

Submitter: Sarah Ray  
On Behalf Of:  
Committee: Senate Committee On Labor and Business  
Measure, Appointment or Topic: HB3789

To whom it may concern,

My name is Sarah Ray, and I served as the Chief Steward of bargaining unit 858 until October 2025. I also served on the Cape Council and the Board of Directors. I have been heavily involved in SEIU leadership for three bargaining contracts.

Seiu boldly talked about their concerns and frustrations with the Freedom Foundation. Due to this, SEIU's members know who the Freedom Foundation is (I first heard of them when I became a member), what to watch out for, and the union's stance on them. For example, I heard the freedom foundation would send representatives and Trick people into leaving the union. I always thought, "Wow, this Freedom Foundation has some terrible people." Yet, When other members and I discussed this, None of us had a bad experience, or for that fact, an experience or encounter with the Freedom Foundation at all.

SEIU had Serious concerns about losing members to other agencies paying more than the union. This was very frustrating to SEIU leadership and the political team. Conversions were around, trying to strategize to retain and attract more members and combat members leaving.

Union members would confide in me that they wanted to leave the union or had left the union because the union was too political or didn't align with their belief system. They felt the money was spent on political campaigning/ special interest issues, instead of workers' issues. They also expressed the difficulty of leaving the union due to barriers, not wanting to be called a Union buster, or other negative experiences they feared they would have. To be clear, I had a lot of great experiences in the union, but fear around dissent is real. I personally never felt fear of dissent in the union, but members did and have expressed that concern.

I will share an example. A member of SEIU leadership was accused of being a spy for the Freedom Foundation when he did no such thing. He simply questions SEIU's ethics and moral compass. When I asked leadership if he was truly a spy for the Freedom Foundation, I was told no, he wasn't, but he had acted like one. I remember distinctly thinking, why is he being accused of being a spy? All he was doing was dissenting decisions or questioning ethics.

Systems and infrastructures like SEIU need an opposite system available. Most

importantly, when an organization as powerful as SEIU is your opposition, members must have a place to go when they disagree with their union, have difficulty opting out, or need an organization to support them with grievances and legal issues.

This bill targets the Freedom Foundation and, in doing so, also attempts to silence voices of dissent and the support members can receive. If we are to live in a just and fair society, we must have measured support for union members on both sides of an issue, not one voice drowning out everyone else. That is not democracy; that's bullying.

Sincerely,

Sarah Ray