



**NOTICE OF HEARING  
NOTICE OF APPOINTMENT OF HEARING OFFICER  
RULES OF PROCEDURE**

**TO: All Former Officers, Former Executive Board Members  
and Members of SEIU Healthcare Michigan, SOC, CLC**

On April 27, 2022, SEIU International President Mary Kay Henry appointed Dian Palmer as International Trustee, and Larry Alcott and Jawair Culbreath as Deputy Trustees, at SEIU Healthcare Michigan (“HCMI,” “Local Union” or “Local”) to take immediate charge and control of the affairs of the Local Union, after determining that an emergency situation existed within the Local. This action was taken pursuant to the International President’s express authority under Article VIII, Sections 7(a) and 7(f) of the SEIU Constitution and Bylaws and applicable provisions of the Labor-Management Reporting and Disclosure Act of 1959 (“LMRDA”), 29 U.S.C. § 401, et seq.

In accordance with Article VIII, Section 7(f) of the SEIU Constitution, the International Executive Board has appointed Max Arias as Hearing Officer to conduct a hearing on the emergency trusteeship imposed on Healthcare Michigan.

**The hearing will be conducted according to the following schedule:**

**DATES/TIMES:                    Tuesday, August 16, 2022  
   12:00 p.m.-6:00 p.m. EDT (or until recessed by  
   Hearing Officer Arias)**

**Wednesday, August 17, 2022 (if necessary)  
12:00 p.m. EDT, until recessed by Hearing  
Officer Arias**

**NOTE:    The official party (ies) in the hearing will receive instructions on how to access the online platform that will be used for the hearing at least 72 hours in advance of the hearing.**

The hearing will address the question of whether circumstances existed at the time to justify the imposition of the emergency trusteeship as well as the question of whether the trusteeship should continue. All members in good standing of Healthcare Michigan have the right to observe this hearing and to enter their positions on the trusteeship into the record.

MARY KAY HENRY  
International President

APRIL VERRETT  
International Secretary-Treasurer

NEAL BISNO  
Executive Vice President

HEATHER CONROY  
Executive Vice President

LESLIE FRANE  
Executive Vice President

VALARIE LONG  
Executive Vice President

ROCIO SAÉNZ  
Executive Vice President

SERVICE EMPLOYEES  
INTERNATIONAL UNION  
SOC, CLC

1800 Massachusetts Ave., NW  
Washington, DC 20036

202.730.7000

www.SEIU.org

To request access to the online platform, members in good standing of Healthcare Michigan must contact Faride Sender in the International Union Legal Department, at [faride.sender@seiu.org](mailto:faride.sender@seiu.org), by 12:00 pm EDT on Friday, August 12, 2022 so that the International Union has adequate time to verify their membership and to send them instructions on how to access the online hearing platform.

Because of the continuing COVID-19 crisis, and the attendant health and safety risks associated with large in-person gatherings, the hearing will be conducted online as an internal union governance matter under the SEIU Constitution and Bylaws. The International Trustee, who will serve as the International President's representative at the hearing, the Trustee's witnesses and counsel, and the court reporter may gather in-person in a single location in the Detroit area to present the International President's case via the online platform. Hearing Officer Arias and his counsel, other witnesses testifying for the International Trustee, former Healthcare Michigan Executive Board members (should it choose to participate), and members in good standing with the Local will participate in the hearing via the online platform.

The International President placed SEIU Healthcare Michigan into an emergency trusteeship, and appointed Dian Palmer as International Trustee, and Larry Alcott and Jawair Culbreath as Deputy Trustees, of the Local Union, on April 27, 2022. Soon thereafter, former Deputy Trustee Culbreath moved on to a different assignment. The International President determined that imposing an emergency trusteeship was necessary to provide the leadership and resources necessary to investigate and correct possible financial malpractice, ensure that the resources of the Local were not misappropriated, restore democratic procedures in the Local, and otherwise carry out the legitimate objects of the International Union. Further, the International President determined that an emergency existed that required immediate action and justified the pre-hearing appointment of an International Trustee and Deputy Trustees at the Local Union.

On May 20, 2022, at the request of the International Trustee and under her express authority under Article VIII, Section 7(f) of the SEIU Constitution, the International President determined that good cause existed to hold the hearing more than 30 days after the imposition of the trusteeship over Healthcare Michigan – in light of the challenging circumstances that the trusteeship team encountered in investigating the financial issues and breakdown in democratic functioning in the Local, and the urgent representation commitments in the Local. The International President also determined that good cause existed for the International Executive Board's decision on the trusteeship to be made more than 60 days after the trusteeship was imposed.

**The conditions existing in Healthcare Michigan as of April 27, 2022, that International President Henry determined required the imposition of an emergency trusteeship in order to protect the interests of the Local Union and its members are detailed in the Order of Emergency Trusteeship, which is attached to this notice. The August 16-17, 2022 hearing will address these issues as well as the question of whether the trusteeship should continue.**

## **RULES OF PROCEDURE**

### **The following procedures will be in effect for the hearing:**

1. The hearing is to be conducted as an internal union governance matter under the SEIU Constitution and Bylaws. Hearing Officer Max Arias will preside over the hearing.
2. The official parties in this emergency trusteeship hearing are the International President, who will be represented at the hearing by Healthcare Michigan's International Trustee and the Local's Executive Board in office at the time of the trusteeship, if the former Executive Board members choose to participate. If Healthcare Michigan's former Executive Board wishes to oppose the trusteeship, it may, by majority vote of its members, designate a spokesperson to represent the former Executive Board at the hearing. If a majority of the Local's former Executive Board members votes to designate a spokesperson, they must notify Hearing Officer Arias of their designation by no later than Friday, August 12, 2022, by emailing Hearing Officer Arias's counsel, Renee Gerni at [renee.gerni@seiu.org](mailto:renee.gerni@seiu.org).
3. If the Local Union's former Executive Board members fail to designate a spokesperson to represent them at the hearing, the International President will be the only official party in the proceeding. In this case, the Local's former Executive Board members will have an opportunity to comment on the trusteeship during the time set aside for comments from Healthcare Michigan members in good standing, as described in paragraph 10 below.
4. Except as indicated above, and unless otherwise approved by Hearing Officer Arias, only regular members of Healthcare Michigan who are in a bargaining unit currently represented by the Local and who are in good standing with the Local, Healthcare Michigan's Trustee, Deputy Trustee, witnesses called to testify, the court reporter, assigned International Union staff, assigned Local Union staff, counsel to Hearing Officer Arias, and counsel to the official party(ies) and their spokesperson(s) (if any), may attend the hearing. A non-member may speak to a particular issue only if called as a witness by a participant, and only during his or her testimony. All persons attending the hearing shall be signed-in. If anyone is aware of anyone present in the virtual hearing room who is not a member in good standing or who is otherwise not eligible to attend the virtual hearing, s/he should immediately bring that to the attention of the Hearing Officer. This is subject to the very specific exceptions outlined above.
5. A certified court reporter will transcribe the hearing, which will serve as the official transcript of this hearing. No other means of audio recording, video recording or photography will be permitted. The transcript is for the Hearing Officer's use in making his report and recommendations to the International Executive Board, and will be available to the official parties at their expense. An official party who wishes to obtain a copy of the transcript must make arrangements with the court reporter directly.
6. The hearing is informal and is not intended to be a formal legal proceeding. It is not necessary for a party to be represented by an attorney in order to participate. However, Hearing Officer Arias will permit counsel to the official party(ies) to be present in this proceeding and to be designated as the spokesperson(s) for the party(ies).

7. The Trustee may present or designate a spokesperson to present the reasons why the trusteeship was properly imposed and should be continued.
8. The spokesperson shall be allowed an opportunity to give an opening statement at the commencement of the hearing, and a summation of their presentation at the conclusion of the hearing.
9. The Trustee, as the International President's representative, shall present first, including any witnesses and evidence, on why the trusteeship was imposed properly and should be continued. Hearing Officer Arias or his counsel may question any of these witnesses and may allow the spokesperson additional opportunities for questioning the witnesses. All witness statements and testimony will be provided under oath.
10. After the official party(ies) has(have) completed their presentations, Healthcare Michigan members in good standing may state their views on the two central issues in this hearing – whether the trusteeship was imposed properly and whether continuation of the trusteeship is justified – by speaking on the record for no more than two (2) minutes per member. Members wishing to speak shall indicate their desire to do so when requesting access to the online platform, by emailing Faride Sender in the International Union Legal Department, at [faride.sender@seiu.org](mailto:faride.sender@seiu.org), by 12:00 pm EDT on Friday, August 12, 2022, prior to being granted access to the online platform on the hearing day. Each person shall identify themselves at the beginning of the presentation. Only Hearing Officer Arias or his counsel may question any member speakers.
11. Hearing Officer Arias may set reasonable time limits on the presentation of evidence and may make any other rulings he deems appropriate to assure an orderly, full and fair hearing, and for the purpose of completing the hearing in the time scheduled. Documents and testimony will be taken into evidence as deemed appropriate by the Hearing Officer.
12. The Hearing Officer reserves the right to exclude testimony that is irrelevant or inappropriate and to limit testimony that is undisputed, unnecessary, cumulative or duplicative of other evidence.
13. If any spokesperson intends to offer written materials, they shall be emailed to Hearing Officer Arias, by email to Hearing Officer Arias's counsel, Renee Gerni, at [renee.gerni@seiu.org](mailto:renee.gerni@seiu.org), no later than Friday, August 12, 2022.
14. The Hearing Officer may consider written submissions from Healthcare Michigan members. Those written submissions shall be emailed to Hearing Officer Arias, by email to Hearing Officer Arias's counsel, Renee Gerni, at [renee.gerni@seiu.org](mailto:renee.gerni@seiu.org), no later than Friday, August 26, 2022.
15. Hearing Officer Arias may leave the record open for a period of time following the close of the hearing for the receipt of supplemental materials from the official parties and statements from Healthcare Michigan members. The period of time within which to submit supplemental materials and statements will be announced by the Hearing Officer before the end of the hearing.

16. Following the close of the record, Hearing Officer Arias will make a report and recommendation to the International Executive Board, orally and/or in writing, including recommendations as to whether the emergency trusteeship was properly imposed and whether it should be continued. The International Executive Board will thereafter render its decision on the Hearing Officer's report and recommendations, pursuant to its authority under Article VIII, Section 7(f) of the SEIU Constitution.

17. Where feasible, the International President's witnesses are asked to provide a copy of the set of documents to be presented at the hearing to the other official party (if any) before the hearing commences. Those documents can be submitted to the Hearing Officer's counsel, Renee Gerni, at [renee.gerni@seiu.org](mailto:renee.gerni@seiu.org).

Dated in Washington, D.C., this 1<sup>st</sup> day of August, 2022.



---

April Verrett  
International Secretary-Treasurer

Att: HCMI Order of Emergency Trusteeship (April 27, 2022)

cc: Mary Kay Henry, International President  
Neal Bisno, Executive Vice President  
Leslie Frane, Executive Vice President  
Max Arias, Hearing Officer  
Dian Palmer, Trustee, SEIU Healthcare Michigan  
Former Officers and Executive Board Members, SEIU Healthcare Michigan  
Wendy Fields, Chief of Staff  
Deedee Fitzpatrick, Senior Advisor to the International President & Senior Counsel  
Mairym Ramos-Salinas, Director, Governance Department  
Kathy Eddy, Governance Department  
Nicole Berner, General Counsel  
Steve Ury, Deputy General Counsel  
Alma Henderson, Counsel to SEIU Healthcare Michigan Trustee  
Renee Gerni, Counsel to the Hearing Officer