



January 30, 2009

Bruce Raynor, General President, UNITE HERE
John Wilhelm, President, Hospitality Industry
275 7th Avenue
New York City, New York 10001-6708

Dear Bruce and John:

Over 5 years ago when both UNITE and HERE were considering their futures, I and other SEIU representatives met with both organizations. SEIU believed then, as it does today, that the changing structure of real estate, the growth of private equity penetration, and the changes in ownership in all of our industries meant there was a strategic opportunity to join the strength of all three (3) of our organizations.

At that time, we suggested a number of options on how best to represent workers in all three (3) unions, including a merger of both UNITE and HERE into SEIU.

We respected that ultimately, UNITE and HERE leaders chose to merge and create a new union UNITE HERE. Although we believed our option in the long run was more strategic, and would have offered greater opportunities for both growth in strength and increased workers' wages and benefits, we hoped your merger would accomplish your desired goals.

Today it is apparent to us that the merger of UNITE and HERE has failed to meet its goals that both unions had hoped for and worked towards.

After four (4) years, we believe it is time as well as necessary for our movement, for both unions to reconsider their future - including merger into SEIU as UNITE HERE or ending their merger and returning to their previous status and merging into SEIU as separate organizations.

To this end, we have been authorized by our International Executive Board, to re-start conversations with UNITE HERE representatives. Our goal would be to create a partnership with UNITE HERE and SEIU, or depending on what you decide, to work out a relationship with each of your separate organizations should you decide to end your own merger. We believe a new relationship would best create opportunities for the millions of property service and hospitality workers who need a union, and strengthen those already in our unions.

ANDREW L. STERN
International President

ANNA BURGER
International Secretary-Treasurer

ANNELLE GRAJEDA
Executive Vice President

MARY KAY HENRY
Executive Vice President

GERRY HUDSON
Executive Vice President

ELISEO MEDINA
Executive Vice President

DAVE REGAN
Executive Vice President

TOM WOODRUFF
Executive Vice President

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1800 Massachusetts Ave NW
Washington, D.C. 20036

202.730.7000

TDD: 202.730.7481

www.SEIU.org

We would like to meet and discuss these possibilities with you at your earliest convenience.

We believe that together the future offers great promise for workers in our common sectors, and hope you will consider our recommendations and proposal.

Thank you.

In Unity,


Andy Stern