



July 23, 2012

Dennis Dabney
Sr. Vice President, National Labor Relations
Kaiser Foundation Hospitals
and Kaiser Foundation Health Plan
One Kaiser Plaza, 17B
Oakland, CA 94612

Dear Dennis:

I am pleased to officially report that the 2012 National Agreement has been ratified by all Coalition local unions. The margin of ratification by the union membership was over 85%.

The Coalition membership looks forward to full implementation of the terms of the Agreement on October 1, 2012.

This unique living agreement, bargained using interest based negotiations, provides opportunities for all parties to continue leading our nation's efforts in performance improvement, delivery of best quality and best service at an affordable price to current and future members of Kaiser Permanente while continuing to ensure that Kaiser Permanente is the best place to work in the health care industry. As we enter increasingly challenging times in the health care industry, our Labor Management Partnership provides an important platform to take on these challenges with success.

Sincerely,

A handwritten signature in black ink, appearing to read "John D. August".

John D. August
Executive Director

cc: Dr. Jack Cochran, M.D., Executive Director, The Permanente Federation
Charles Columbus, Senior Vice President and Chief Human Resources Officer, KFH/KFHP
Bernard Tyson, President and Chief Operating Officer, KFH/KFHP
Coalition Executive Board
Coalition International President's Committee
Union Steering Committee

Coalition of Kaiser Permanente Unions, AFL-CIO

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