authority under Article VIII, Sections 7(a) and 7(f) of the SEIU Constitution and Bylaws, and applicable provisions of the Labor-Management Reporting and Disclosure Act (“LMRDA”), 29 U.S.C. § 401 et seq.

In accordance with Article VIII, Section 7(f) of the SEIU Constitution, the SEIU International Executive Board has appointed Joseph Bryant as Hearing Officer to conduct a hearing on the emergency trusteeship imposed on Local 21LA.

The hearing will be conducted according to the following schedule:

DATE: Thursday, April 29, 2021

TIME: 3:00 p.m. CT - until recessed by Hearing Officer Bryant

NOTE: Interested parties will receive instructions on how to access the online platform that will be used for the hearing at least 72 hours in advance of the hearing.

The hearing will address the facts that served as the basis for imposition of the emergency trusteeship, as well as the question of whether the trusteeship should continue. All remaining members of SEIU Local 21LA may observe the hearing, have the right to present testimony and other evidence, and have the right to state their positions on the need for a continued trusteeship.

To request access to the online platform, Local 21LA members must contact Faride Sender in the International Union Legal Department, at faride.sender@seiu.org, by 12:00 pm CDT on Monday, April 26, 2021, so that the International Union has adequate time to verify their membership and to send them instructions on how to access the online platform.

Because of the continuing COVID-19 crisis, and the attendant economic repercussions and health and safety risks associated with in-person meetings, the hearing will be conducted online as an internal union governance matter under the SEIU Constitution and Bylaws. The hearing will be conducted as an informal union hearing, not as a formal legal proceeding. The formal rules of evidence will not apply.

MARY KAY HENRY
International President

GERRY HUDSON
International Secretary-Treasurer

NEAL BISNO
Executive Vice President

HEATHER CONROY
Executive Vice President

LESLIE FRANE
Executive Vice President

VALARIE LONG
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The International President determined that imposing an emergency trusteeship at Local 21LA was necessary to provide Local 21LA with the leadership necessary to assure the performance of Local 21LA's collective bargaining responsibilities and functions, complete the process of transferring the Local's remaining members to the Southwest Regional Joint Board of Workers United/SEIU (private sector members) and to AFSCME Council 17 (public sector members), protect and properly administer the assets of the Local, wind down the Local's operations, and otherwise carry out the legitimate objects of the International Union.

To build the strength of SEIU members in Louisiana and to increase workers' collective organizing, political and bargaining power, and capacities across Louisiana and throughout the South, the International Executive Board ("IEB") transferred Local 21LA's private sector members to the Southwest Regional Joint Board of Workers United/SEIU and transferred Local 21LA's public sector members to AFSCME Council 17, effective July 29, 2020. Since that time, significant numbers of Local 21LA's former members have transferred their memberships over to their new unions. However, Local 21LA retains collective bargaining responsibilities for the Local members who have not yet transferred their memberships, as well as other key financial and administrative responsibilities, but it lacks the leadership, staff capacity, and resources necessary to carry out its collective bargaining functions, manage the Local's finance and other assets, and to complete the process of transferring its remaining members and wind down the Local's operations. Based on these circumstances, the International President concluded that placing Local 21LA into a trusteeship is justified to provide the leadership and resources necessary to protect the interests of the membership and to assure that the Local properly performs its duties as a collective bargaining representative, fully implements the IEB's decision, protects and properly administers the assets of the Local, winds down the Local's operations, and attends to the Local's other financial and administrative affairs.

The April 29, 2021 hearing will address these issues. At the conclusion of the hearing, the hearing officer will make a consolidated report and recommendation to the International Executive Board, orally or in writing, including a recommendation as to whether the trusteeship imposed upon SEIU Local 21LA should continue. The International Executive Board will then render its decision on the hearing officer's report and recommendation.

RULES OF PROCEDURE

The following procedures will be in effect for the hearing:

1. The hearing is to be conducted as an internal union governance matter under the SEIU Constitution and Bylaws. Hearing Officer Joseph Bryant will preside over the hearing.
2. The official parties in this emergency trusteeship hearing are the International President, who will be represented at the hearing by Local 21LA's Trustee and the Local's Executive Board members in office at the time of the trusteeship, if the former Local Executive Board members choose to participate. If the former Executive Board members who were in office at the time wish to oppose the trusteeship they may, by majority vote, designate a spokesperson to represent them at the hearing. If they vote to designate a spokesperson, they must notify Hearing Officer Bryant of their designation no later than April 26, 2021, by emailing Hearing Officer Bryant's counsel, LaRell Purdie, at larell.purdie@seiu.org.
3. If the Local Union's former Executive Board members fail to designate a spokesperson to represent them at the hearing, the International President will be the only official party in the proceeding. In this case, the Local's former Executive Board members will have an opportunity to comment on the trusteeship during the time set aside for Local 21LA member comments described in paragraph 10 below.
4. Except as indicated above, and unless otherwise approved by Hearing Officer Bryant, only regular members of 21LA who are in a bargaining unit currently represented by the Local, Local 21LA's Trustee, the court reporter, assigned International staff, counsel to Hearing Officer Bryant, and counsel to the official parties and their spokesperson(s) (if any) may attend the hearing. A non-member may speak to a particular issue only if called as a witness by a participant, and only during his or her testimony. All persons attending the hearing shall be signed-in. If anyone is aware of anyone present in the virtual hearing room who is not a regular member, s/he should immediately bring that to the attention of the Hearing Officer. This is subject to the very specific exceptions outlined above.
5. A certified court reporter will transcribe the hearing, which will serve as the official transcript of this hearing. No other means of audio recording, video recording or photography will be permitted. The transcript is for the Hearing Officer's use in making his report and recommendations to the International Executive Board, and will be available to the official parties at their expense. An official party who wishes to obtain a copy of the transcript must make arrangements with the court reporter directly.
6. The hearing is informal and is not intended to be a formal legal proceeding. It is not necessary for a party to be represented by an attorney in order to participate. However, Hearing Officer Bryant will permit counsel to the official parties to be present in this proceeding.

7. The Trustee may present or designate a spokesperson to present the reasons why the trusteeship was properly imposed and should be continued.
8. The spokesperson shall be allowed an opportunity to give an opening statement at the commencement of the hearing, and a summation of their presentation at the conclusion of the hearing.
9. The Trustee, as the International President's representative, shall present first, including any witnesses and evidence, on why the trusteeship was imposed properly and should be continued. Hearing Officer Bryant or his counsel may question any of these witnesses and may allow the spokesperson additional opportunities for questioning the witnesses. All witness statements and testimony will be provided under oath.
10. After the official parties have completed their presentations, Local 21LA members may state their views on the two central issues in this hearing – whether the trusteeship was imposed properly and whether continuation of the trusteeship is justified – by speaking on the record for no more than two (2) minutes per member. **Members wishing to speak shall indicate their desire to do so when requesting access to the online platform, by emailing Faride Sender in the International Union Legal Department, at faride.sender@seiu.org, by 12:00 pm CDT on Monday, April 26, 2021, prior to being granted access to the online platform on the hearing day.** Each person shall identify themselves at the beginning of the presentation. Only Hearing Officer Bryant or his counsel may question any member speakers.
11. Hearing Officer Bryant may set reasonable time limits on the presentation of evidence and may make any other rulings he deems appropriate to assure an orderly, full and fair hearing, and for the purpose of completing the hearing in the time scheduled. Documents and testimony will be taken into evidence as deemed appropriate by the Hearing Officer.
12. The Hearing Officer reserves the right to exclude testimony that is irrelevant or inappropriate and to limit testimony that is undisputed, unnecessary, cumulative or duplicative of other evidence.
13. If any spokesperson intends to offer written materials, they shall be emailed to Hearing Officer Bryant, by email to Hearing Officer Bryant's counsel, LaRell Purdie, at larell.purdie@seiu.org, no later than Monday, April 26, 2021.
14. The hearing officer may consider written submissions from 21LA members. Those written submissions shall be emailed to Hearing Officer Bryant, by email Hearing Officer Bryant's counsel, LaRell Purdie, at larell.purdie@seiu.org, no later than Monday, April 26, 2021.
15. Hearing Officer Bryant may leave the record open for a period of time following the close of the hearing for the receipt of supplemental materials from the official parties and

statements from Local 21LA members. The period of time within which to submit supplemental materials and statements will be announced by the Hearing Officer before the end of the hearing.

16. Following the close of the record, Hearing Officer Bryant will make a report and recommendation to the International Executive Board, orally and/or in writing, including recommendations as to whether the emergency trusteeship was properly imposed and whether it should be continued. The International Executive Board will thereafter render its decision on the Hearing Officer's report and recommendations, pursuant to its authority under Article VIII, Section 7(f) of the SEIU Constitution.
17. Where feasible, the International President's witnesses are asked to provide a copy of the set of documents to be presented at the hearing to the other official party (if any) before the hearing commences. Those documents can be submitted to the Hearing Officer's counsel, LaRell Purdie, at larell.purdie@seiu.org.

Dated in Washington, D.C., this 13 day of April, 2021.



Gerald Hudson
International Secretary-Treasurer

cc: Mary Kay Henry, International President
Heather Conroy, Executive Vice President
Valarie Long, Executive Vice President
Joseph Bryant, Hearing Officer
Harold (Ed) Burke, Trustee, SEIU Local 21LA
Former Officers and Executive Board Members, SEIU Local 21LA
Deedee Fitzpatrick, Chief of Staff
Mairym Ramos-Salinas, Director, Governance Department
Kathy Eddy, Governance Department
Nicole Berner, General Counsel