



Northern California Labor Relations

September 17, 2018

Vicki Jackson
Regional Director
SEIU-UHW Kaiser Division
560 Thomas L. Berkley Way
Oakland, CA 94612

Dear Ms. Jackson,

Kaiser Permanente exists to provide affordable, high quality healthcare services to improve the health of our members and the communities we serve. As part of that mission, we regularly evaluate the care and services we provide, as well as our staffing and operational structure. Kaiser Permanente is considering transitioning our in-house landscaping operations to an external vendor that provides a comprehensive program for campus landscaping maintenance and management. An integral part of this campus landscaping management program includes enhanced aesthetics, improvement in energy and water conservation, irrigation system management, and application of commercial landscaping best practices.

This change will potentially affect about 60 employees. We want these employees to continue to be part of Kaiser Permanente and we are committed to working with them and their union in accordance with the terms of the collective bargaining agreements and/or legal obligations.

Regional Labor Relations representatives would like to meet with the appropriate SEIU leadership to discuss this item in greater detail as specified in the National Agreement under section 1. K. 4. We are available to meet anytime this week as well as on 9/24, 9/27 9/28, 10/1, 10/2 and 10/3. We ask to please advise who from the Union will be the lead for these discussions as well as their availability.

Sincerely,

A handwritten signature in black ink, appearing to read "Albert Mossman", with a long horizontal flourish extending to the right.

Albert Mossman
Executive Director
NCAL Labor Relations

c: Jonathan Everhart – SEIU – via email