



School Cafeteria Employees Local 634

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Dear friend,

I think you'll agree we are in the midst of both great challenges and great opportunities. Many organizations like the Philadelphia Central Labor Council, AFL-CIO, are rising to the occasion to help build a stronger, unified labor movement given the current political moment in our nation's history.

However, rather than assisting in this effort to achieve historic gains for working families, the Service Employees International Union (SEIU) is undertaking one of the largest raids in American labor history, by providing support to a minority faction upset about their prospects as our International Union approaches its Convention scheduled for this summer. Lynne Fox was part of that minority faction.

As a result of SEIU's raid, the Philadelphia Joint Board has been torn apart. Our local union—Philadelphia School Cafeteria Employees Local 634—has separated from the Philadelphia Joint Board. Many of our brothers and sisters in other former PJB locals and shops are also leaving. Please see the enclosed summary of our union's recent history.

Lynne Fox has mounted a desperate last-ditch effort to put Local 634 under the SEIU umbrella.

We are, however, pleased to announce that the Pennsylvania Labor Relations Board has dismissed Lynne Fox's claim, on behalf of SEIU, to represent any School Cafeteria Workers. You can see in the enclosed letter that the PLRB Secretary writes:

"Because Local 634 is the certified representative of the employees, only that organization can bargain on their behalf and file charges of unfair practices against the District. Therefore, the Complainant [Philadelphia Joint Board] does not have standing to allege that the District has violated Section 1201(a)(1), (2), (5), and (9) of PERA. Accordingly, no complaint will be issued and your charge is dismissed."

Despite the PLRB's decision, however, over the past week SEIU representatives have fanned out throughout the School District to ask our members to decertify their union. They are asking members to sign a petition stating "We want to change our union" and also stating, "We designate the Philadelphia Joint Board, affiliated with Workers United, SEIU, as our collective bargaining representative."

SEIU's raid began over a month ago. Our members were plagued with robo-calls attacking me by name on the eve of an April 11 meeting improperly called by Lynne Fox. Leaflets have been distributed here encouraging our Philadelphia members to vote to "join with the SEIU." Some materials explicitly mentioned SEIU 32BJ. Valarie Long, an SEIU 32BJ Vice President from Washington DC, spoke at this meeting to encourage our members to leave UNITE HERE and join SEIU. Similar tactics have been employed in other cities.

These divisive tactics did not have to happen. Like every other union, UNITE HERE has a democratic process for resolving internal disputes. Rather than agree to this democratic process, however, SEIU's Andy Stern stepped in and offered "legal, staff, and financial assistance," to the minority faction within our union. Their "affiliation agreement" (available upon request) announces that SEIU has added the following jurisdictions: "logistics, laundries, industrial, clothing, textile, warehouse, and distribution," and "hotels, airports, multi-service, gaming, retail, food service, call centers, and such other sectors as may be mutually agreed upon."

SEIU's assistance is the crucial factor that changed what would have been an internal debate into a nasty public fight.

To be clear: This is not an internal dispute. Lynne Fox has resigned her position with UNITE HERE. She works for SEIU now. The School District recognizes and has executed a contract with Local 634 UNITE HERE. It does not recognize the Philadelphia Joint Board. The PLRB dismissed the Joint Board's charges. SEIU acknowledges that we are two separate unions, and that Local 634 is the recognized bargaining unit. Nevertheless, Lynne Fox admits in writing that SEIU has a "continuing representational interest" in our members. And this week they invade our shops with a decertification petition. This is a raid, not an internal dispute.

We will not stand idly during SEIU's raid. Our members are prepared to repel their attack.

The labor movement is founded on solidarity. Today's attack on us may become tomorrow's attack on you. We would very much appreciate the opportunity to meet with you to discuss these matters further. To make the arrangements, please contact Antony Dugdale, who is helping to coordinate the campaign to protect our Philadelphia members.

Thank you for your help and support.

In Solidarity,



Doris Smith, President
Local 634, UNITE HERE