



CITRUS VALLEY HEALTH PARTNERS

May 14, 2007

SEIU - UHW Organizing Committee
Intercommunity Campus and
Queen of the Valley Campus
c/o Jaime Vasquez, Queen of the Valley Campus

Re: May 10, 2007 Letter From SEIU-UHW

Dear Mr. Vasquez:

Mr. Jim Yoshioka and I are in receipt of the letter dated May 10, 2007 that was hand-delivered to my office. This letter, while signed by members of the SEIU-UHW Organizing Committee of Citrus Valley Medical Center, suggested we respond to you.

As in our letter of April 24, 2007 addressed to your committee, we wish to reiterate that this organization is thoroughly aware of the rights of employees to organize for a union. The members of our management team are also aware of the provisions of the National Labor Relations Act that define the rights and responsibilities of supervisors, as well as the rights and obligations of employees. As mentioned in our previous letter, Citrus Valley Health Partners (CVHP) will continue to respect the rights of the employees to make the choice of whether or not to seek a union. We also believe that employees have the right to make an informed decision, after hearing not only the Union's point of view, but also different points of view.

The letter suggests a meeting to discuss SEIU-UHW's desire to "organize freely and fairly without intimidation and harassment." We decline your invitation, since we regard it as completely unnecessary. We are thoroughly aware of the rights of employees to organize for a union. CVHP has respected those rights, and CVHP will continue to respect the rights of the employees to make the decision whether or not to seek a union. We also feel strongly that, as they make this decision, it is only fair and respectful that employees hear perspectives from all sides of the issue—not just from the perspective of the union. This final observation is in reference to your e-mail of Friday, May 11, 2007. We are sure that you, too, would want the employees to be exposed to all sides of this issue before making such an important decision.

Thank you for taking the time to share your concerns.

Sincerely,

Lisa A. Foust
Senior Vice President, Human Resources

Cc: Mr. Jim Yoshioka

140 West College Street • Covina, CA 91723-2007 • 626. 814.2430

*Citrus Valley Medical Center - Inter-Community Campus & Queen of the Valley Campus,
Foothill Presbyterian Hospital and Citrus Valley Hospice*