

February 26, 2009

George Halvorson
Chairman and Chief Operating Officer
Kaiser Permanente
1 Kaiser Plaza
Oakland, CA 94612

**VIA HAND DELIVER &
U.S. MAIL**

Re: Notice of Filing for Election at NLRB
Request for Recognition

Dear Mr. Halvorson:

I write on behalf of the National Union of Healthcare Workers (NUHW) to inform you that we have today filed at the National Labor Relations Board petitions for representation elections for the following bargaining units at Kaiser Permanente:

Service, Clerical, Technical Bargaining Unit—Statewide
AFN-Registered Nurse Bargaining Unit—Los Angeles Medical Center
Healthcare Professionals Bargaining Unit—Southern California
Integrated Behavioral Health Services Bargaining Unit—Northern California
Medical Social Workers Bargaining Unit—Northern California
Optical Workers Bargaining Unit—Northern California
Psych-Social Bargaining Unit—Southern California

In each of the units, the NUHW represents a majority of your employees, and on that basis, we hereby request that you recognize the NUHW as the exclusive bargaining agent for each of those units in lieu of such elections. If you have any doubt of our majority status, we are prepared to demonstrate it before a mutually selected neutral at any time.

In the interim, we request that you cease recognizing the incumbent union for the units, SEIU United Healthcare Workers-West, Local 2005, as they no longer enjoy the support of a majority of your employees in the designated units. We further request that until the status of who represents these employees is determined, you cease remitting to the incumbent union dues deducted from the employees' pay checks. We are prepared to agree here, as we have with other employers, that such dues be placed in an escrow account for ultimate remission to whatever union is determined to represent the employees.

Finally, although we are sure you are aware of your obligations, we remind you that you are obliged under section 8(a) (2) of the National Labor Relations Act to refrain from assisting or favoring any union in this dispute. In that light, we request: 1.) Equal access to all Kaiser facilities as is currently enjoyed by the incumbent, 2.) Equal rights to recognition through card check as enjoyed by any union at Kaiser and 3.) You not collude with the incumbent concerning any legal matters herein.

I would appreciate your expeditious addressing of these requests. Please contact me should you have any questions.

Sincerely,



Sal Rosselli, Interim President
National Union of Healthcare Workers

cc: Jonathan Siegel, Esq.

Jorge Rodriguez

Joan Emslie

Ralph Cornejo

NUHW Stewards

Paul Records, Kaiser Permanente

Arlene Peasall, Kaiser Permanente Southern California

Maryann Malzone, Kaiser Permanente Southern California

Henry Diaz, Kaiser Permanente Northern California

Gay Westfall, Kaiser Permanente Northern California