

**FREE TO  
SPEAK**  
LABOR MANAGEMENT PARTNERSHIP

**“ OUR MEETINGS  
ARE HELD AS  
EQUALS.  
WE ARE TRUSTING  
EACH OTHER TO DO BY WHAT’S  
RIGHT  
BY THE DEPARTMENT AND  
NOT BY THE INDIVIDUAL. ”**

**—RICHARD ABRENILLA**  
Emergency Department clerk, SEIU-UHW (Northern California)



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