

THE REAL NEWS NETWORK

**THE SEIU'S OWN STAFF ARE  
ON STRIKE IN ONE OF THE  
LARGEST UNION STAFF  
STRIKES IN US HISTORY**

Bloomberg

**U.S. Labor Leaders Confront  
Sexual Harassment in Top Ranks**

YANKEE INSTITUTE  
for Public Policy

**SEIU faces #MeToo moment**

1.0 ★ ★ ★ ★ ✓

Current Employee

**Impossible hours. Unrealistic expectations.  
Little respect for individual opinions.**

1.0 ★ ★ ★ ★ ✓  
Current Employee

terrible management-  
back stabbing mentality

1.0 ★ ★ ★ ★ ✓

Former Employee

**Prepare to be overworked  
to death**

**Misclassifying employees as supervisors**

Washington Examiner

**SEIU accused of union-busting  
by its own staff**

1.0 ★ ★ ★ ★ ✓

Former Employee

**no work/life balance.  
high stress constantly.**

1.0 ★ ★ ★ ★ ✓

Current Employee, more than 10 years

**Demoralizing**

**Outsourcing work  
to outside firms**

August 2023

# **THE WORST EMPLOYER IN AMERICA?**

**Accusations of Sexual Harassment, Union Busting,  
and a Brutal Work Environment Plague the SEIU**

# EXECUTIVE SUMMARY

The Service Employees International Union (SEIU) is one of the largest labor unions in the country, but could it also be one of the worst employers?

A deep look at the SEIU reveals a union where employees are subject to union busting, sexual harassment, and a toxic workplace that provides little work-life balance.

The SEIU's behavior towards its own employees has recently reached a boiling point and multiple staff protests have taken place since 2019. Employees of the union have accused the SEIU of willfully misclassifying employees and outsourcing work to outside firms to crack down on its unionized employees. Through its union busting tactics, the SEIU reduced its number of unionized employees by more than half from 2009 to 2019.

In addition to union busting tactics, the SEIU has a toxic leadership team that has routinely been accused of questionable acts including sexual harassment. A report in 2019 detailed several SEIU leaders who faced sexual harassment and misconduct allegations. Perhaps more disconcerting, many of these allegations went unanswered and accusers have even alleged that the SEIU retaliated against them.

Glassdoor Reviews of the union paint an even uglier picture of an organization that is supposed to stand for workers' rights. Many employees complain that they are forced to work anywhere from 12-14 hour days and have no work-life balance at the SEIU. The reviews go on to allege the union is guilty of the same practices it preaches against.

## HIGHLIGHTS

### Union Busting and Strikes

- Workers at the SEIU claim the union implements union busting tactics that include misclassifying employees and outsourcing work to decrease the size of its staff union.
- From 2009 to 2019, the SEIU's unionized workforce shrunk by more than 50%.

### Sexual Harassment and Crime

- Several high-ranking SEIU employees were accused of sexual harassment – little has allegedly been done about it. Some of these employees were promoted after accusations were made against them.

- The SEIU was accused of retaliating against victims of alleged sexual harassment. One woman in California was fired and sued after speaking out against alleged sexual harassment coverups carried out by the SEIU.
- At least 15 SEIU employees and officers have been criminally charged with crimes since 2005. These crimes include embezzlement, theft, bribery, and wire fraud.

### **Glassdoor Reviews**

- Former and current employees claim they are subjected to long hours and have no work-life balance at the SEIU.
- The reviews state that SEIU employees face harassment, retaliation, and racism.

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# UNION BUSTING AND STRIKES

## Key Quotes:

(Quotes were sourced from Glassdoor reviews of the SEIU)



*“Employees here and [sic] treated like trash”<sup>1</sup>*



*“Pay is abysmally low for the hours you work.”<sup>2</sup>*



*“The worst I have ever been treated by an organization/employer was working for this union.”<sup>3</sup>*



*“No work life [sic] balance. They do not practice what they preach.”<sup>4</sup>*

## 2023 LABOR ISSUES AT SEIU NATIONAL HEADQUARTERS

In 2023, employees of the SEIU claimed the union was trying to break up its staff union and failing to bargain with them.

According to a May 10, 2023, *Restaurant Business* article:

*The union behind the organization of Starbucks suffered an ironic role reversal Wednesday when its employees went on strike in a push for higher wages.*

*The workers hit the Service Employees International Union (SEIU) with many of the same accusations an affiliate of the union has hurled at Starbucks and other restaurant employers. The employees, members of the SEIU’s Office and Professional Employees International Union (OPEIU), charged the parent group with delaying contract negotiations and trying to bust the subordinate union.*

*“Unionized staff at @SEIU are demanding the same respect, protection and pay that [SEIU President] @ MaryKayHenry preaches when she says we need #UnionsForAll,” the OPEIU tweeted.<sup>5</sup>*

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1 SEIU, Glassdoor, Sept. 6, 2018

2 SEIU, Glassdoor, Dec. 18, 2017

3 SEIU, Glassdoor, March 21, 2016

4 SEIU, Glassdoor, Sept. 14, 2021

5 Peter Romeo, “Group behind Starbucks’ unionization runs into its own labor problem,” *Restaurant Business*, May 10, 2023

## **SEIU LOCAL 2015 GOES ON STRIKE**

**In 2022, 130 SEIU Local 2015 workers went on strike after SEIU management refused to bargain. A manager hit one of the organizers with her vehicle after driving through the picket line.**

According to a Nov. 9, 2022, *Real News Network* article:

*Vehicles plowing through picket lines is nothing new for the labor movement, but usually the aggressors are replacement workers (“scabs”) or corporate managers. Rarely is it the case that such vehicular transgressions occur when the union is behind the wheel.*

*Tragically, that’s what happened on Nov. 1, the first day of an open-ended unfair labor practice strike by 130 staff of the Service Employees International Union (SEIU) Local 2015 in Sacramento and Los Angeles, California. An HR manager of the union’s second-largest local in California, which represents over 400,000 long-term care workers, drove a pickup truck through the union staff’s Los Angeles picket. The manager struck Alex Sanchez, a striker and organizer with the local, who suffered minor injuries.*

*“She hit me and I practically rode her hood for 25 yards. I felt like I was running on ice,” Sanchez said. “If I would have taken a slip, she would have ran me over.”<sup>6</sup>*

## **2018-2019 LABOR ISSUES AT NATIONAL HEADQUARTERS**

**In 2018, the SEIU went to battle with its employees by failing to bargain with its staff union the Office and Professional Employees International Union.**

According to an Oct. 1, 2019, *Splinter News* article:

*The SEIU is not just any old union. It has two million members, ranging from healthcare workers to janitors to adjunct professors; it runs the Fight for \$15; and it has, for years, been a major power player in the Democratic Party and in progressive politics in general. The (non-supervisor, non-lawyer) employees who work at SEIU’s Washington headquarters are themselves union members, represented by OPEIU Local 2. Their last union contract expired in August of 2018. Frustrated with a lack of progress in bargaining, Local 2 members held a successful strike authorization vote in March of this year; after that failed to move SEIU, staffers held another strike authorization vote in May; since then, they have started a strike fund, dropped a banner from the SEIU headquarters building, and in September, they staged a walkout. Though the internecine union strife has been covered in earnest by labor reporters at liberal outlets like HuffPost—and with an implied sneer by right-wing outlets like the Washington Examiner and the Wall Street Journal editorial page—it still, incredibly, drags on with no end in sight. Both the SEIU and its staffers in Local 2 refuse to budge. Soon, something has to give.<sup>7</sup>*

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6 Teddy Ostrow, “THE SEIU’S OWN STAFF ARE ON STRIKE IN ONE OF THE LARGEST UNION STAFF STRIKES IN US HISTORY,” *Real News Network*, Nov. 9, 2022

7 Hamilton Nolan, “The SEIU’s Nasty Fight With Its Own Staff Union,” *Splinter News*, Oct. 1, 2019

## **The SEIU refused to provide its employees with layoff protection.**

According to an Oct. 1, 2019, *Splinter News* article:

*At the heart of this dispute lies the concept of “layoff protection,” an important part of Local 2’s contract—and one the SEIU would like to see disappear. Currently, if there are layoffs, the SEIU is obligated to find Local 2 members with at least five years of service another job within the organization. Their position can be eliminated, in other words, but the people cannot. Outside of the union world, this provision is sometimes derided as a “job for life,” a relic of over-entitlement in the workplace. But the reality is that for those working at SEIU, layoff protection is more a basic survival staple than a luxury. That’s because, unlike in standard private sector jobs, the SEIU has a convention every four years, which inevitably results in new plans, new campaigns, and a reorganization of the union’s goals. “As a result of that, like clockwork, you can count on massive layoffs,” says David Hoskins, an SEIU research analyst who serves as the chief shop steward for Local 2. “This provision is rooted in that history, and is a way to ensure that people... are not just tossed aside.” Without layoff protections, the idea of building a full career at SEIU headquarters is hopeless.<sup>8</sup>*

## **Through union busting tactics, the SEIU has reduced the number of unionized employees at its headquarters by over half.**

According to an Oct. 1, 2019, *Splinter News* article:

*In fact, SEIU has been putting the squeeze on Local 2 for years. A decade ago, in 2009, the union says it represented 133 staffers at headquarters; today, that number is 59. (SEIU organizers who work in the field away from headquarters are members of a different union, the Union of Union Representatives. They have seen a steep decline in membership over the same time period as well.) Even with layoff protection, its membership has been slashed by more than half. That has not been an accident. It’s happened through a combination of employees taking buyout packages and early retirements; staffers being reclassified as supervisors; and due to the outsourcing of a huge amount of work that used to be done in-house at headquarters—the SEIU spends millions annually with outside contractors who do IT, communications, and other work. Unionized staffers see the outsourcing as a direct attack on their membership. “It’s a temporary, short term workforce who are not Local 2, who are not union,” says Andy Bonior, a communications specialist who’s spent 15 years at SEIU. “They want Local 2 as small as humanly possible.” David Hoskins agrees: “They want to have a workforce that is as at-will as possible, like managers everywhere.”<sup>9</sup>*

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8 Hamilton Nolan, “The SEIU’s Nasty Fight With Its Own Staff Union,” *Splinter News*, Oct. 1, 2019

9 Hamilton Nolan, “The SEIU’s Nasty Fight With Its Own Staff Union,” *Splinter News*, Oct. 1, 2019

**Salary spending for Local 2 SEIU was cut from \$6.5 million in 2017 to \$4.5 million in 2019 due to outsourcing.**

According to a March 28, 2019, *HuffPost* article:

*Some staffers say they can understand the belt-tightening, but have a harder time accepting the money SEIU has steered to outside contractors with nonunion workforces. Aside from information technology work, the two largest beneficiaries of SEIU contracts in 2017 were the public relations firms SKDKnickerbocker and BerlinRosen, according to financial disclosures with the Labor Department. Together the two firms alone accounted for \$4.6 million in SEIU spending.*

*Salaries for all Local 2 members, by comparison, amounted to \$6.5 million in 2017, according to Local 2. It is now down to just \$4.5 million.<sup>10</sup>*

**The SEIU's final offer was to grandfather in layoff protections and create a two-tier contract.**

According to an Oct. 1, 2019, *Splinter News* article:

*And now, SEIU has said that its final offer is to grandfather in layoff protections for current employees, but not offer the benefit to new employees. In time, as employees leave, this would do away with the benefit altogether. It would also have the effect of creating a dreaded “two-tier” contract, one that is significantly worse for new employees—something that labor unions of all types routinely fight hard against. “It’s a terrible thing that an employer who is also a labor movement to ask its workers to do, to sell out future workers in order to preserve its own benefits,” Hoskins says.<sup>11</sup>*

**One employee claimed the morale at the union was declining.**

According to an Oct. 1, 2019, *Splinter News* article:

*Christi Fanelli, a program specialist and active Local 2 member who’s been with SEIU for nearly 12 years, has seen the relationship in the workplace devolve over the past decade, as countless colleagues have taken early retirement or been promoted to management only to be fired in the next reorganization—and then, in some cases, to be rehired as outside consultants. She has seen her own job eliminated twice, and so knows what the layoff protections are worth. She finds it painful that SEIU does not seem to respect the value of her experience, and feels that morale in headquarters is declining the longer the fight drags on. “It’s very embarrassing to me, for an organization that I have given so much of my life to, and that I believe in so much,” she says. “We thought at a certain point they would feel some shame within the labor community. And we tried starting this out within the labor community. But they seem to be proud almost at this point of breaking their staff union.”<sup>12</sup>*

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10 Dave Jamieson, “SEIU Wants A Strong Labor Movement. Just Maybe Not Inside SEIU,” *HuffPost*, March 28, 2019

11 Hamilton Nolan, “The SEIU’s Nasty Fight With Its Own Staff Union,” *Splinter News*, Oct. 1, 2019

12 Hamilton Nolan, “The SEIU’s Nasty Fight With Its Own Staff Union,” *Splinter News*, Oct. 1, 2019

**Employees claimed to sour on SEIU President Mary Kay Henry after her perceived anti-employee stance following the contract fight.**

According to an Oct. 1, 2019, *Splinter News* article:

*The long contract fight has made headquarter staffers bitter with SEIU's leadership—particularly with the union's president, Mary Kay Henry, who enjoyed much internal popularity when she took over as the union's first female president in 2010. Staffers find it almost bizarre how contentious things have gotten. Andy Bonior calls SEIU's hard line negotiations "irrational." David Hoskins speculates that Henry is getting bad advice, and that she has "surrounded herself with a group of folks who are advising her that the way to win in this moment is to adopt the tactics of the bosses that we fight rather than to build solidarity within the building." And Christi Fanelli, who remembers the "great hope" that permeated the union when Henry was elected, now finds herself on the opposite side of an existential labor fight.<sup>13</sup>*

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13 Hamilton Nolan, "The SEIU's Nasty Fight With Its Own Staff Union," *Splinter News*, Oct. 1, 2019

# LEADERSHIP ISSUES

## Key Quotes:

(Quotes were sourced from Glassdoor reviews of the SEIU)



*“terrible management – backstabbing mentality.”<sup>14</sup>*



*“I was routinely instructed to break the law as a course of my work, from trespassing to property destruction.”<sup>15</sup>*



*“Everything is scrutinized, right or wrong, to the point of harassment. So many people were reduced to tears by Seniors [sic].”<sup>16</sup>*



*“Totally devoid of credible leadership, both senior staff and elected.”<sup>17</sup>*

## FAILURE TO PROPERLY ADDRESS SEXUAL HARASSMENT

In 2019, it was reported that SEIU President Mary Kay Henry repeatedly failed to act on sexual harassment allegations and even promoted those who were accused of harassment.

According to a Dec. 11, 2019, *Payday Report* article:

*A more than year-long investigation by Payday Report reveals that top officers of the 1.9 million-member SEIU, including President Mary Kay Henry, have not only failed to take action against sexual predators in its union, but have actually promoted some men after being accused of sexual misconduct.*

*Exclusive interviews with dozens of unions staffers, as well as court documents obtained by Payday Report, show that SEIU has not only failed to take action but has often retaliated against whistleblowers.*

*A review of the cases of six men, who are accused of sexual misconduct and still employed by the SEIU, paints a troubling picture of a union that has been plagued by sexual misconduct scandals.<sup>18</sup>*

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14 SEIU, Glassdoor, July 15, 2020

15 SEIU, Glassdoor, May 24, 2017

16 SEIU, Glassdoor, Dec. 28, 2014

17 SEIU, Glassdoor, March 5, 2014

18 Mike Elk, “SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow,” *Payday Report*, Dec. 11, 2019

## ALLEGATIONS AGAINST LEADERSHIP

### **Martin Manteca, Director of External Organizing at SEIU 721**

**Allegation(s):** Accused by multiple junior staffers of inappropriate behavior and retaliation.<sup>19</sup> Staffers claimed they were pressured into sexual relationships with Manteca and banished to less desirable assignments when they rejected his sexual advances.<sup>20</sup>

**Outcome:** After being accused of harassment (in a lawsuit) in 2019, Manteca remains in the same position with the union.<sup>21</sup>

### **Scott Courtney, Former Executive Vice President of SEIU**

**Allegation(s):** Several sources claimed that Courtney had a history of sexual relationships with young women staffers who were subsequently promoted.<sup>22</sup>

**Outcome:** Courtney was eventually fired.

### **Dave Regan, President of SEIU United Healthcare Workers West (SEIU-UHW)**

**Allegation(s):** Regan was sued for sexual harassment of a staffer in 2019 and several staffers allege that he would promote women who engaged in sexual relationships with him.<sup>23</sup> One staffer claimed he would routinely make lewd comments about women.<sup>24</sup>

**Outcome:** The SEIU allowed Regan to defend himself using union funds.<sup>25</sup> The lawsuit was eventually settled in 2020 and he still works as the president of the SEIU-UHW.<sup>26</sup>

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19 Manteca, Petition, May 9, 2016

20 Mike Elk, “SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow,” *Payday Report*, Dec. 11, 2019

21 SEIU 721, LM2, 2022

22 Mike Elk, “SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow,” *Payday Report*, Dec. 11, 2019

23 Sturge v. SEIU United Healthcare Workers West, Superior Court of California, July 10, 2018

24 Mike Elk, “SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow,” *Payday Report*, Dec. 11, 2019

25 Mike Elk, “SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow,” Payday Report, Dec. 11, 2019

26 SEIU-UHW, LM2, 2022

### **Stan Lyles, Vice President of SEIU-UHW**

**Allegation(s):** Lyles was accused of sexual harassment by multiple women. This included texting sexual pictures and sexually assaulting an SEIU employee in an elevator.<sup>27</sup> One of these accusations was detailed in an affidavit from 2019.<sup>28</sup>

**Outcome:** Lyles continues to serve in his position at the SEIU.<sup>29</sup>

### **Chokri Bensaïd, Division Director of SEIU-UHW**

**Accusation(s):** Bensaïd was accused of sexual harassment multiple times. In one incident, a long-time SEIU organizer claimed he heard Bensaïd yell at a subordinate after she refused his sexual advances.<sup>30</sup>

**Outcome:** Bensaïd continues to work at the SEIU.<sup>31</sup>

### **Pedro Malave, SEIU Staffer**

**Allegation(s):** Malave admitted to masturbating on a co-worker's face and left the SEIU 32BJ. There is no verdict on whether he was fired or left on his own terms.<sup>32</sup>

**Outcome:** Malave was rehired by an SEIU affiliate in California after an SEIU investigation found him to be responsible for the assault.<sup>33</sup>

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27 Mike Elk, "SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow," *Payday Report*, Dec. 11, 2019

28 Sturge v. SEIU United Healthcare Workers West, Superior Court of California, Oct. 19, 2019

29 SEIU-UHW, LM2, 2022

30 Mike Elk, "SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow," *Payday Report*, Dec. 11, 2019

31 SEIU-UHW, LM2, 2022

32 Mike Elk, "SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow," *Payday Report*, Dec. 11, 2019

33 SEIU-UHW, LM2, 2015

## **Tyrek Lee, Vice President of SEIU 1199**

**Allegation(s):** In 2017, Lee was investigated by the SEIU for sexual harassment and in 2018 he was demoted from his position as executive vice president of 1199 SEIU United Healthcare Workers East.<sup>34</sup>

**Outcome:** Lee was selected by 1199 SEIU President George Gresham to receive a promotion, it is unclear what happened but Lee still works for the SEIU and collects a six-figure salary.<sup>35</sup>

## **RETALIATION AGAINST ACCUSERS**

**The SEIU has been accused of retaliating against employees who accuse leadership of sexual harassment. This came to a head in 2020 after Njoki Woods was sued after accusing the SEIU-UHW of covering up sexual misconduct.**

According to a Jan. 23, 2020, *Payday Report*:

*One of the witnesses, Njoki Woods, was fired after making her statements and is currently being sued by SEIU-UHW as part of a defamation suit for an interview she gave to Payday Report.<sup>36</sup>*

*Many within the union's ranks saw the lawsuit against the whistleblower as retaliatory. Woods' statements were later backed up in court by sworn affidavits by other staffers. Although, SEIU-UHW and its leadership dispute this charge.*

*The lawsuit against Woods is being financed by SEIU-UHW.<sup>37</sup>*

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34 Mike Elk, "SEIU Prez Knew of Sexual Misconduct and Personally Promoted Staffer Anyhow," *Payday Report*, Dec. 11, 2019

35 Priyanka McCluskey, "After 2017 sexual harassment complaints, union official now up for a promotion," *Boston Globe*, May 21, 2019

36 SEIU v. Woods, Superior Court of Riverside County, July 15, 2021

37 Mike Elk, "Impact: SEIU-UHW Settles Major Sexual Misconduct Case Following Payday's Expose," *Payday Report*, Jan. 23, 2020

## CRIME AND CORRUPTION

Since 2005, at least fifteen SEIU officers and employees have been charged for corruption and criminal matters. Cases listed below represent the most recent criminal issues at the SEIU.

### ATTIA LITTLE

In 2023, former SEIU union official Attia Little pled guilty to conspiring to steal more than \$500,000 from the union.

According to a March 10, 2023, Department of Justice press release:

*Attia Little, 43, of Temple Hills, Maryland, was sentenced today to 24 months in prison after pleading guilty to conspiring to steal more than \$500,000 from the labor organization, using the money for parties, trips, furniture, and other personal expenses. U.S. District Court Judge Amit P. Mehta also ordered \$399,450 in restitution and 24 months of supervised release to follow the prison term.*

*The sentence was announced by United States Attorney Matthew M. Graves, Acting Special Agent in Charge Troy W. Springer, of the Washington Regional Office of the U.S. Department of Labor - Office of the Inspector General, and District Director Mark Wheeler, of the Washington District Office of the Office of Labor-Management Standards.*

*Little, a former union officer, pleaded guilty in July 2022 to one count of conspiracy and one count of theft from a labor organization. Little was the operations manager of the Property Services Division of the Service Employees International Union (SEIU), headquartered in Washington, D.C. As part of her duties, she managed administrative support, booked reservations for SEIU employees, and paid vendor invoices for union-related purchases. She had a work-issued credit card and access to third-party discount travel booking platforms that were to be used for union business only.<sup>38</sup>*

**Little used her SEIU credit card to purchase personal items.**

According to a March 10, 2023, Department of Justice press release:

*Among other things, Little used the SEIU credit card to purchase personal items, including purchases for a baby, personal parties hosted at her residence, personal travel, furniture, watches, clothing, and video games. She also used the credit card to purchase gift cards for personal use. Little also used the credit card to pay funds to a company that she created and companies created and controlled by Norris, even though no work was performed.<sup>39</sup>*

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38 Attia Little, DOJ, March 10, 2023

39 Attia Little, DOJ, March 10, 2023

## **ALMA HERNANDEZ**

**In 2021, Alma Hernandez, the SEIU California executive director resigned from her position after being charged with felonies including tax fraud.**

According to an Oct. 13, 2021, *CBS News* article:

*The top staff member at California's largest labor union has resigned after she and her husband were charged with felonies including tax fraud.*

*Alma Hernandez served as executive director for SEIU California since 2016. The union represents more than 700,000 workers - including nearly 60,000 Northern California workers through its Local 1021, and is politically influential, regularly donating millions to Democratic candidates. The Sacramento Bee first reported the charges and her resignation.*

*Attorney General Rob Bonta said Wednesday his office filed charges against Hernandez and her husband, Jose Moscoso, on Oct. 4.*

*They were charged with five felony counts of filing false tax returns, allegedly under reporting their income by about \$1.4 million over five years, according to the complaint. They allegedly owe the state more than \$140,000 and could face state prison time.<sup>40</sup>*

**Hernandez was also charged with grand theft and perjury after stealing from a campaign the SEIU gave money to.**

According to an Oct. 13, 2021, *CBS News* article:

*Hernandez also faces two charges of grand theft and one of perjury for her work as treasurer on a 2014 political committee supporting a state Senate candidate.*

*The complaint alleges she directed nearly \$12,000 in campaign money to her husband for campaign food services that he never provided.*

*That political committee received numerous contributions from the SEIU California's political arm, according to campaign finance filings.*

*"We are deeply concerned about the allegations against Alma Hernández. We have accepted Ms. Hernández's resignation, and we have cooperated fully with authorities on this matter and will continue to do so," Bob Schoonover, executive director of the SEIU California State Council, said in a statement.<sup>41</sup>*

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40 "SEIU California Union Leader Resigns Following Fraud, Embezzlement Charges," *CBS News*, Oct. 13, 2021

41 "SEIU California Union Leader Resigns Following Fraud, Embezzlement Charges," *CBS News*, Oct. 13, 2021

## **ROBERT KURTYCZ**

**In 2020, the former comptroller of the SEIU Chicago Midwest Regional Joint Board was sentenced for bribery and wire fraud.**

According to Department of Justice criminal enforcement actions:

*On July 15, 2020, in the United States District Court for the Northern District of Illinois, Eastern Division, Robert Kurtycz, former Comptroller of the Service Employees International Union (SEIU) Chicago Midwest Regional Joint Board (located in Chicago, Ill.), was sentenced to one day of imprisonment (suspended) and three years of supervised release, which includes one year of home confinement. He was also ordered to pay \$85,962 in restitution and a \$200 assessment. On February 27, 2020, Kurtycz pleaded guilty to one count of conspiracy to commit commercial bribery, in violation of 720 ILCS 5/29A and thereafter, did perform and attempt to perform an act of promotion, management, and carry on, and facilitation of the promotion, management, and carrying on, of the unlawful activity, in violation of 18 U.S.C. 1952(a)(3), all in violation of 18 U.S.C. 371, and one count of wire fraud, in violation of 18 U.S.C. 1343. The factual basis of the plea agreement noted that the wire fraud charge pertained to the electronic transfer of union funds for unauthorized expense reimbursements totaling \$85,962. The sentencing follows an investigation by the OLMS Chicago District Office, the Department of Labor's Office of Inspector General, and the Employee Benefits Security Administration.<sup>42</sup>*

## **APPENDIX OF REVIEWS**

(Quotes were sourced from Glassdoor reviews of the SEIU)

SEIU employees have complained about a variety of issues at the SEIU, including long hours, low wages, work-life balance, racism, toxicity, and poor leadership.

### **TOXICITY AND HARASSMENT**



*"Other staff face harassment and petty retaliation by their managers for perceived slights."*<sup>43</sup>



*"It's a very toxic work environment."*<sup>44</sup>



*"Members and organizers who come through this union feel depressed, depleted, and often have a more negative view of the labor movement."*<sup>45</sup>

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42 Robert Kurtycz, Criminal Enforcement Actions, 2020

43 SEIU, Glassdoor, Jan. 8, 2016

44 SEIU, Glassdoor, Oct. 19, 2013

45 SEIU, Glassdoor, Sept. 6, 2018

## RACE/RACISM



*"All the people of color get fired or look for other places."*<sup>46</sup>



*"Black union headed by a white male staff that's turned it into a money making machine."*<sup>47</sup>

## WORK-LIFE BALANCE AND HYPOCRISY



*"Poor morale, overworked employees, violate worker rights of their own staff"*<sup>48</sup>



*"management is rude and inconsiderate, no work/life balance, no member accountability, management violates HIPAA a lot."*<sup>49</sup>



*"I was expected to work a minimum of 12 hours per day (a flagrant violation of the collective agreement) all while being verbally abused and bullied by my lead."*<sup>50</sup>



*"This job made me break out in hives constantly because it was so stressful and all-consuming."*<sup>51</sup>



*"Impossible hours – the average is 11-12, and sometimes you are required to work 14 hours."*<sup>52</sup>



*"Practice what you preach and stop the hypocrisy!"*<sup>53</sup>



*"No work life balance. They do not practice what they preach."*<sup>54</sup>



*"The expressed views and mission of the SEIU are laudable but do not apply to their own employees."*<sup>55</sup>

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46 SEIU, Glassdoor, Oct. 10, 2015

47 SEIU, Glassdoor, Oct. 10, 2015

48 SEIU, Glassdoor, Feb. 9, 2016

49 SEIU, Glassdoor, April 12, 2013

50 SEIU, Glassdoor, March 21, 2016

51 SEIU, Glassdoor, Sept. 6, 2018

52 SEIU, Glassdoor, Aug. 11, 2014

53 SEIU, Glassdoor, March 1, 2018

54 SEIU, Glassdoor, Sept. 14, 2021

55 SEIU, Glassdoor, Oct. 6, 2014



*"Long irregular hours. No family life. Married to the job. No life balance."*<sup>56</sup>



*"At my local we work most Saturdays of the year, Some [sic] Sundays and often work 55-60 hour weeks."*<sup>57</sup>

## LEADERSHIP



*"They've become so corrupt that thousands of pro-union advocates believe they should be torn down and re-built, with none of the current leadership left in place."*<sup>58</sup>



*"If you've made it to management you've already harmed too many people. You wouldn't be allowed to advance if you hadn't."*<sup>59</sup>



*"They hire atrocious people to management positions while stifling the growth of internal staff."*<sup>60</sup>



*"Leadership lacks professionalism and respect necessary to sustain union values and employee retention."*<sup>61</sup>

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56 SEIU, Glassdoor, Feb. 8, 2014

57 SEIU, Glassdoor, Feb. 8, 2023

58 SEIU, Glassdoor, Aug. 13, 2014

59 SEIU, Glassdoor, Aug. 13, 2014

60 SEIU, Glassdoor, March 5, 2014

61 SEIU, Glassdoor, Jan. 27, 2019



**THE SEIU'S OWN STAFF ARE  
ON STRIKE IN ONE OF THE  
LARGEST UNION STAFF  
STRIKES IN US HISTORY**

Bloomberg

**U.S. Labor Leaders Confront  
Sexual Harassment in Top Ranks**

YANKEE INSTITUTE  
for Public Policy

**SEIU faces #MeToo moment**

1.0 ★ ★ ★ ★ ✓

Current Employee

**Impossible hours. Unrealistic expectations.  
Little respect for individual opinions.**

1.0 ★ ★ ★ ★ ✓

Current Employee

terrible management-  
back stabbing mentality

1.0 ★ ★ ★ ★ ✓

Former Employee

**Prepare to be overworked  
to death**

**Misclassifying employees as supervisors**

Washington Examiner

**SEIU accused of union-busting  
by its own staff**

1.0 ★ ★ ★ ★ ✓

Former Employee

**no work/life balance.  
high stress constantly.**

1.0 ★ ★ ★ ★ ✓

Current Employee, more than 10 years

**Demoralizing**

**Outsourcing work  
to outside firms**

**SEIUEXPOSED.com**