

BEFORE THE  
NATIONAL LABOR RELATIONS BOARD

In the Matter of:

REMINGTON HOTEL CORPORATION,  
d/b/a THE SHERATON ANCHORAGE,

Respondent,

and

UNITE-HERE! LOCAL 878,  
AFL-CIO,

Union.

Case No. 19-CA-32148  
19-CA-32188  
19-CA-32222  
19-CA-32238  
19-CA-32301  
19-CA-32334  
19-CA-32337  
19-CA-32349  
19-CA-32367  
19-CA-32414  
19-CA-32420  
19-CA-32438  
19-CA-32487

APPENDIX - REASONS FOR DECERTIFYING

NAME	REASON FOR SIGNING DECERTIFICATION PETITION	TR. P. #
Guadalupe Mejia	" I signed it, because in the month of May -- no, June, Mr. Esparza came to see me to invite 1 me out to dance...because of all the years that I'd known him and had seen him at church, he was a man who -- the Catholic church, would read the bible and assist the padre with communion and a married man with children over the years. And he came and lost -- lost that respect with me."	Pgs. 2644-2645
Juanita Bourgeois	- " I really don't need no Union, you know. If you're doing your job and stuff like, you know, ain't no sense of having no Union to protect your job because if you just go in, just work and do your job, you know, you don't need no nobody to try to, you know, help you keep your job."	Pg. 2886

Cindy Mathers	" Not knowing exactly where all of the money is. I don't have too many years at this hotel but looking for my pension money within the future. I'm tired of people that had seniority that could work above me that I believe their performance was terrible and they should not be in the position 1 that they are. Getting tired of hearing about how terrible our management team is when I believe they are excellent."	Pg. 3091-3092
Teresita Soriano	"It would be better for us." Pg. 3183. " We are all working well but these people from the Union keep bothering us. They talk about our manager who is a manipulator and a liar but I think that it's time for these -- this -- these people to stop. It's time to put a stop to all of these people."	Pg. 3188
Rosa Irene Rodriguez	" ...because after so many years and they'd given me this piece of paper and I'm older now. And the Union sends me this paper that after so many years of working I have \$285.00 in my retirement. What am I waiting for?"	Pg. 3155
Delores Cuellar	" if we didn't sign that the ones who were on top who had seniority were going to come down and ones that were down were going to go up."	Pg. 4253
Amanda Morales	" I'm going to sign, if you want to sign and if you want to continue working here, you don't want to leave, you don't want to get out, then, you know, you should sign it. And then she went ahead and said okay, let me have the paper and I will sign it."	Pg. 4540
Margarita Lucero	" ...if the hotel was offering us a medical insurance program and a retirement program we didn't need the Union."	pg. 4654

Neticia Peguero	" the time that I have spent here at -- there at the hotel I just haven't seen any big benefits that the Union ... has offered us. And also because all they do is take our money. We work hard for our money and for somebody to take our money and not see any benefit in return it's -- we work hard for that money."	Pgs. 4715-4716
Priscilla San Miguel	" we make some [things] better, you know, some changes in the hotel if I sign it and I said okay. " And "Because she said all of the girls in the kitchen already sign it."	Pg. 4845
Harka Gurung	" You know, they give us -- I compare with Union and they give us more and that's how I choose the company." Pg. 4867. And " They try to help us but it's nothing going right. Like I mean like the housekeeper have 17 rooms and we lost that thing. Before they clean 15 rooms and I think it doesn't work."	Pg. 4868
Somchai Hill	" Everybody sign it, that's why I sign the paper too."	Pg. 4976
Lourdes Greenwood	" because really sometimes I only work very few days, like two days a week, and they still (indiscernible) \$40.00 or whatever it is for that."	Pg. 5042
Eric Goff	- "I was being harassed in the break room and also because of the boycotting in the front. I felt that my position is a tip position and the Union wasn't fairly representing the hotel."	Pg. 5325
Cynthia Ford	"I want to be a non-union hotel...you know, doing the right thing."	Pg 5431
Flora Sanchez	"I working for another place that's union too and (indiscernible) a little problem and I go talk to Danny and I talk to Marvin and nobody listen to	Pg. 5350

	me."	
Tony Saucedo	"...I don't want to participate or be part of the Union..."	Pg. 5369
Tessa Cavanaugh	- "...so my money's not going to the Union, [it's] staying with me."	Pg. 5391
John Cain	"I just felt the Union was getting anywhere with us, helping us."	Pgs. 5401 - 5402
Alvin Daubs	"There was a problem that I was having with the -- with my position and I did go to the Union and nothing was resolved."	Pg. 5416
Stella Hernandez	"Personally when I had a problem on (sic) the Hilton Hotel I call the Union and [they] never do nothing good for me and I have very bad experience because they ...told me you don't need to talk to (indiscernible) about that, you go home..."	Pg. 5439
Joe Eric Hingava	"Because I don't need the Union."	Pg. 5461
Efren Gardiola	"I don't like the Union, I don't know where my pension money is going."	Pg. 5473
Jannice Emmsley	- "I felt the union was made for way back when for --for those miners that were getting minimum wage and doing all that hard work and stuff. I felt if you are doing your job and you're not doing all that hard stuff, I mean what -- what is there to defend if you're just doing your job? You can't get in trouble if you're doing it right."	Pg. 5491
Alisa Alcantera	- "Just the saving, you know, personal saving more money."	Pg. 5518
Roberto Sasu	"[The Union] did not want to pay for some of the insurance that they should have paid for. And therefore I never feel like they were there to protect the employees as they should have been...-- I don't know (indiscernible) I (sic) just more than happy to not have the union there."	Pg. 5563

Carmelita Muse	"I want to know my pension and (sic) paying dues. Sometimes I work -- sometimes I don't work, but I'm paying dues."	Pg. 5590
Gregory Giesbrecht	"I just felt that the union no longer represented me."	Pg. 5602
Joel Carino	"It's my personal reasons."	Pg. 5654
Sengthong Phomphakdy	"Because I work there for (sic)long time, I don't have no (sic) problem with my work, with my manager. And I think, in myself, I think about why we want to pay ... 42 dollar for a month for nothing, that's what I write in there...the union come to the cafeteria all the time and force - - forcing us to what we -- what you call -- with the [signs] -- outside the hotel, they forcing us to do it. I-- we say we don't want to do it. It's too cold outside..."	Pg. 5661
Janet Emmsley	"The main reason was because when my dad was a union member, and [the Union] didn't want to make a deal with the hotel to use [his vacation] hours." And "When I switched over to part-time... they said you have to work 32 hours and then they would take out the dues, the union dues. But I wasn't really quite working 32, but they still took out my full union dues."	Pg. 5692
Snezana Jaksic	"I don't want the Union no more."	Pg. 5713
Anthony Brown	"Because I just didn't know what the benefits were, what I was actually paying for. I wasn't too sure on what I was getting for paying the union dues."	Pg. 5723
Chelsea Bailey	"...the Union reps started showing up more in the cafeteria. The[ir] wording went from pretty -- you know, pretty sane ... to almost extremist attitude."	Pg. 5799
Chelsea Bailey	"I felt they weren't bargaining for us."	Pg. 5809

Chelsea Bailey	And many others. <u>See</u> generally	Pgs. 5793 - 5818
Maria Mejia	"When I was told to go get a simple vaccination for the -- a flu vaccination I even had to pay for that. And all the time that I was there I never got anything done or anything from them." And "it wasn't convenient for me to continue to pay for them money that -- for nothing that I needed money for my family."	Pg. 5853
Fillipo Toi, Jr	"For my understanding I want to just 1 be without Union."	Pg. 5866
Maria Guadalupe Morales	"I worked for the hotel for six years and I went to them to ask for help because in the past I had been a supervisor but that I was now on call and I went to ask for help. I needed help from them and they didn't give me any and that's why I signed."	Pgs. 5882 - 5883
Trinidad Pebenito	"My retirement money and about the -- about that time that they suspend me at the hotel and I went to the Union and they did not do anything at all because they...And the other one is they keep coming to the cafeteria and -- during break time. We are not comfortable to eat when somebody always there."	Pg. 5902
Ana Rodriguez	"I had been working for four and a half years with -- under the Union and they never gave me medical insurance."	Pg. 5920-5921
Carlos Alvarado	"Because -- well because they don't do anything. They don't do anything for me. They don't do anything for the employees or for anyone."	Pg. 5967
Elizabeth Ramos	"one of the things was, you know, I've been working there and I never saw any medical. I never saw, I never got any benefits for going to the doctor and/or the	Pg. 5976

	insurance."	
Kadie Sorenson	"I didn't feel I was -- I was being properly represented by the union. And I didn't feel as if my money was really going towards being beneficial towards me."	Pg. 5987
Katie Keim	"my frustrations about the union and the union dues. And then not getting back to me..."	Pg. 6041
Mario Vinoya	"I finally [understood] that I'm paying a lot of money from the dues rather than what I'm making."	Pg. 6050
Nancy Ocasio	"I don't need to be giving them money when I need the money." And "I heard them once in the cafeteria speaking badly, poorly about the hotel. And I can't be around people who are bad mouthing the place that I earn my living."	Pg. 6068
Christian Turner	"The main reason I signed it was a prior manager there had tried to get me fired..And I called the union to see what to do to get some help. Nobody ever [called me back]. Nobody ever responded."	Pg. 6077
Sylvie Mpibwe	"Because they took money, they took my money. I work hard. And I'm a poor woman. I want to get money for my family. And then the union take my money. I don't want it."	Pg. 6094
Ana Maria Christophers	"We didn't need the union. I already had the benefits that I needed and I didn't want to have them there."	Pg. 6111
Reynaldo Reyes	"The money that I pay for it, for union dues, \$42.00 every paycheck. If I put that in a bank or I get it that's can help me so I decide not to be a Union member."	Pg. 6198
Carl Love	"I feel I'm just being harassed like at work and stuff like that, when I'm trying to eat or I'm coming into the building, you know, things of that nature."	Pgs. 6204-6205
Carl Love	And " Because everybody also was signing it too."	Pg. 6208

Jocelyn Morales	"I don't want to pay anymore dues, like monthly dues."	Pg. 6224
Mario Dumbrique	" every time I go to the break room...[the Union] were (sic) there and the thing that I only have 30 minutes break time."	Pg. 6901
Joel Encabo	" I just feel like they don't benefit me. I don't want to pay anymore union dues...Because, you know, when you first work there it's like you have to sign for the Union, you know what I mean? You were never given a choice whether you wanted to or not."	Pg. 6260
Katherine Santos	"I felt the Union wasn't doing much for me."	Pg. 6319
Garfield Katasse	" they were taking money out of our paychecks and I needed the extra income for myself."	Pg. 6473
Nestor Arguston	"I'm a family man."	Pg. 6491
Majam Gurung	" I would like to -- good -- it was a good benefit what the company tried to give us. And that's why I would like to sign it."	Pg. 6626
Majam Gurung	And "Where's my pension?"	Pg. 6628
Zuleika Sanchez	" Fifteen days ...after the surgery my husband was recuperating, was almost well, we got the very first bill from the hospital which was about \$20,000.00. And of course we were immediately very scared about seeing this bill and the first thing that we thought to do was let's go to the Union and see what they can do for us...First thing that Mr. Daniel said to us is I can't do anything for you because you went to the wrong hospital."	Pgs. 6937-6938
Luis Sanchez	- " The very first thing that happened when I got to the Union was that they told me, hey, you went to the wrong hospital and I didn't know that...what can I do? ...Daniel Esparza said, hey, we -- I can't fight with the Union -- with the insurance. The insurance	Pg. 6949

	company's going to want to collect and if you went to the wrong hospital basically that's your own problem."	
Ana Antonia Rosario	"We don't have benefits with the Union, we have benefits with the hotel and we don't want the Union...I never liked the Union since the day I came to work there."	Pg. 7097
Eric Gilliam	" she told me like what was it -- what it was about when she handed it to me but I don't -- like right now I don't remember what it was."	Pg. 7126
Cyrus Yambao	- "...I just felt like it was the right thing to do for the company, for my coworkers, so I decided to sign it."	Pg. 7131
Lumni Deskaj	" I give them my money. I only get paid \$12.00 an hour and I give my money for no reason, it seemed like for no reason I was giving them money."	Pg. 7142
Joshua Smith	- " I'd had previous experiences with the unions and none of them really good."	Pg. 7157
Landon Reed	" I signed it because -- especially when I worked back in like '06 and '07 I realized that - - I was looking at all my pay stubs in the summer that the Union was taking out a ton of money and I've never -- I never heard from them, I received no benefits. I just -- a lot of us just gained nothing by being represented by the Union so figured we'd make more money by not having them around."	Pg. 7170
Santos Martinez Rodas	" I saw some flyers, paperwork, from the hotel about the hotel benefits. And that's why I signed it."	Pg. 7206
El B. Llego	" I don't like the Union either. I work in nonunion hotel and we have better benefits than the Union. For example, one of the benefits	Pg. 7338

	is the holidays. Union giving us only half if you work but if you don't work you are not get paid for the holiday."	
Samsok Chanthavong	" ..I said I did not want to be unionized so I signed the petition."	Pg. 7600

# **RESPONDENT'S EXHIBIT**

**2**