



**KAISER PERMANENTE**®

Northern California Regional Offices  
Labor Relations

October 8, 2015

Chokri BenSaid  
Kaiser Division Director  
SEIU - United Healthcare Workers – West  
560 Thomas L. Berkley Way  
Oakland, CA 94612

VIA EMAIL and US CERTIFIED MAIL

**RE: Renewal of Agreement between Kaiser Foundation Health Plan, Inc., Kaiser Foundation Hospitals, Southern California Permanente Medical Group, and The Permanente Medical Group, Inc., and SEIU-United Healthcare Workers – West.**

Dear Mr. BenSaid:

On behalf of myself for Northern California and Bill Blank for Southern California, the attached is provided to memorialize the extension of the local Collective Bargaining Agreement between the Kaiser Foundation Health Plan, Inc., Kaiser Foundation Hospitals, Southern California Permanente Medical Group, and The Permanente Medical Group, Inc., and SEIU-United Healthcare Workers – West. Please execute the agreement and return it to me within ten business days of the date of this letter.

Sincerely,

A handwritten signature in black ink that reads "Tom Beardsley". The signature is written in a cursive, flowing style.

Tom Beardsley  
Sr. Labor Relations Consultant

Attachments:

Extension Agreement  
National Agreement Exhibit 3.D

cc: Christopher Comma  
Maryanne Malzone Miller  
Bill Blank

## Memorandum of Agreement

The Agreement between Kaiser Foundation Health Plan, Inc., Kaiser Foundation Hospitals, Southern California Permanente Medical Group, and The Permanente Medical Group, Inc. and SEIU-United Healthcare Workers – West, including all applicable side letters of understanding, shall be effective beginning October 1, 2015 and shall continue in full force and effect up to and including September 30, 2019.


This Agreement shall be automatically renewed year to year thereafter unless either party serves upon the other a written notice to modify or terminate the Agreement at least ninety (90) calendar days prior to the expiration date of this Agreement, specified within.

Section 3D of the National Agreement between Kaiser Permanente and the Coalition of Kaiser Permanente Unions sets forth applicable duration provisions which are hereby adopted and incorporated into this Agreement.

For the Union  
SEIU-United Healthcare Workers – West

For the Employer  
Kaiser Foundation Health Plan, Inc., Kaiser Foundation Hospitals, Southern California Permanente Medical Group, and The Permanente Medical Group, Inc.

\_\_\_\_\_  
Chokri BenSaid  
Kaiser Division Director

  
\_\_\_\_\_  
N. Christopher Comma  
NCAL Regional Director, Employee & Labor Relations

Date: 4/25/16

Date: 10/8/2015