

EXPRESSION OF NO CONFIDENCE

July 14, 2007

We the undersigned, Members of SEIU Local 503, OPEU, who also serve as elected Members of the Board of Directors and Assistant District Directors, submit this EXPRESSION OF NO CONFIDENCE in the judgment, job performance, and leadership of Union President, Joe DiNicola.

Our decision to make this **EXPRESSION OF NO CONFIDENCE** is based in part on things we have learned as Members of the Board of Directors. But we want to make it clear that in taking this action, we are not acting as Members of the Board. This action is **not intended** to be and should not be viewed by anyone as a form of discipline against President DiNicola. In addition, this **EXPRESSION OF NO CONFIDENCE** is **not intended** to be a form of retaliation against Mr. DiNicola's choices to file a grievance and a lawsuit that are, for all practical and legal purposes, a grievance and a law suit against the Union. We recognize that Mr. DiNicola is free to make those choices under the law. **This EXPRESSION OF NO CONFIDENCE is based solely on the fact that we no longer have confidence in the judgment, job performance and leadership of Mr. DiNicola as Union President.**

Our views and beliefs in this regard are based on many factors including the following:

- Mr. DiNicola has created the impression that elected Union officials place their own personal financial interests above those of other members
- Mr. DiNicola has diverted the energy, attention and resources of members, union staff and the union as a whole from the business of the union and its members -- such as the negotiation of fair and beneficial collective bargaining agreements for the members and employees it represents.

EXPRESSION OF NO CONFIDENCE

July 14, 2007

Page 2

- Mr. DiNicola has irrevocably damaged the working relationship between himself and members, bargaining committees, union staff and other entities.
- Mr. DiNicola has diverted his own energies, resources and attention away from the business of the union and its members to efforts on his part to seek to justify to members and employees his own quest for personal financial gain.
- Mr. DiNicola has debased and minimized the importance and meaning of employees, members, staff and other individuals of performing voluntary work in behalf of the membership and employees the union represents.
- Mr. DiNicola has brought the Union – or, at the very least, created the opportunity to bring the union – into disrepute in the eyes of its members and the public at large.

Kinda Burgin

Star Holmberg

Dina M Santacrose

James Jackson

Jay Camacho

John P. Harkin

John [Signature]

Sandra Mies-Dunham

[Signature]

Barbara Casey

Tera Martinez

Sanya Beecher

Kathie Best

Faul H

[Signature]

Maywood

[Signature]

Beth Herrera-Idica