



December 28th, 2016

To,

President Richard L. Trumka
AFL-CIO
815 16th St., N.W., 8th Floor
Washington, D.C. 20006

Re: Affiliation with San Diego-Imperial Counties Labor Council

Brother Trumka,

Under its constitution, the first purpose of the AFL-CIO is to aid workers in securing improved wages, hours and working conditions with due regard for the autonomy, integrity and jurisdiction of affiliated unions. The purpose of a local area council, established under the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils, is to assist in furthering the appropriate objects and policies of the AFL-CIO; and to provide aid, cooperation and assistance to affiliated local unions, among others.

San Diego Building and Construction Trades Council (SDBCTC) believes that the San Diego-Imperial Counties Labor Council (SDCLC) is failing on its chartered purpose for the following reasons:

1. The President of the SDCLC has been named in several news stories, and in lawsuits, with allegations of gender discrimination and sexual harassment by female workers under his supervision.
2. The President of the SDCLC has told media and several sources that the SDBCTC is behind these lawsuits, and has publicly questioned the integrity of our affiliated unions, as well as our officers, agents and union organizers.
3. The President of the SDCLC has both orally and in writing threatened retribution and chaos to the SDBCTC in retaliation for establishing our political and policy programs that support our members.
4. The President of the SDCLC has personally interfered within the jurisdiction and affairs of the SDBCTC by advocating for the removal of our officers/agents.
5. SDCLC fails to adhere to its own Bylaws and Constitution in running its meetings, for example, by creating *ad hoc* rules on voting, allowing telephonic voting, ignoring motions for per capita voting, questionable vote tallying and eligibility, and collecting votes after close of the voting period.
6. The President of the SDCLC has usurped the roles and authority that has traditionally been vested by the Secretary-Treasurer of the SDCLC, under the Bylaws and Constitution of the

SDCLC. The Secretary-Treasurer is either unable or unwilling to take positions without approval of the President of the SDCLC.

7. The Secretary-Treasurer of the SDCLC refuses to support political or policy initiatives that are led by SDBCTC. There is virtually no “aid, cooperation, and assistance” from the SDCLC for the affiliated unions in the SDBCTC.
8. SDCLC works with non-affiliated and anti-union groups to undermine the SDBTC in our representation of workers, weaken us politically, and to the detriment of our collective bargaining rights.

We are sharing these concerns with you because our internal communications have been met with fierce hostility and retribution from the leadership of the SDCLC.

In solidarity,



Tom Lemmon
Business Manager
San Diego Building and Construction Trades Council

References:

Recent news articles about the allegations on wrongful termination, gender discrimination and sexual harassment by the President of the SDCLC:

- a. [NBC 7 San Diego, December 17, 2016. Former Employee Accuses Union Leader of Gender Discrimination.](#)
- b. [NBC 7 San Diego, December 21, 2016. Local Union Leader Facing Sexual Harassment Allegations.](#)
- c. [VoiceofSanDiego.org, December 26, 2016. Everything We Know About the Lawsuits Facing Labor Chief.](#)
- d. [San Diego Reader, December 27, 2016. Labor leader denies sexual harassment charges: lawsuit claims Mickey Kasparian demands oral sex.](#)

CC: Elizabeth Shuler, Secretary-Treasurer, AFL-CIO
Tefere Gebre, Executive Vice-President, AFL-CIO
Sean McGarvey, President, North America’s Building Trades Unions
Art Pulaski, Executive Secretary-Treasurer, California Labor Federation
Robbie Hunter, State Building and Construction Trades Council of California
Dale Kelly Bankhead, San Diego-Imperial Counties Labor Council