

UNITEHERE!

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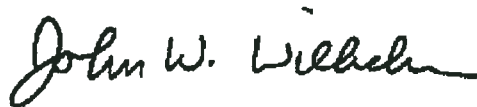
Bruce Raynor
General President
UNITE HERE
275 Seventh Avenue, 11th Floor
New York, NY 10001

Dear Bruce:

You are now in an awkward position. Having fomented a split in UNITE HERE and encouraged several affiliates to leave and form a rival organization, you nevertheless retain your position as General President. You cannot wear both these hats comfortably. But as long as you remain General President of UNITE HERE, you owe a high fiduciary duty to the Union.

One area where your conflict of interest and the risk that you will violate fiduciary duty is most acute concerns the Union's office at 275 Seventh Avenue. It is your responsibility to make sure all of the property in the office, including its books and records, is preserved and used only in the interest of UNITE HERE and not any other organization, especially one that is hostile to UNITE HERE. Of course, you have already violated that duty by allowing UNITE HERE's membership list used to try to destroy members' confidence in the Union and to encourage them to find other representation. Because of your alliance with those who have left the Union you will be inclined to do more to aid them. I already know that some property and records have been taken out of the 275 Seventh Avenue offices. I warn you against taking property out of the offices, sending tangible or electronic copies to anyone except as we jointly approve—or to anyone who is now acting antagonistically to our Union—or destroying any Union property through shredding or other means. As you know, there is criminal liability for actions such as these. I will not hesitate to refer for prosecution you or anyone else on the headquarters staff who is caught perpetrating this crime.

Sincerely and fraternally,



John W. Wilhelm
President/Hospitality Industry