



May 4, 2015

**Open letter to Kaiser Executives:
Ben Chu, Robert Pearl, Edward Ellison, Greg Adams, and Bernard Tyson**

Since we began bargaining with Kaiser four years ago, Kaiser has denied our claims that problems plaguing its mental health services were causing lengthy and illegal delays in its mental health services with dire and sometimes tragic consequences for Kaiser plan members. We sought recourse through California's Department of Managed Health Care and the media only after Kaiser refused to address our concerns. When all available internal channels had been exhausted, including at the bargaining table, we had no choice but to make our concerns public. Subsequently, all our claims have been validated: In 2013, the DMHC affirmed the seriousness and severity of the issues we raised and levied a \$4 million fine against Kaiser — the second largest fine ever issued by the agency — and in February of this year the DMHC affirmed our claims that Kaiser has continued to violate the law despite having had two years to rectify the problems.

Now Kaiser appears to be exacting retribution at the bargaining table. It should come as no surprise to Kaiser leadership that we view Kaiser's effort to deny us retroactive wage increases as a form of retaliation. Kaiser has already given these raises to 100,000 Kaiser employees, effectively rewarding these workers for not raising issues related to patient care and services.

Kaiser's era of saving labor costs by withholding timely psychiatric services is over, and we are proud to have put an end to it.

Ultimately, our actions will do Kaiser a world of good. Even Kaiser executives have admitted that Kaiser has learned a great deal about its mental health services as a result of our actions.

Every organization needs constructive criticism, especially when it is a large profit-making health care corporation that has difficulty converting its tremendous financial success into quality service for its patients. In these cases, workers are the last line of defense for patients. While Kaiser refused to listen to the needs of its patients, we could not. As Kaiser is now forced to increase staffing to provide services in accordance with legal and ethical guidelines, Kaiser may one day be able to claim that it is the leader in mental health care; it cannot make that claim now. We are proud of our efforts to bring about the change that is occurring in Kaiser and we will be prouder still when Kaiser finally fulfills the promise it has made to plan members.

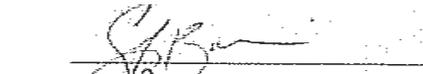
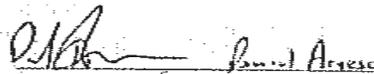
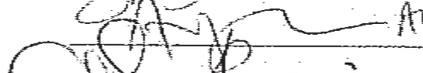
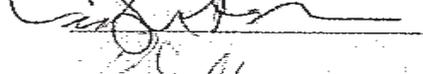
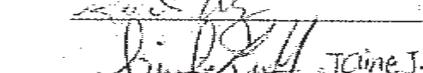
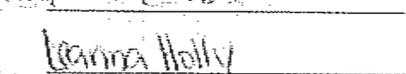
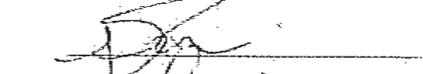
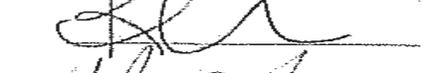
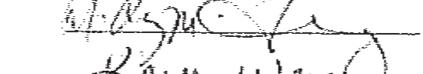
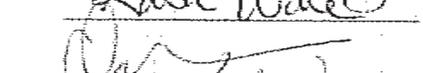
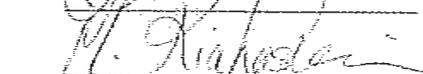
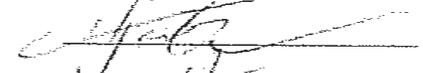
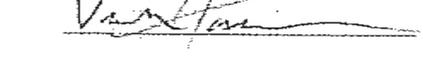
Had Kaiser listened to us years ago, these problems could have been solved without acrimony and public criticism. If Kaiser is to repair its relationship with us, it must present a respectful package at the bargaining table. After four years of fruitless negotiations and after reading countless internal and public messages in which Kaiser discounted our concerns, accused us of lying and abandoning our patients, and claimed to want to partner with us to improve patient care, Kaiser mental health clinicians are understandably mistrustful of the motives of the corporation's leadership. Kaiser's offer at the bargaining table should mirror its partnership rhetoric in the form of a strong wage package and an even stronger patient care proposal that would pave the way for quick ratification of a new contract and demonstrate that Kaiser values its patients and the contribution of its mental health professionals.

Although we are not part of the Psych-Social bargaining unit, Healthcare Professionals find that more and more we are being asked to counsel and even provide classes to plan members who should also be receiving mental health services as part of their medical care. We cannot succeed in what we do if this very important component of care is missing.

At its core, Kaiser Permanente is a service-based organization, and as such we, the frontline caregivers, are the face of Kaiser. From a business standpoint, there is a solid case to be made for ensuring that Kaiser's caregivers provide services with genuine faith, enthusiasm, and buy-in, rather than laboring under a cloud of cynicism and resentment. Kaiser cannot afford to miss yet another opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive healing so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than prolong this era of unproductive acrimony.

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NUHW IBHS, Psych-Social, and Healthcare Professionals Chapters

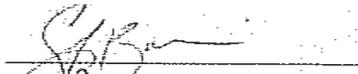
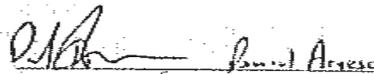
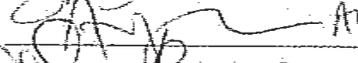
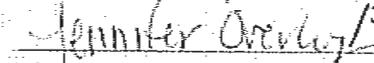
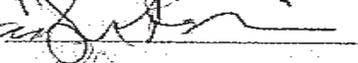
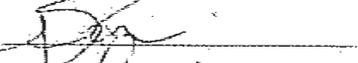
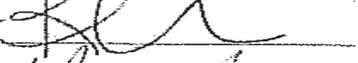
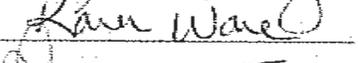
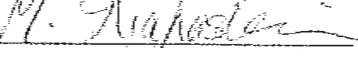
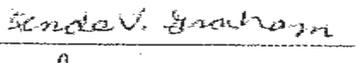
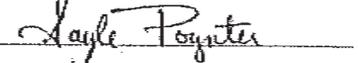
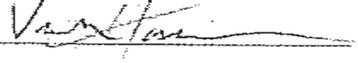
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 Angela		Jennifer Overly ^{Jenn} _{Overly}
	Evelyn Rios-Massin	
	Rosa O. Alvarez	
 Joine J. Yu	 Andrew ^{Andrew} _{Straw}	
	Leanna Holly	
	DIANA MONTONA	
	Sonia Meron	
	Kirstie Giner	
	Marisol Anzures-Fernandez	
Karen Ware	Karen Ware	
	Denise Lee	
M. Kimhashemi	M. Kimhashemi	
Sendee V. Grabuszka	Linda V Grabuszka	
Gayle Poynter	GAYLE POYNTER	
	MARCO ENRIQUEZ	
	Vikki Hoskins	

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At its core, Kaiser Permanente is a service-based organization, and as such we, the frontline caregivers, are the face of Kaiser. From a business standpoint, there is a solid case to be made for ensuring that Kaiser's caregivers provide services with genuine faith, enthusiasm, and buy-in, rather than laboring under a cloud of cynicism and resentment. Kaiser cannot afford to miss yet another opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive healing so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than prolong this era of unproductive acrimony.

Sincerely,

NUHW Stewards, Psych-Social and Healthcare Professionals Chapters

	Steve Baima	
	Angela	
	Evelyn Rios-Massin	
	Rosa O. Alvarez	
	Joine J. Yu	
	Leanna Holly	
	DIANA MUNTOYA	
	Sonia Meron	
	Kirstie Giner	
	Marisol Anzures-Fernandez	
	Karen Ware	
	Denise Lee	
	M. Kimhashemi	
	Linda V. Grabusky	
	GAYLE POYNTER	
	HAROLD ENRIQUEZ	
	Vicki Hoskins	

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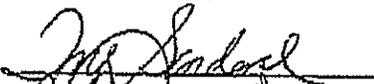
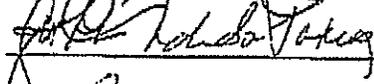
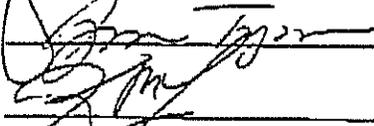
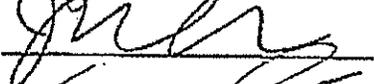
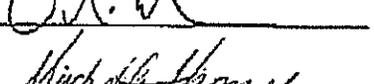
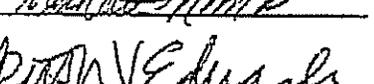
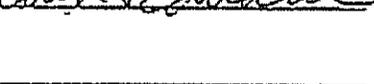
NUHW Psych-Social and Healthcare Professionals

<u>Ken Arkin</u>	<u>KEN ARKIN</u>	<u>NORWALK</u>
<u>Paula B. Firestone</u>	<u>Paula B Firestone</u>	<u>Norwalk</u>
<u>Ann M. Silva</u>	<u>Ann M. Silva</u>	<u>Norwalk</u>
<u>Renee Marquez-Nicholas</u>	<u>Renee Marquez-Nicholas</u>	<u>Norwalk</u>
<u>Nick Fox</u>	<u>Nick Fox</u>	<u>Norwalk</u>
<u>Carinna Kandi Moore</u>	<u>CARINNA KANDE MOORE</u>	<u>NORWALK</u>
<u>Lina Klein</u>	<u>Lina Klein</u>	<u>NORWALK</u>
<u>Elizabeth Kowalski</u>	<u>ELIZABETH KOWALSKI</u>	<u>NORWALK</u>
<u>Iris Rubio</u>	<u>IRIS RUBIO</u>	<u>NORWALK</u>
<u>Melissa Kaswan</u>	<u>Melissa Kaswan</u>	<u>Norwalk</u>
<u>Chris Anderson</u>	<u>Chris Anderson</u>	<u>Norwalk</u>
<u>Ana M. Salazar</u>	<u>Ana M. Salazar</u>	<u>Norwalk</u>
<u>Deisy Rengel</u>	<u>Deisy Rengel</u>	<u>Norwalk</u>
<u>Alyssa M. Saavedra Jones</u>	<u>Alyssa M. Saavedra Jones</u>	<u>Norwalk</u>
<u>Karen Cavazos</u>	<u>Karen Cavazos</u>	<u>Norwalk</u>
<u>Ang Lee</u>	<u>Ang Lee</u>	<u>Norwalk</u>
<u>MARLY STAFISKY</u>	<u>MARLY STAFISKY</u>	<u>Norwalk</u>

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

	Inez Sundvart	
	Stephanie Machala (?)	
	Gwen Tyson	
	Kris McLucas	
	Nazania Dufferin	
		
		
	Kathryn Jato Song (?)	
	Orli Lohav (?)	
	Mischelle Thomas	
	Ruth Edwards	

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KPC WATTS

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

~~Deborah Silverman~~
~~Deborah Silverman, LCSW~~

FAYE I. MARDELL

~~Faye I. MardeLL, LCSW~~

JOSEPH R. ACKERMAN, LCSW

~~Joseph Ackerman, LCSW~~

Teresse Roberts

~~Teresse Roberts, LCSW~~

Lynn Rosenberg

~~Lynn Rosenberg, LCSW~~

CHRISTINA WOOD

~~Christina Wood~~

BRIDGET WILCOX

~~Bridget Wilcox~~

Mya Painter

~~Mya Painter, LMFT~~

~~Alex Wilner~~

~~Alex Wilner, PhD~~

Nancy G. Brown

~~Nancy G. Brown, MDC/MS~~

Natasha Elliott

~~Natasha Elliott~~



TO: DAVID MARCON

FROM:

Elizabeth White
Watevidal

School of Social Work
<http://classuiowa.edu/socialwork/>

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NUHW Psych-Social and Healthcare Professionals

James P. Brosius PhD
Laura L. Brosius PhD

~~Paul C. Rhodes LCSW~~ LIMOR DAGAN, MHA

~~Brett C. Rhodes LCSW~~ J. S. [unclear]

~~K. Gascho~~ Laina Marcus LMFPT

Lisa K. Gascho Jan Mucina

~~Erika K. [unclear]~~ Margarita Navar

Erika Krueger-Santos

Joi Zeln LCSW Marilyn Stern Granby

Lori Zeln LCSW Marilyn Stern Granby

~~Kim Kmetz~~ Dennis James Pfanner

Kim KMETZ Dennis James Pfanner

Marlene der Sarkissian Diane Kostant

Marlene der Sarkissian Diane Kostant

~~Rosa S.~~ Janette [unclear]

Rosa Singer Talate Lore

S. Michelle Morris Sharwa Bennett

Susan Michelle Morris Sharwa Bennett

~~Pamela Reynolds~~

Pamela Reynolds

FAX from ...

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NUHW Psych-Social and Healthcare Professionals

Richard T Meeks

Richard T. Meeks, Steward

Margie Rojas

Margie Rojas

Monica Garcia

Monica Garcia

M. Sanchez-Moore

Marysabel Sanchez-Moore

Lisa Kappaz

Lisa Kappaz

Deb. DeCordova

Deb. DeCordova

Karla Grgas

Karla Grgas

Joseph Lu

Joseph Lu

Laura Barragan

Laura Barragan

Nicole Pertuise

Nicole Pertuise

10 out of 11 or 90%

(10)

(818) 241-0141

KPC PC BHC2
SANTA CLARITA

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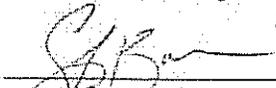
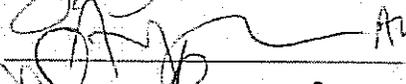
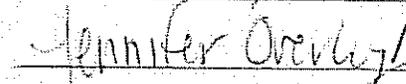
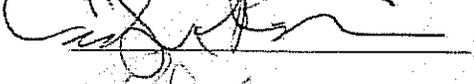
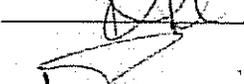
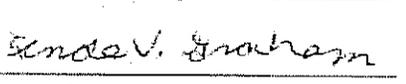
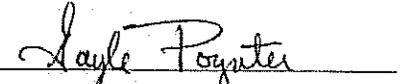
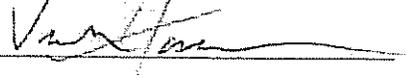
NUHW Psych-Social and Healthcare Professionals

Kent L. Coleman PhD Kent L. Coleman PhD
Vanessa F. Lay, LCSW Vanessa F. Lay, LCSW
Pam Chapman LMFT Pam Chapman LMFT
Tom Letiginchuk Tom Letiginchuk
Susan Penkwoke LMFT Susan Penkwoke LMFT
Kevin Lower LMFT KEVIN LOWER, LMFT
Lisa Klein, MA, LMFT Lisa Klein, MA, LMFT
Danielle Green LMFT Danielle Green LMFT
West Ventura County

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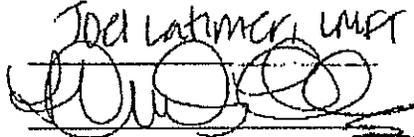
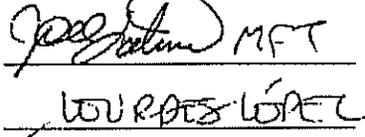
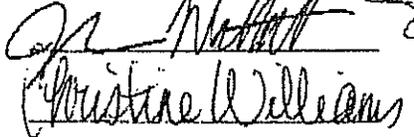
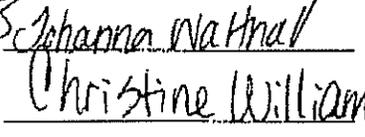
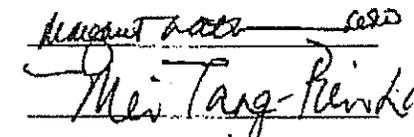
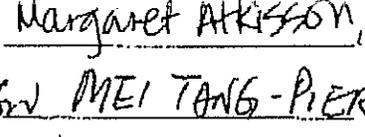
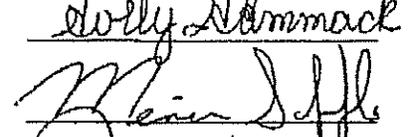
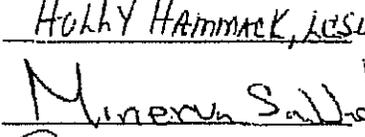
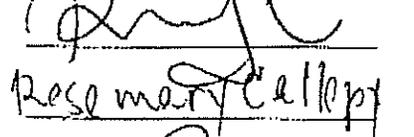
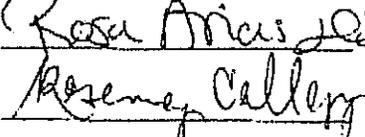
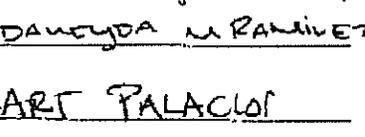
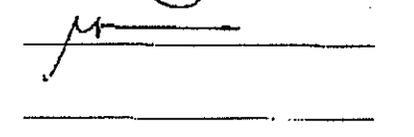
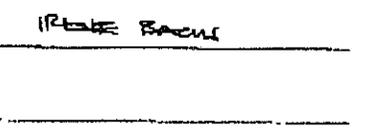
NUHW Psych-Social and Healthcare Professionals

	Steve BAIMA		Daniel Arreola
	Angela		Jennifer Overly
	EVELYN RIOS-MASSIN		
	Rosa O. ALVAREZ		
	Jaime J. Y		Andrew B
	Leanna Holly		
	DIANA MONTOYA		
	Sonia Herrera		
	Kirstie Giner		
	Marisol Ariza-Fernandez		
	Karen Ware		
	Denise Lee		
	M. Kialashemi		
	Linda V. Graham		
	GAYLE POYNTER		
	HAROLD ENRIQUEZ		
	Vicki Hopkins		

At its core, Kaiser Permanente is a service-based organization, and as such we, the frontline caregivers, are the face of Kaiser. From a business standpoint, there is a solid case to be made for ensuring that Kaiser's caregivers provide services with genuine faith, enthusiasm, and buy-in, rather than laboring under a cloud of cynicism and resentment. Kaiser cannot afford to miss yet another opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive healing so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than prolong this era of unproductive acrimony.

Sincerely,

NUHW Psych-Social and Healthcare Professionals

	Joe Latimer, LMFT		Lourdes Lopez, MFT
	Johanna Nathaniel		Christine Williams, LCSW
	Margaret Atkisson, LCSW		MEI TANG-PIERI
	Holly Hammack, LCSW		Minerva Saldana, LCSW
	Rosa Arias, LCSW		Rosemary Callego, MFT
	DANEYDA M RAMIREZ, LMFT		ARI PALACIOS, LCSW
	IRENE BACUS		RN

13

FAXED

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Kent L. Coleman PhD Kent L. Coleman PhD

Vanessa F. Jay Vanessa F. Jay, LCSW

Pam Chapman Pam Chapman LMFT

Tom Letynchuk Tom Letynchuk

Susan Pembroke Susan Pembroke LMFT

Kevin Lower LMFT KEVIN LOWER, LMFT

Lisa Klein LMFT Lisa Klein, MA, LMFT

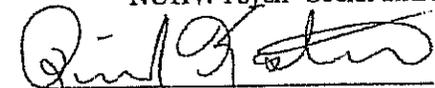
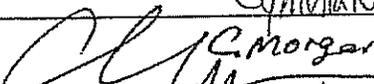
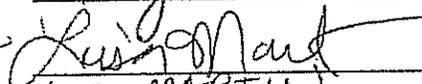
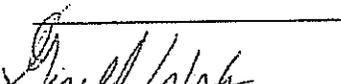
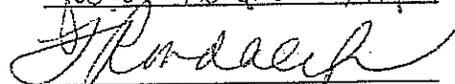
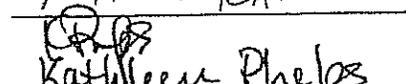
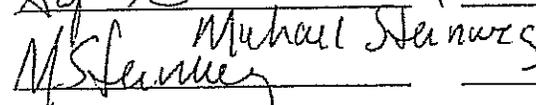
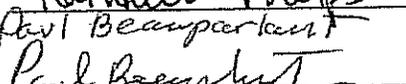
Danielle Green LMFT Danielle Green LMFT

West Ventura County

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NUHW Psych-Social and Healthcare Professionals

	^{Kara C. Nimchuk-Cook} Kara Cook
Richard Kastanias	
Michele Resnick	^{Cynthia Nutt} Cynthia Nutt
Nichele Resnick	
LORI BAXTER	MARY NEWMAN Mary Newman
	
	LISA MARTIN
Kelly Heimer	
Niamh Macin	Kristle Chadey
^{Julia Tirpak} Julia Tirpak	Niamh Macin
	Maria Perlman Maria Perlman
LINDA RANDAU	
	^{Sofia Garcia} Sofia Garcia
^{Paul Beaupre} Paul Beaupre	
	Michael Steinberg
Mara Davidoff	
	
Amber Mounce	

22

SD BOSTON A BMC

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Sincerely,

NUIW Psych-Social and Healthcare Professionals

Jan Tore

Chunichi Myaya

Tate Warrick

Debra [unclear]

Palmer

Gabriel Herrera

Joy
Trinidad

Kathryn [unclear]

Bill

David [unclear]

S. Kelly

M. [unclear]

David Lloyd

Tamara Greene

APR Esquivel

Monte [unclear]

Shirley Newing

HCP Disticians

4/1/15
JC

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Joyana Juma MS, RD, CNSC

Lucy P. [unclear] RD

Erin Hopkins, RD

[unclear] RD

[unclear] RD

Patricia Corbin, PhD, CNSC

[unclear] RD, CNSC

Baronette [unclear] RD, CNSC

Although we are not part of the Psych-Social bargaining unit, Healthcare Professionals find that more and more we are being asked to counsel and even provide classes to plan members who should also be receiving mental health services as part of their medical care. We cannot succeed in what we do if this very important component of care is missing.

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Sincerely,

NUHW Stewards, Psych-Social and Healthcare Professionals Chapters

Andrea Bortnik
Andrea Bortnik

Michelle Peterson

Michelle Peterson
Guillermo Ortega Jr

Guillermo Ortega Jr

Guillermo Ortega Jr

Jennifer Chang

Victor Ruiz

Victor Ruiz

Michael Sauer

Michael Sauer

Kimberly Ward

Kimberly Ward

Erma Jaime

Erma Jaime

Jesse McComill

Jesse McComill

Sandy Lu

Carolina Woolmore

Carolina Woolmore

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Carol Knieff-Wishnek

Carol Knieff-Wishnek

MARTI BATCHELDER

Marti Batchelder

John Batchelder

John Batchelder

Janice Brookes

Janice Brookes

Jennifer James

Jennifer James

Fay Messian

Fay Messian

Aimee Sevare

Aimee Sevare

NATALIE FRANK

Natalie Frank

Yvette Agunayo

Yvette Agunayo

Michael Pomeroy

Michael Pomeroy

Elena Washburn

Elena Washburn

Melissa Miller

Melissa Miller

Core Care SW

4/11/15
AL

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Victoria Grinnell

Victoria Grinnell

Rob Maben

Heather Matovu

Laura Imthurn

Laura Imthurn

Sybil Cimicata

Sybil Cimicata

Mary Ingalls

Mary Ingalls

Linda Ribner

Linda Ribner

Ruth Dahl

Ruth Dahl

Maria Delgadillo

Maria Delgadillo

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

<u>Carole O'Leary LCSW</u>	<u>CAEL ANANDA</u>	_____
<u>Fe Ben Odeon, MFT</u>	<u>RUBEN BIVENDO</u>	_____
<u>DEAN (LCSW)</u>	_____	_____
<u>DEAN (LCSW)</u>	_____	_____
<u>L.L.</u>	_____	_____
<u>ly LCSW</u>	_____	_____
<u>San B. Lopez LMFT</u>	_____	_____
<u>MRC</u>	_____	_____
<u>W.S.</u>	_____	_____
<u>Jim</u>	_____	_____
<u>A. Hishikesan</u>	<u>ANITA HRISHIKESAN</u>	_____
<u>C.G.</u>	_____	_____
<u>Vere Powell</u>	_____	_____
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Sincerely,

NUHW Psych-Social and Healthcare Professionals

~~Murrian Nantz~~
~~M. Nantz~~
~~Ruth Arrevalo~~
~~Cheryl Allen~~
Teresa Behard
~~Lynnda~~
~~M. E. B.~~
Mansel Baragan
~~Lucy Sanchez~~
RAIG LAUDRY
Dinesha Crooks
D. Crooks

Teralyn Gabriel
~~Jessie Bell~~
Lafeta Ferguson
~~[Signature]~~
Lyn Mura
POSTN
Calp [Signature]
Dyanika Lane

Julie Ziegler
~~Julie Ziegler~~
Blanca Nazaret
~~Blanca Nazaret~~
Lisette Alvarez
Jesse C. Vial

14

SB Soc M 513

At its core, Kaiser Permanente is a service-based organization, and as such we, the frontline caregivers, are the face of Kaiser. From a business standpoint, there is a solid case to be made for ensuring that Kaiser's caregivers provide services with genuine faith, enthusiasm, and buy-in, rather than laboring under a cloud of cynicism and resentment. Kaiser cannot afford to miss yet another opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive healing so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than prolong this era of unproductive acrimony.

Sincerely,

NUHW Psych-Social and Healthcare Professionals

TINA EUBANKS, MFT

Tina Eubanks

Michele L. Cyr, LCSW

Michele Cyr

Isaac Carrion, LMFT

Isaac Carrion

Mark Cisneros

Mark Cisneros

Georgina Hernandez

Georgina Hernandez

Jane Leo, LCSW

Jane Leo

Yochitl Raza, LCSW

Yochitl Raza

John Cyr, MFT

John Cyr

Patricia Estrada

Patricia Estrada

Efren Zepeda

Efren Zepeda

Sandra Solari

Sandra Solari

Estela Polo-Jacobson

Estela Polo-Jacobson

Adam Lizas

Adam Lizas

Josephine Ogawa, MFT

Josephine Ogawa

Wendy Sullivan

Wendy Sullivan

Caitlyn Hernandez

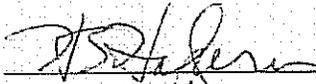
Caitlyn Hernandez

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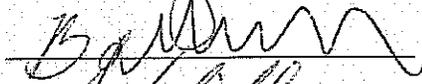
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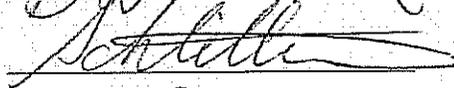
Harris S. Halpern



Barbara Bailey



Doug Schlittner



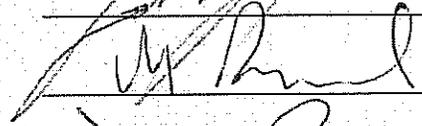
SAYAKA KAWASE



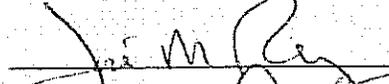
John Raphael



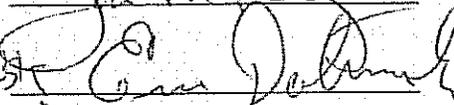
Amanda Rosenthal



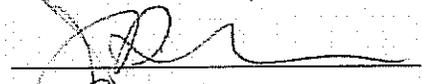
José M. Rey



ERIC DABRIST



Jill Dorn



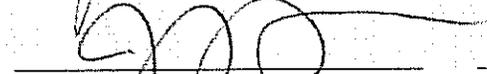
Nydia Stockbayer



Paul Stevens



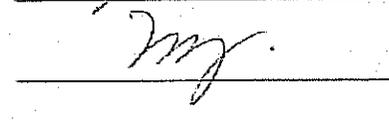
Jennifer Slutt



Janet Bryan



Marissa Boney



From: Turusew Wilson turusew@hotmail.com
Subject: Signatures Fontana Health Education
Date: April 9, 2015 at 10:20 PM
To: david mallon(nuhw) dmallon@nuhw.org



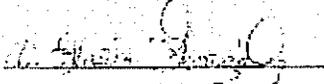
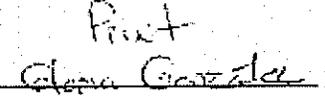
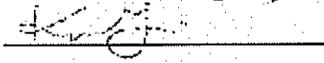
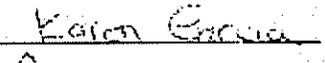
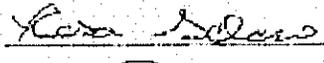
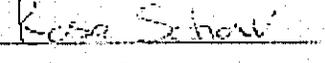
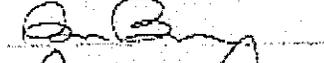
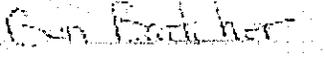
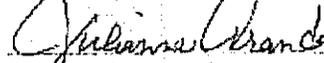
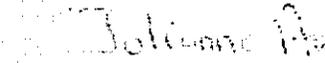
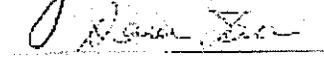
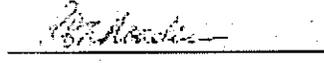
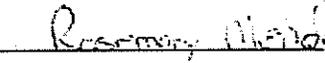
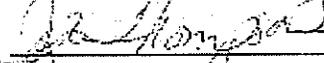
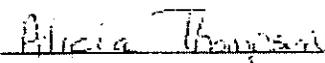
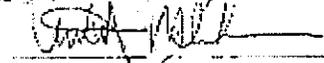
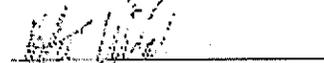
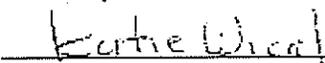
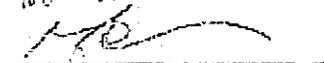
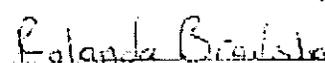
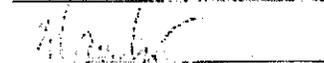
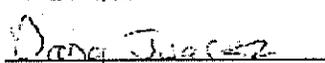
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Sincerely,

NUHW Stewards, Psych-Social and Healthcare Professionals Chapters

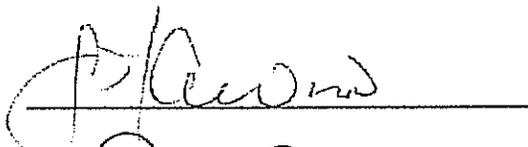
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mental health workers. It is time for comprehensive healing so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than prolong this era of unproductive acrimony.

NAME

SIGNATURE

Poloma Tan



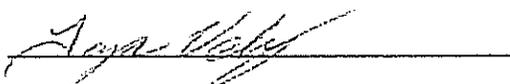
Sara Rotger



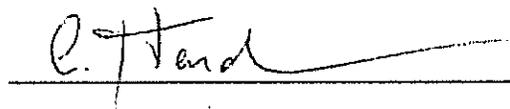
Diana Little



Tanya Veloz



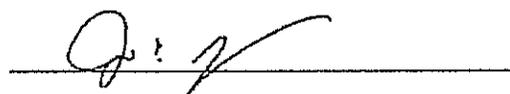
Cressida Henderson



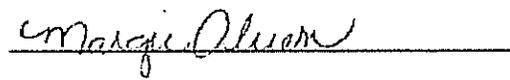
Sabrina Garson



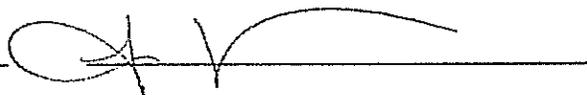
Junko Shiyeno



Margie Olvera



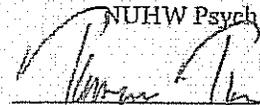
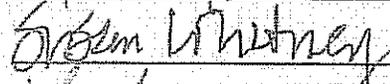
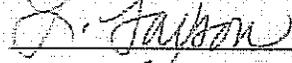
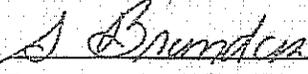
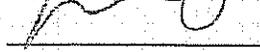
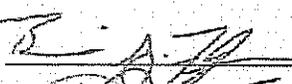
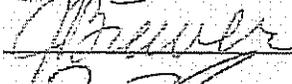
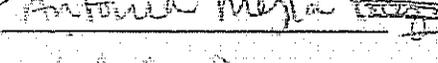
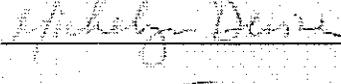
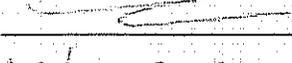
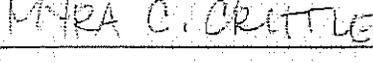
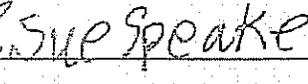
JENIA VERMA



At its core, Kaiser Permanente is a service-based organization, and as such we, the frontline caregivers, are the face of Kaiser. From a business standpoint, there is a solid case to be made for ensuring that Kaiser's caregivers provide services with genuine faith, enthusiasm, and buy-in, rather than laboring under a cloud of cynicism and resentment. Kaiser cannot afford to miss yet another opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive healing so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than prolong this era of unproductive acrimony.

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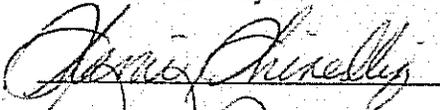
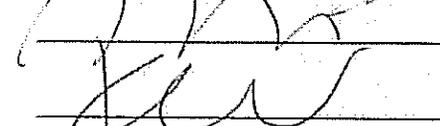
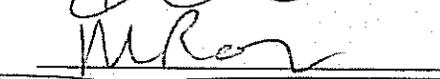
NUHW Psych-Social and Healthcare Professionals

	Tamara Turner	
	Susan Whitney	
	Leslie Laxson	
	Sharon Brandon	
	Robin Bunyan	
	Parven Gill	
	Brian A. Flynn	
	JEFFREY S. BRYANT	
	Jody Brewer	
	Rudy Howland	
	Antonia Mejia	
	Micheline Devine	
	Lorena Rizo	
	MIRA C. CRITTE	
	R. Sue Speake	

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Sharonie Sindling
Susan Amici
Linda Chiqui
Margo Rose

909-229-8121
951
909-850-6495
909-427-2518
909 427 5191
909 427-5191

Nancy V Morales
Nancy Barnes

Nancy V Morales
Carey Soares

909-427-5187
909-427-3406


Nancy Amici

Evelyn Orillana
Nancy Amici

951-454-1509
909 908 0992

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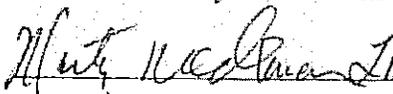
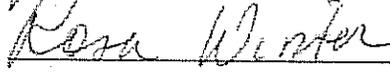
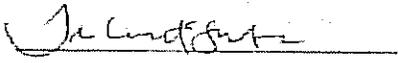
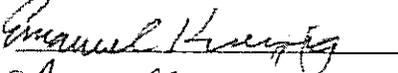
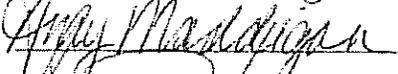
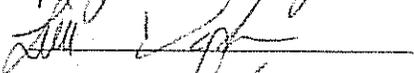
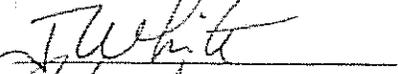
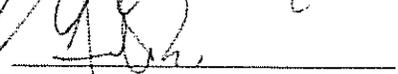
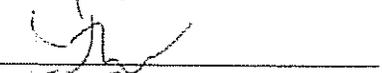
NUHW Psych-Social and Healthcare Professionals

<u>Robert Oppenheimer, LCSW</u>	_____	_____
<u>Robert Oppenheimer</u>	<u>Oscar Armando</u>	_____
<u>Rachel Levensky, LCSW</u>	<u>Rachel Levensky</u>	_____
<u>Al L., LCSW</u>	<u>Jessica Law</u>	_____
<u>Am W., MSW, PsyD</u>	<u>Amber Walser</u>	_____
<u>Janet Goldstein-Ball, LMFT</u>	<u>Janet Goldstein-Ball</u>	_____
<u>Steve Simon, LCSW</u>	<u>Steve Simon</u>	_____
<u>Shawna Rafferty Schatz, LCSW</u>	_____	_____
<u>Sandra Quezada, LCSW</u>	<u>Sandra Quezada</u>	_____
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Sincerely,

NUHW Psych-Social and Healthcare Professionals

	MARTY NEEDLEMAN	LMFT
	Mercedes Cervantes	LMFT
	Rosa I Winter	LCSW
	Jennifer Larratt-Smith	LCSW
	EMANUEL KUEWZIG	RN
	Amy Maddigan	LCSW
	Luis DeLeon	LMFT
	James F. White	MFT
	Jennifer Gregus	MFT
	Fernando Rios	MFT
	Linda J Wesley	LCSW
	Ellen Gramawa	LCSW
	Randy Kerr	LMFT

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Print Name	Sign Name
Melissa Hawthorne-Campos	M Campos
Ellen Guice	Ellen Guice
John Rego	John Rego
Ann Ahumada	Ann Ahumada
Jessica Palmer	Jessica Palmer
Mark Kennedy	Mark Kennedy
Sarah Eberst	Sarah Eberst
Marc Greenfield	Marc Greenfield
John Roberts	John Roberts
Christine Pemberton	Christine Pemberton LCSW
William M Katkov	William M Katkov
Cara Husty	Cara Husty
Michelle LaScala	Michelle LaScala MD
Jonathan Ortiz	Jonathan Ortiz
Laura Todd	Laura Todd
MEH 1101 = 117 on Jon	MEH 1101 = 117 on Jon

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NUHW Psych-Social and Healthcare Professionals :

PRINT :

SIGN

- | | | | |
|----|------------------------------|------------------------------|---|
| 1 | <u>Jim Clifford</u> | <u>[Signature]</u> | 18) <u>GRACE CALUYA</u>
<u>[Signature]</u> |
| 2 | <u>Layla Davis</u> | <u>Layla Davis</u> | 19) <u>Tara McGrath</u>
<u>[Signature]</u> |
| 3 | <u>Judith Littahn</u> | <u>Judith Littahn</u> | 20) <u>Kathleen Carroll</u> |
| 4 | <u>Jacob Skelly</u> | <u>[Signature]</u> | 21) <u>Blake Zimmert</u> |
| 5 | <u>MARTIN BARDSON</u> | <u>M. Bardson</u> | 22) <u>Osiris Lin</u> |
| 6 | <u>DIGNA NORBERTE</u> | <u>[Signature]</u> | 23) <u>Olga Talamantez</u> |
| 7 | <u>Yvonne Bertle</u> | <u>Yvonne Bertle</u> | 24) <u>Lorna Manalili</u> |
| 8 | <u>CAROL BESSON</u> | <u>Carol Besson</u> | 25) <u>Stuart Tamaka</u> |
| 9 | <u>Juan-Carlos Ruiz</u> | <u>Juan Carlos Ruiz</u> | 26) <u>[Signature]</u>
(MRT MARSH?) |
| 10 | <u>Armida Valencia</u> | <u>Armida Valb</u> | 27) <u>[Signature]</u>
(catalanado/16) |
| 11 | <u>Paula Beede</u> | <u>Paula Beede</u> | |
| 12 | <u>Gloria Chavez</u> | <u>[Signature]</u> | |
| 13 | <u>JANE GARLAND</u> | <u>Jane Garland</u> | |
| 14 | <u>Abigail Gonzalez</u> | <u>Abigail Gonzalez</u> | |
| 15 | <u>[Signature]</u> | <u>Eva Batista</u> | |
| 16 | <u>[Signature]</u> | <u>[Signature]</u> | |
| 17 | <u>Nanci Williams Newell</u> | <u>Nanci Williams Newell</u> | |

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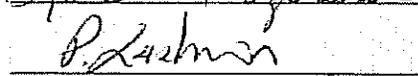
Sincerely,

NUHW Psych-Social and Healthcare Professionals

Lois M. Vazirani



PRAVINA LADWA



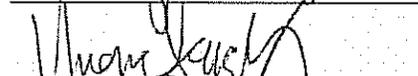
Latria Mitchell



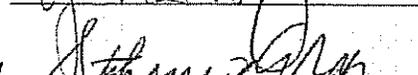
Jennifer Shutt



Yvonne Smiley



Stephanie Nakayama



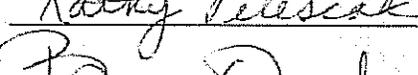
HUGO PASTORE



Kathy Pelescak



Breera Quezada



Jennifer Sung



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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Ronna Spiegel LCSW

Ronna Spiegel

Yam Yam

Tahin Murrain

Adrienne Davyan

Jane Lee

[Signature]

Melinda Hong

[Signature]

[Signature]

[Signature]

Patrice Tard

[Signature]

Deborah Wong

[Signature]

Zaphiel

T. RABINER

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NUHW Psych-Social and Healthcare Professionals

<u>Lynnette Kittvell, LCSW</u>	<u>Lynnette Kittvell, LCSW</u>	<u>Riverside Hospice</u>
<u>Jared Barcena, MEd</u>	<u>Jared Barcena, MEd</u>	<u>Fontana Hospice</u>
<u>Mary Akstin, LCSW</u>	<u>Mary Akstin, LCSW</u>	<u>Fontana Hospice</u>
<u>Rosie Nuñez, LCSW</u>	_____	<u>Downey, Orchard Psy</u>
<u>Daniel Arreola, LMFT</u>	_____	<u>EMO/OC</u>
<u>Elaine Duvall, LCSW</u>	<u>Elaine Duvall, LCSW</u>	<u>Baldwin Park, R. Nat</u>
<u>Mary Scibeling, LCSW</u>	<u>Mary Scibeling, LCSW</u>	<u>Riverside, Psych</u>
<u>Jane McCl-Noble, LCSW</u>	<u>Jane McCl-Noble, LCSW</u>	<u>OC Hospice</u>

_____	_____	_____
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<u>C. Rodrigo</u> CHRIS RODRIGO	<u>April Rankin</u> APRIL L RANKIN	<u>Adrienne DeHaas</u> Adrienne DeHaas
<u>Gayle Sorensen</u> Gayle Sorensen	<u>Ross B. McCloud</u> Ross B. McCloud	<u>Urania Acevedo</u> Urania Acevedo
<u>Paul Gonsier</u> Paul Gonsier	<u>Jan B. Martin</u> Jan B. Martin	<u>Cassandra Elter</u> CASSANDRA ELTER
<u>Todd Flynn</u> TODD FLYNN	<u>Victoria Delgado</u> Victoria Delgado	<u>Julie Siegel-Turner</u> Julie Siegel-Turner
<u>Maria Seibering</u> Maria Seibering	<u>Terry Factor</u> Terry Factor	
<u>Kristen Lennon</u> KRISTEN LENNON	<u>Natasha Hernandez</u> NATASHA HERNANDEZ	
<u>Terry J Gerlach</u> Terry J Gerlach	<u>Beverly Roman</u> Beverly Roman	
<u>Susan S. Sobelman</u> Susan S. Sobelman	<u>Wendy Kramer RN</u> Wendy Kramer RN	
<u>Trevor Ager</u> Trevor Ager	<u>Michelle Ramirez RN</u> Michelle Ramirez RN	
<u>Yvette Pope</u> Yvette Pope		

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NUHW Psych-Social and Healthcare Professionals

<i>Don Gallo</i>	<i>Holly E. Hamlett</i>	<i>Fortune Atri</i>
DON GALLO	Holly E. Hamlett	Fortune Atri
<i>Frank Barco</i>	ALGERETTA STANTON	
<i>Nanette Flynn</i>	<i>Algeretta Stanton</i>	
Nanette Flynn		
<i>Bob Bel</i>	<i>Cristina Torres</i>	
Bob Bel	Cristina Torres	
<i>Rob Buckland</i>	<i>Andra Valdivia</i>	
Rob Buckland	Andra Valdivia	
<i>Paul Surace</i>	<i>Dando Cervantes</i>	
PAUL SURACE	Dando Cervantes	
<i>Patrice Robins</i>	<i>Gail Goldman</i>	
Patrice Robins	GAIL GOLDMAN	
<i>Patrice Robins</i>	<i>Bahar Yaghoobian</i>	
<i>Douglas Young</i>	<i>Daya Koppaz</i>	
DOUGLAS YOUNG	Daya Koppaz	
<i>Helen Klein</i>	<i>Helaine M Thellu</i>	
Helen Klein	Helaine M Thellu	
<i>Jassy Sathi</i>	<i>Mary Claire Frank</i>	
<i>Danille Jones</i>	<i>Danille Jones</i>	
Danille Jones	Danille Jones	

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Kristeen Elrod
KE

Mara Rashal, LCSW Mara Rashal
Kaan Center, LCSW

[Signature]

[Signature]

[Signature]

Fainoush Aramian, LMFT

Jillian Horvath

Melissa Lowry

Melissa Lowry

Sergio Lina

Kenneth Siers

[Signature] Kenneth Siers

Sally Hackley

[Signature] Sally J. Hackley

ABBIE HORTON

[Signature] Abbie Horton

[Signature]

[Signature]

Barbara L. Ramsey

Barbara L. Ramsey

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Sincerely,

NUHW Psych-Social and Healthcare Professionals San Bernardino Psychiatry

Lynette McDonald

Lynette McDonald

Guillermo Villegas

Guillermo Villegas

Danielle McClain-Parks

Danielle McClain-Parks

Sal Chavez

Sal Chavez

Veronica Loera

Veronica Loera

Phyllis A. Norieka

Phyllis A. Norieka

Janet Del Real

Janet Del Real

Christine Smith

Christine Smith

Judith Willhide James

Judith Willhide James

Michelle Levin

Michelle Levin

Marjorie Bown

Marjorie Bown

Kimberley Helzer

Kimberley Helzer

Renata Herrell

Renata Herrell

CARL IRBY

CARL IRBY

Adam Goert

Adam Goert

Milagros Victoria Viterbo

Milagros Victoria Viterbo

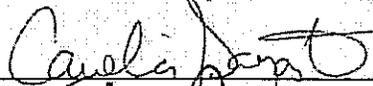
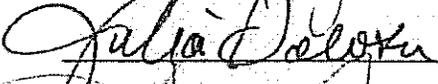
Leanne Graff, LCSW

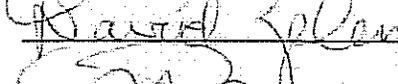
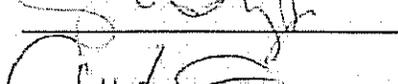
Leanne Graff, LCSW

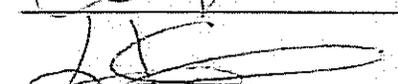
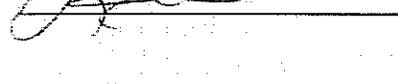
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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Carolina Sagastume
Julia SADORIS
Stacy McCall-Martin
David Zelen
Cheryl Dritz
Anastacio Ceua
Carlos Lopez
Laura Kroll

Norwalk
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Norwalk

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NUHW Psych-Social and Healthcare Professionals

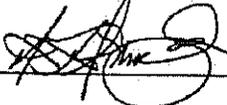
VISTA MOB 3/15 People

- | | | |
|---|---------------------------------|------------------------------|
| <u>Thridandam, LCSW</u> | <u>Galga Wilborg</u> | <u>19 Eve Marie Moltzen</u> |
| <u>BHARATHY THRIDANDAM, LCSW</u> | <u>6ALYA WILBORG</u> | <u>Eve Marie Moltzen</u> |
| <u>Terry O Duffield, LMT</u> | <u>11 Karin Pirets-Bridgham</u> | <u>20 Maritza Diaz</u> |
| <u>TERRY O DUFFIELD</u> | <u>Karin Pirets-Bridgham</u> | <u>Maritza Diaz</u> |
| <u>Stacy Starr, MEd</u> | <u>12 Jennifer Holland</u> | <u>21 Lynn Cary, MEd</u> |
| <u>STACY STARR</u> | <u>Jennifer Holland</u> | <u>LYNN CARY, MEd</u> |
| <u>Rachel Davis, MEd</u> | <u>13 Julia Mellusi</u> | <u>22 Deborah Robbins</u> |
| <u>RACHEL DAVIS, MEd</u> | <u>Julia Mellusi</u> | <u>Deborah Robbins</u> |
| <u>Michelle Fogle</u> | <u>14 KM Lathrop RN</u> | <u>23 Michelle Naidenoff</u> |
| <u>Michelle Fogle</u> | <u>KM Lathrop RN</u> | <u>Michelle Naidenoff</u> |
| <u>Robin Saks, LCSW</u> | <u>15 D.A. BEKEZA</u> | <u>24 JOSH COARCIA</u> |
| <u>Robin Saks, LCSW</u> | <u>D.A. BEKEZA</u> | <u>JOSH COARCIA</u> |
| <u>Dr. Aman, PhD</u> | <u>16 SANDY WRIGHT-CAGLE</u> | <u>25</u> |
| <u>Dr. Aman, PhD</u> | <u>Sandy-Wright-Cagle</u> | <u>25</u> |
| <u>Marcia Weinstock, MEd</u> | <u>17 Katherine J. Freeman</u> | <u>26</u> |
| <u>Marcia Weinstock, MEd</u> | <u>Katherine Freeman</u> | <u>26</u> |
| <u>Sandra E. Jacobs</u> | <u>18 Maria Palomo</u> | <u>27</u> |
| <u>Sandra E. JACOBS</u> | <u>Maria Palomo</u> | <u>27</u> |

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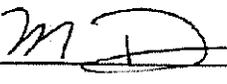
NUHW Psych-Social and Healthcare Professionals

 MARK LAND-ARIZUMI

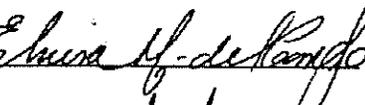
MARK LAND-ARIZUMI

 CLAUDIA DOMINGUEZ

CLAUDIA DOMINGUEZ

 MATT JALENCIC, RN

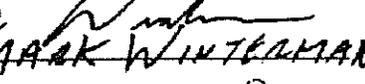
MATT JALENCIC, RN

 Elvira Martin del Campo

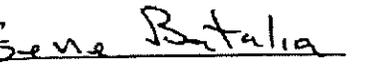
Elvira Martin del Campo

 Carla M

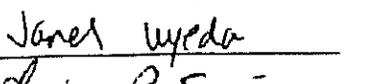
Carla M

 MARK WINTERMAN

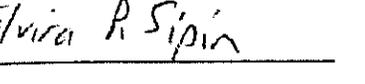
MARK WINTERMAN

 Gene Butalia

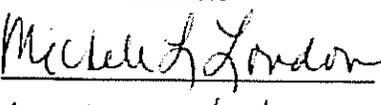
Gene Butalia

 Janet Uyeda

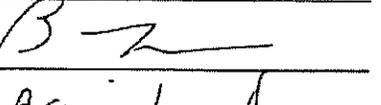
Janet Uyeda

 Elvira R Sipin

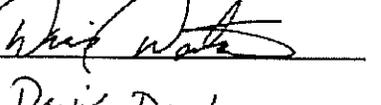
Elvira R Sipin

 Michele L London

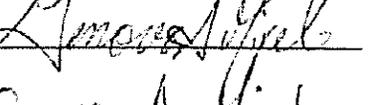
Michele L London

 Brian Landau

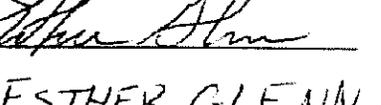
Brian Landau

 Davis Denton

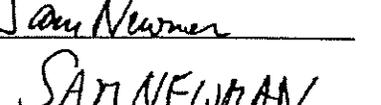
Davis Denton

 Genoveva A Hircos

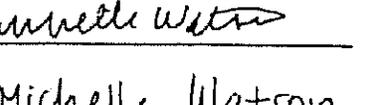
Genoveva A Hircos

 ESTHER GLENN

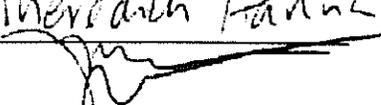
ESTHER GLENN

 SAM NEWMAN

SAM NEWMAN

 Michelle Watson

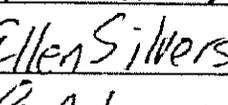
Michelle Watson

 Meredith Hann

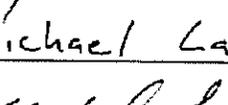
Meredith Hann

 Melanie A Ross

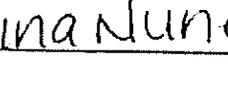
Melanie A Ross

 Ellen Silverstein

Ellen Silverstein

 Michael LaVoy

Michael LaVoy

 Tina Nunez

Tina Nunez

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

- ① Molly Hillis ⁽¹¹⁾ Strand, LCSW → Imelda Strand, LCSW
Wendy Miller
- 2 Dale Aronstad, LCSW
- 3 Debra
- 4 Mindy Gupachi
- 5 Johnson Murray
- 6 Peter Brewer-Napolitano
- 7 Brenda Turner Bl Almaraz
- 8 E. Lee Shirley ^{Liaison} E. Zeng
- 9 Lisamarie Shelton Shelton
- 10 Audrey Green

(11)

KPC FOW CDLP

proposal that would pave the way for quick ratification of a new contract and demonstrate that Kaiser values its patients and the contribution of its mental health professionals.

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

① Karen Oman, LCSW
Karen Oman, LCSW

② Derrick Lum, LCSW
Derrick Lum, LCSW

③ Elba E. Olmedo, MSW
Elba E. Olmedo, MSW

④ Edward Cordero, CCSW
Edward Cordero, CCSW

⑤ Cynthia Flores, MSW
Cynthia Flores, MSW

⑥ Dora Medina, BSW
Dora Medina, BSW

Aida Yvette Pelayo, BSW

⑦ Yvette Pelayo, BSW
Yvette Pelayo, BSW

Original to be sent by US Mail

Karen Oman

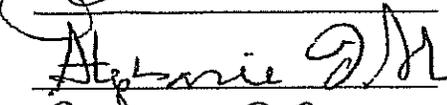
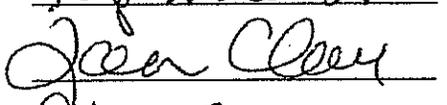
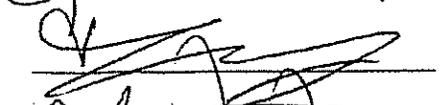
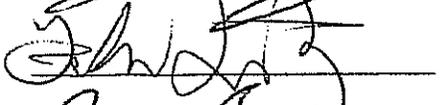
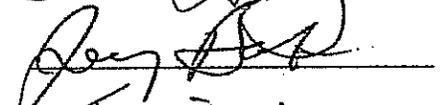
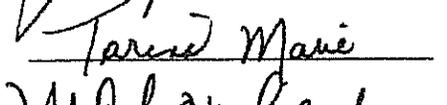
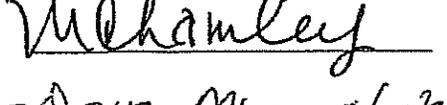
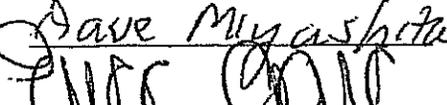
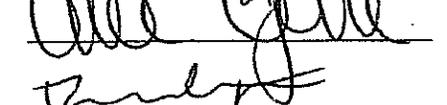
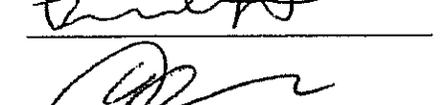
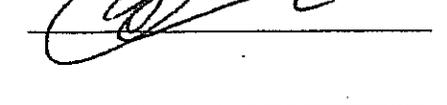
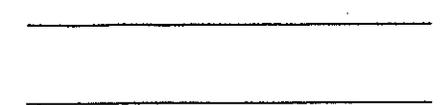
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KPC DOW AH-HS-FAC

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

	ALISE SOCHACZEWSKI
	JUSTINA TAMM
	EUGENIA TREVES
	CHARLOTTE PASILLAS
	STEPHANIE T. SILVA
	LAURA CLEERE
	DAVID PRESBY
	FREDA LUTZ
	JERRY BARBA
	TARINA MARIE
	MELINDA CHAMBER
	DAVE MIYASHITA
	ERICA JARA
	DAVID PYOR
	ABIGAIL FISCHEL

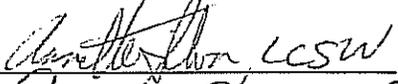
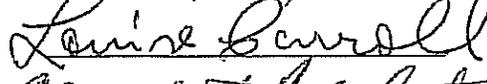
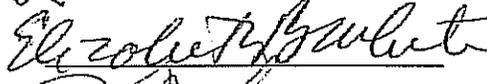
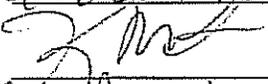
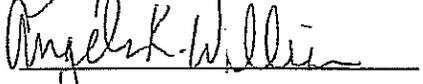
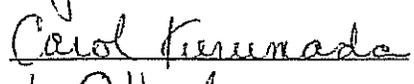
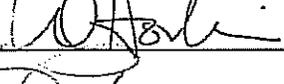
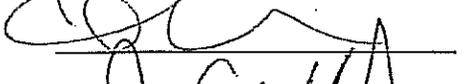
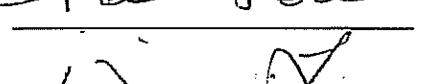
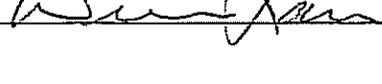
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KPC DOW ORC BHC

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

	ANNETTE SILVA	_____
	LOUISE CARROLL	_____
	Elizabeth White	_____
	Kristopher McClucas	_____
	Angela K. Williams	_____
	CAROL KIKUMADA	_____
	Victoria Hoskins	_____
	Teresita SOTO	_____
	Jim Clifford	_____
	Michael Steinweg	_____
	Pam Rood	_____
	Winnie Lam	_____
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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Linda K. ...
Norma L. ... Alvarez, LMFT

Atospice/Home Health Svcs

4/11/500

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Kimberly Strickland, LCSW

Nancy Weiler (verbal permission to sign by K. Strickland)

Elizabeth Meza (verbal permission to sign by K. Strickland)



Holly Rasmussen, LCSW

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

VISTA MOB Psych

Sara Walpole
Sara Walpole

[Signature]
London Leathers

[Blank lines for additional signatures]

Bych Hosp SW

4/1/15

JL

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Belinda _____
Jill Doherty _____
Lisa Kreller _____
Alta Shreff _____
Caroline _____
Sally Jaffe (Carroll signed for her) _____
W. Kitter _____

quality service for its patients in these busy, stressful and often hostile or defensive for patients.

While Kaiser refused to listen to the needs of its patients, we could not. As Kaiser is now forced to increase staffing to provide services in accordance with legal and ethical guidelines, Kaiser may one day be able to claim that it is the leader in mental health care; it cannot make that claim now. We are proud of our efforts to bring about the change that is occurring in Kaiser and we will be prouder still when Kaiser finally fulfills the promise it has made to plan members.

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Exail Andrews

Exail Andrews, LCSW
So Bay Med Center

Hiroshi Yamamura

Hiroshi Yamamura, LCSW
South Bay Medical Center

Yuka Takeuchi, LCSW

Marketa Velehradska, LCSW

Isaac Carlos Feliciano, LCSW

Isaac Carlos Feliciano

Although we are not part of the Psych-Social bargaining unit, Healthcare Professionals find that more and more we are being asked to counsel and even provide classes to plan members who should also be receiving mental health services as part of their medical care. We cannot succeed in what we do if this very important component of care is missing.

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Sincerely,

NUHW Stewards, Psych-Social and Healthcare Professionals Chapters

Peter Gwanthor
Aileen Rosen
Camron Feltz
Linda Stewart

HPC SD SPE504

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NUHW Psych-Social and Healthcare Professionals

Kaiser Permanente - Kaiser

Paula Williams
Amie Long
Marie L. Bonds
Debra

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NUHW Psych-Social and Healthcare Professionals

Regina Garcia
Regina Garcia, MSW

Anthony Lopez, MSW

Milly Sants, MSW

Barbara Wood, MSW

Suzi Seals, MSW

D. H. Rojas, MSW

Monica

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Regina Garcia, MSW

Anthony Lopez, MSW

Misty Seals, MSW

Barbara Wood, MSW

Suzi Seals, MSW

Jeanette Jones, MSW

Monica

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NUHW Psych-Social and Healthcare Professionals

~~Kristie York~~ Kristie York
West Coast Nat Psych

Susan Whitney Kern Susan Whitney Kern

Paula B. Firestone, NOK
Paula B. Firestone

JAN HARRIS BRK Jan Harris

Michelle Haisch KISW ~~Michelle~~ Michelle Haisch

Amy M. Dinao-Danfied
Lancaster Psych

Stephen J. Kandis
STEPHEN KANDIS
CARLEEN CASILA

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MMHW Psych-Social and Healthcare Professionals

Erica Chen	Erica Chen	West Covina
Diana Anderson	Diana Anderson	West Covina
Barbara	Barbara	West Covina
Jan Chen	Jan Chen	West Covina
Kerith Monroe	Kerith Monroe	West Covina
Lucy Gonzalez	Lucy Gonzalez	West Covina
Emileia Ocho	Emileia Ocho	West Covina
Maria Hernandez	Maria Hernandez	West Covina
Amelia Gomez	Amelia Gomez	West Covina
David Ramirez	David Ramirez	West Covina
Jess Rodriguez	Jess Rodriguez	West Covina
Wendee Bridges	Wendee Bridges	West Covina
Erica Chen	Erica Chen	West Covina
Ann Quach	Ann Quach	West Covina

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Handwritten text on lined paper, appearing to be a list or series of entries. The text is extremely faint and illegible due to the low resolution and high contrast of the scan. The entries are organized into approximately 10 horizontal rows, each containing several lines of text. The handwriting is cursive and difficult to decipher.

Sincerely,

NDHW Psych - Social and Healthcare Professionals

Deborah G. Hill, Ph.D.

Deborah G. Hill, Ph.D.

Megan Pagan, MSW

Megan Pagan, MSW

Deborah Reese, LCSW

Deborah Reese, LCSW

Jenia Arzaghi, RD

Jenia Arzaghi, R.D.

Rebecca Hurst, LCSW

Rebecca Hurst, LCSW

Randi Fabrick, LCSW

Randi Fabrick, LCSW



[Faint, illegible text, likely a transcript or document header]

[Faint, illegible text, possibly a title or subtitle]

[Handwritten signature]
Mike Chavez
Evelyn Domingo-Diaz
Sala Corder

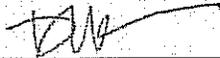
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Sala Corder

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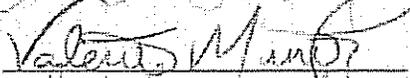
DUSTY McLEOD



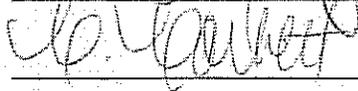
Amber Strong



Valerie Munoz



Carolyn Corbett



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Signed by the NUHW Psych-social and Healthcare Professionals

Monica Antillon, LSW
She Slater RN

Regina Cipriani RN (Regina Cipriani)

Mary Joyce Torres RN (Mary Joyce Torres)

~~Charlie Padow LCSW (Charlie Padow)~~

~~Victor Parra~~ (Victor Parra)

Debbie Besner, LSW (Debbie Besner)

Theresa Stout LSW (Theresa Stout)

Ellen Rabinowich LCSW (Ellen Rabinowich)

Lise McKenna (Lise McKenna)

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Sincerely,

NIHW Psych-Social and Healthcare Professionals

Stefany Morillo et al
Renee D. Nunez
Alma Nunez
Joshua Graham
Suzanne Knight

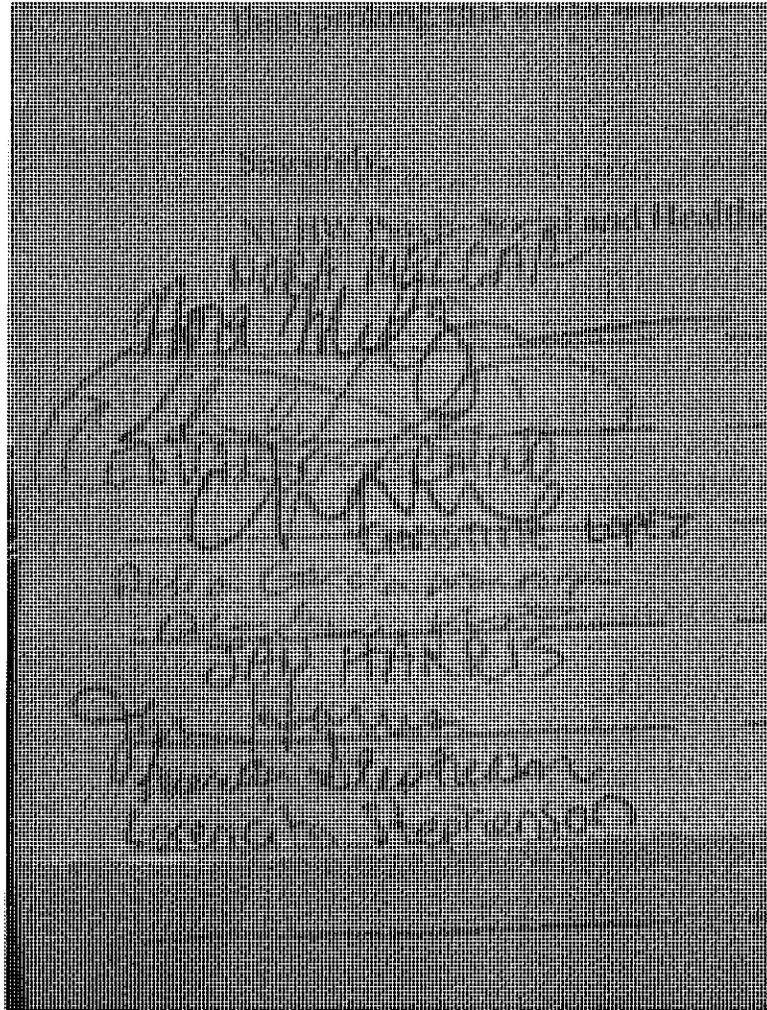
West Coast Psych
West Coast Psych
West Coast Psych
West Coast Psych
West Coast Psych

At its core, Kaiser Permanente is a service-based organization, and as such, the trust and engagement are the face of Kaiser. From a business standpoint, there is a solid case to be made for ensuring that Kaiser's caregivers provide services with passion, faith, and commitment, not just be rather than laboring under a cloud of cynicism and resentment. Kaiser cannot afford to miss out on another opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive listening so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than perching on the edge of improductive uncertainty.

SECRET

MEMO FROM Social and Healthcare Professionals

[Handwritten signatures and notes, including names like Jeffrey M. ...]



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for the success of any business and for the protection of the interests of all parties involved. The document also highlights the need for transparency and accountability in all financial dealings.

The second part of the document provides a detailed overview of the company's financial performance over the past year. It includes a comprehensive analysis of the company's revenue, expenses, and profit margins. The document also discusses the company's financial strategy and its plans for the future.

It is the policy of this company to provide accurate and timely financial information to all stakeholders.

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10/10/10

MEMORANDUM FOR THE DIRECTOR, FEDERAL BUREAU OF INVESTIGATION

SUBJECT: [REDACTED]

[REDACTED]

Alga -

Friday 3-27-15

March 19, 2015

Open letter to Kaiser Executives:

Ben Chu, Robert Pearl, Edward Ellison, Greg Adams, and Bernard Tyson

21 have signed
no refusals yet
pls sign & give to Jim
Thankx! :)

Since we began bargaining with Kaiser four years ago, Kaiser has denied our claims that problems plaguing its mental health services were causing lengthy and illegal delays in its mental health services with dire and sometimes tragic consequences for Kaiser plan members. We sought recourse through California's Department of Managed Health Care and the media only after Kaiser refused to address our concerns. When all available internal channels had been exhausted, including at the bargaining table, we had no choice but to make our concerns public.

Subsequently, all our claims have been validated: In 2013, the DMHC affirmed the seriousness and severity of the issues we raised and levied a \$4 million fine against Kaiser — the second largest fine ever issued by the agency — and in February of this year the DMHC affirmed our claims that Kaiser has continued to violate the law despite having had two years to rectify the problems.

Now Kaiser appears to be exacting retribution at the bargaining table. It should come as no surprise to Kaiser leadership that we view Kaiser's effort to deny us retroactive wage increases as a form of retaliation. Kaiser has already given these raises to 100,000 Kaiser employees, effectively rewarding these workers for not raising issues related to patient care and services.

Kaiser's era of saving labor costs by withholding timely psychiatric services is over, and we are proud to have put an end to it.

Ultimately, our actions will do Kaiser a world of good. Even Kaiser executives have admitted that Kaiser has learned a great deal about its mental health services as a result of our actions.

Every organization needs constructive criticism, especially when it is a large profit-making health care corporation that has difficulty converting its tremendous financial success into quality service for its patients. In these cases, workers are the last line of defense for patients.

While Kaiser refused to listen to the needs of its patients, we could not. As Kaiser is now forced to increase staffing to provide services in accordance with legal and ethical guidelines, Kaiser may one day be able to claim that it is the leader in mental health care; it cannot make that claim now.

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Please sign and print
your name + return
to Jim Clifford
Thanks

Alga Talamantez
print

Alga
sign

HI BSIKIS! - Friday 3-27-15-

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Please sign and print
your name + return
to Jim Clifford
Thanks

David Lee
print

[Signature]
sign

Hi Blake!

Friday 3-27-15

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Please sign and print
your name + return
to Jim Clifford
Thanks

Blake Zimmel
print

Just
sign

Hi, LORNA - Friday 3-27-15

March 19, 2015

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LORNA MANALILI, RN
print

[Signature]
Sign

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Had Kaiser listened to us years ago, these problems could have been solved without acrimony and public criticism. If Kaiser is to repair its relationship with us, it must present a respectful package at the bargaining table. After four years of fruitless negotiations and after reading countless internal and public messages in which Kaiser discounted our concerns, accused us of lying and abandoning our patients, and claimed to want to partner with us to improve patient care, Kaiser mental health clinicians are understandably mistrustful of the motives of the corporation's leadership. Kaiser's offer at the bargaining table should mirror its partnership rhetoric in the form of a strong wage package and an even stronger patient care proposal that would pave the way for quick ratification of a new contract and demonstrate that Kaiser values its patients and the contribution of its mental health professionals.

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Please sign and print
your name + return
to Jim Clifford
Thanks

STUART TANAKA

print

sign

March 19, 2015

Open letter to Kaiser Executives:

Ben Chu, Robert Pearl, Edward Ellison, Greg Adams, and Bernard Tyson

Since we began bargaining with Kaiser four years ago, Kaiser has denied our claims that problems plaguing its mental health services were causing lengthy and illegal delays in its mental health services with dire and sometimes tragic consequences for Kaiser plan members. We sought recourse through California's Department of Managed Health Care and the media only after Kaiser refused to address our concerns. When all available internal channels had been exhausted, including at the bargaining table, we had no choice but to make our concerns public.

Subsequently, all our claims have been validated: In 2013, the DMHC affirmed the seriousness and severity of the issues we raised and levied a \$4 million fine against Kaiser — the second largest fine ever issued by the agency — and in February of this year the DMHC affirmed our claims that Kaiser has continued to violate the law despite having had two years to rectify the problems.

Now Kaiser appears to be exacting retribution at the bargaining table. It should come as no surprise to Kaiser leadership that we view Kaiser's effort to deny us retroactive wage increases as a form of retaliation. Kaiser has already given these raises to 100,000 Kaiser employees, effectively rewarding these workers for not raising issues related to patient care and services.

Kaiser's era of saving labor costs by withholding timely psychiatric services is over, and we are proud to have put an end to it.

Ultimately, our actions will do Kaiser a world of good. Even Kaiser executives have admitted that Kaiser has learned a great deal about its mental health services as a result of our actions.

Every organization needs constructive criticism, especially when it is a large profit-making health care corporation that has difficulty converting its tremendous financial success into quality service for its patients. In these cases, workers are the last line of defense for patients.

While Kaiser refused to listen to the needs of its patients, we could not. As Kaiser is now forced to increase staffing to provide services in accordance with legal and ethical guidelines, Kaiser may one day be able to claim that it is the leader in mental health care; it cannot make that claim now.

We are proud of our efforts to bring about the change that is occurring in Kaiser and we will be prouder still when Kaiser finally fulfills the promise it has made to plan members.

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your name + return
to Jim Clifford
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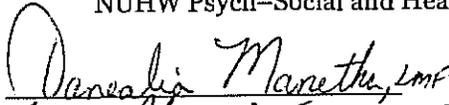
Kathleen Carroll
print

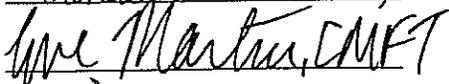
Kathleen Carroll
sign

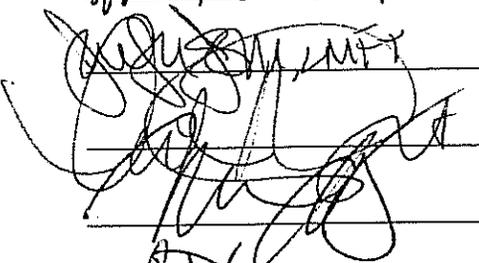
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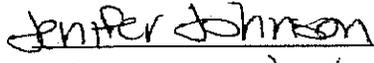
Sincerely,

NUHW Psych-Social and Healthcare Professionals - ADDICTION MEDICINE, Sherman Tenney

 Danaelia Maretha, LMFT DANEALIA MARETHA

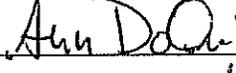
 Eve Martin, CMFT EVE MARTIN



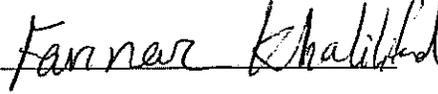
 Jennifer Johnson

 Eileen Halpert

 Max Perez, CMFT

 Ann Doan



 Fannar Khalil

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Sincerely,

NPHW Psych-Social and Healthcare Professionals

Janet [unclear], MFT E. [unclear], LCSW

Robert [unclear], LCSW Ed [unclear], LCSW

Bronn [unclear], MS

Donna Duane Ph.D. MFT.

Shirley [unclear], LCSW

Claudia [unclear], LCSW

Kathy [unclear]

Beth Judweg MFT

[unclear]

[unclear], LCSW

[unclear], LCSW

[unclear]

Jeffrey [unclear] MFT

Frank [unclear] MFT

[unclear], LCSW

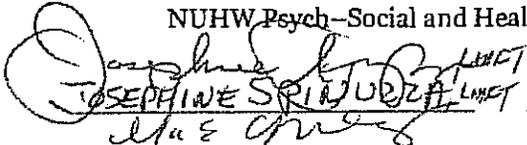
Young [unclear], LCSW

Cindy [unclear] MFT

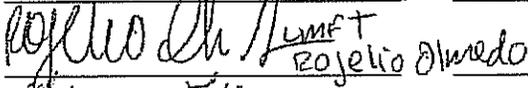
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NUHW Psych-Social and Healthcare Professionals


JOSEPHINE SPRINUDZA, LMFT

Maria E. GANZALEZ, LMFT

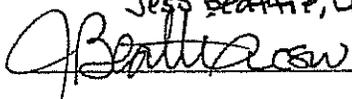

Rojelio Almedo, LMFT

MARCIA LEE

Jennifer L. Galisman, LMFT
L. Lee, LMFT


George Estrada

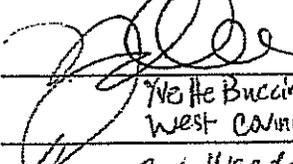
Jess Beattie, LCSW

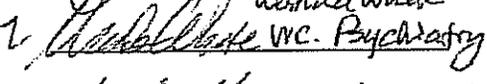

Jess Beattie, LCSW

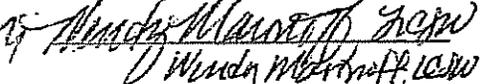
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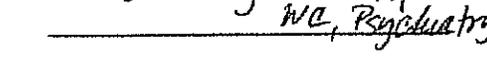
Sincerely,

NUHM Psych-Social and Healthcare Professionals

1 
Nette Buccino, MFT
West Contra Psychiatry

2 
Wanda White
WC Psychiatry

3 
Wanda White
WC Psychiatry

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Wanda White
WC Psychiatry

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KPC BP BHC

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Although we are not part of the Psych-Social bargaining unit, Healthcare Professionals find that more and more we are being asked to counsel and even provide classes to plan members who should also be receiving mental health services as part of their medical care. We cannot succeed in what we do if this very important component of care is missing.

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Sincerely,

NUHW Stewards, Psych-Social and Healthcare Professionals Chapters

<i>Susan Tipton</i>	_____	_____
<i>Frank Valley</i>	_____	_____
<i>Lucretia Martin</i>	_____	_____
<i>Marta Philleps</i>	_____	_____
<i>[Signature]</i>	_____	_____
<i>Junikel</i>	_____	_____
<i>[Signature]</i>	_____	_____
<i>Richard McDonald</i>	_____	_____
<i>[Signature]</i>	_____	_____
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NUHW Stewards, Psych-Social and Healthcare Professionals Chapters

Christine Baca, RN

Christine Baca

Michael Hanna

Michael Hanna

Beth Mundell

Beth Mundell

Olga Doña, MD

Olga Doña

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Jacqueline Betchum

JACQUELINE BETCHUM HPC

Frances Bono NA RD1

FRANCES BONO

HPC

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Sincerely,

NUHW Psych-Social and Healthcare Professionals

Janice Keenberg, MSW/ASW

Blanca, MSW, LCSW

Athena, LCSW

Mama W

Cene, MSW

Janice Keenberg MSW, ASW

Kathleen Cannon LCSW

Athena Lonich LCSW

Diana Chardez LCSW

Irene Amaya, MSW

5/25

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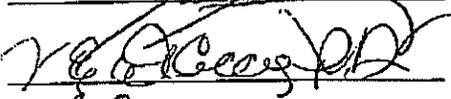
NUHW IBHS



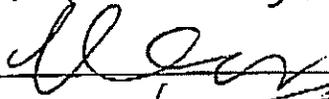
Sonia Cavazos, MFT



Joan Levy Ph.D



Veronica E DeCicco Ph.D



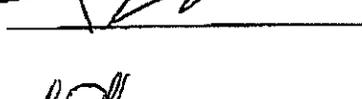
Virginia Cassle, Ph.D



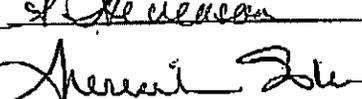
Daniel Pickar, Ph.D



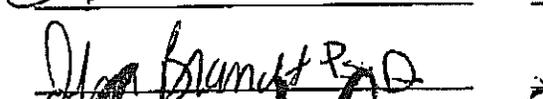
Ann Jacobson Ph.D



Joan Disney Ph.D



Angela Stevenson, LCSW



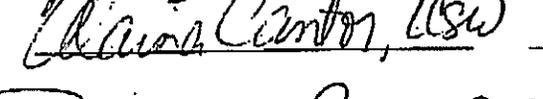
THERESITA SOLOMON, PHD



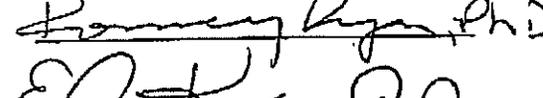
Jennifer Brandt Ph.D



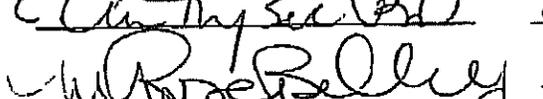
Robin Bertoli, LCSW



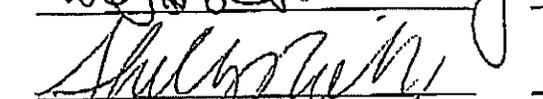
Brandon Beccio, MFT



Alaina Cantor, LCSW



Romney Ryan, Ph.D



E. Ann Trusek Ph.D



Nancy Rose Billberry, LCSW

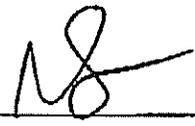
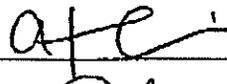
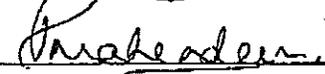
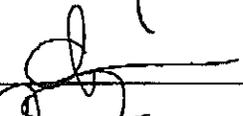
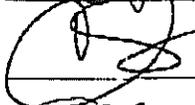
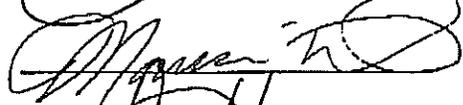
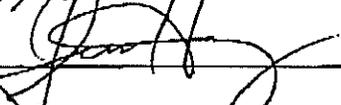
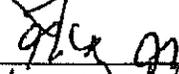
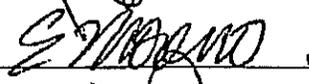
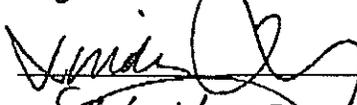
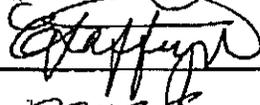
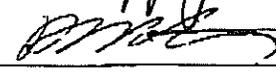
Shelly Nielsen, Psy.D

Fremont

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Sincerely,

NUHW IBHS

<u>Nancy Solano</u>	<u></u>	<u>Fremont</u>
<u>Alma Enriquez</u>	<u></u>	<u>Fremont</u>
<u>Jennifer Stawley</u>	<u></u>	<u>Fremont</u>
<u>Allison Delorefice</u>	<u></u>	<u>Fremont</u>
<u>ANNALIESE TAYLOR</u>	<u></u>	<u>FREMONT</u>
<u>PUNIT MAHENDR</u>	<u></u>	<u>FREMONT</u>
<u>TRACI BARIKIANO</u>	<u></u>	<u>Fremont</u>
<u>CHARISME-CHU</u>	<u></u>	<u>Fremont</u>
<u>Clare Scott</u>	<u></u>	<u>Fremont</u>
<u>Marian Lamb</u>	<u></u>	<u>Fremont</u>
<u>SAM HARARY</u>	<u></u>	<u>Fremont</u>
<u>Gerald Gonzales</u>	<u></u>	<u>Fremont</u>
<u>Lynn Hum</u>	<u></u>	<u>Fremont</u>
<u>Emilia Morano</u>	<u></u>	<u>Fremont</u>
<u>Linda Twilling</u>	<u></u>	<u>Fremont</u>
<u>Charlene Laffaye</u>	<u></u>	<u>Fremont</u>
<u>Matt Smit</u>	<u></u>	<u>Fre</u>

Child

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NUHW IBHS

Step M. Ode

Stephen M. Ode

Santa Clara Child Psych

P. Ly PsyD

Peter H Ly

SCL Child Psych

Amy Friedman, BS, PhD

Amy Friedman-Bender

SCL Child Psych

Kristin Schleifer

Kristin Schleifer

Santa Clara Child Psych

Jessica Birch-Olmstead, PhD

Jessica Birch-Olmstead, PhD

SCL Child Psych

Michelle Rivera LMFT

Michelle Rivera LMFT

Santa Clara Child Psych

Thomas Tu

Thomas Tu

SCL

Beem Wikder, Ph.D

Beem Wikder, Ph.D

SCL Child Psych.

Matthew J. Zils, Psy.D.

Matthew J. Zils, Psy.D.

SCH Child Psych

Jennifer Louie, PhD

Jennifer Louie, PhD

SCH Child Psych

Jessica Dobson, PhD

Jessica Dobson, PhD

SCH Child Psych

Jaclyn Pasch

Jaclyn Pasch

SCH Child Psych

NADIA HABIA

NADIA HABIA

SCH Child Psych

Katherine Duplue, PhD

Katherine Duplue, PhD

SCH Child Psych.

Carlos Ramos, LCSW

Carlos Ramos, LCSW

SCH Child Psych

Licia Luna

Licia Luna

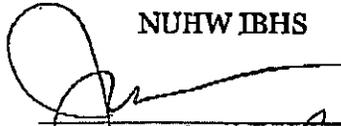
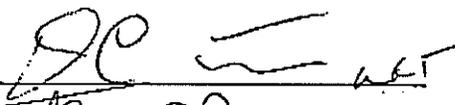
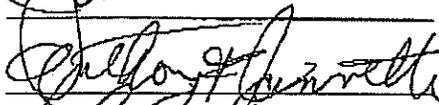
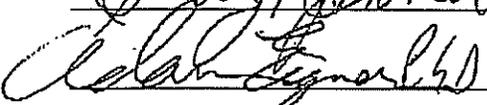
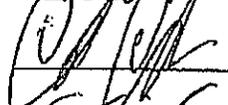
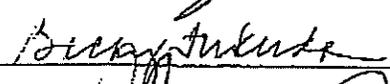
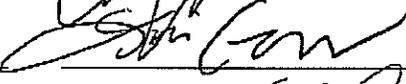
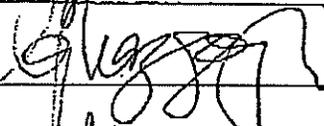
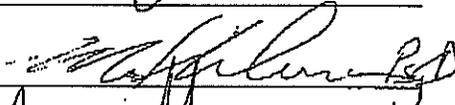
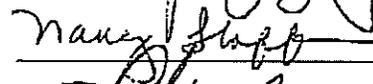
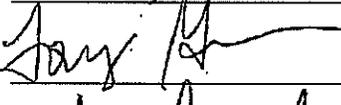
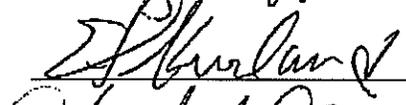
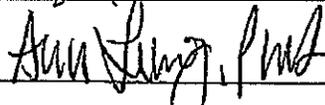
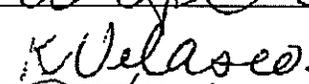
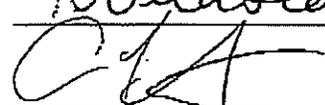
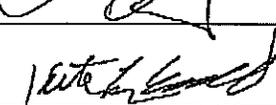
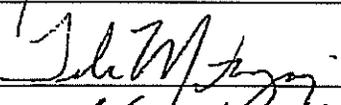
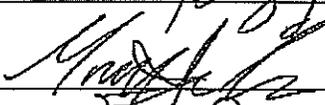
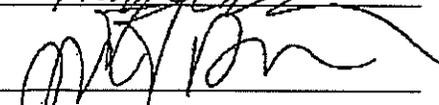
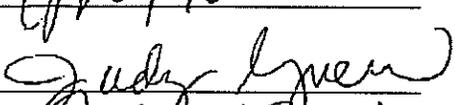
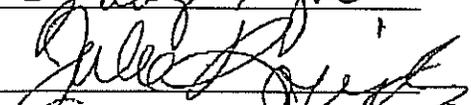
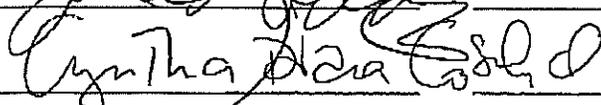
SCH Child Psych

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NUHW IBHS

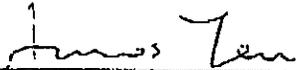
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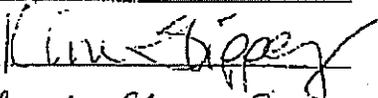
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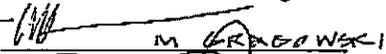
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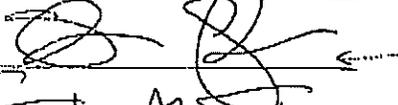
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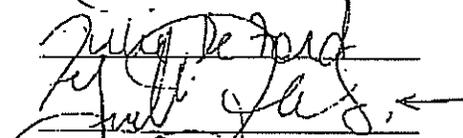
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 ← Sanmit Singh _____

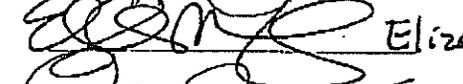
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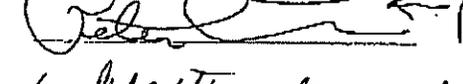
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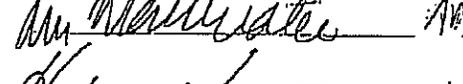
 ← Yvette Flores _____

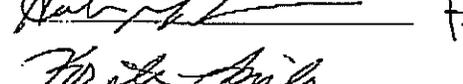
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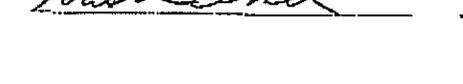
 ← Elisa C. Dioduff _____

 ← Elizabeth Manning _____

 ← PETER CHINN _____

 Ann West _____

 Haleh Kashani _____

 Kristin Lenihan _____

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Sincerely,

NUHWIBHS

~~Ken Rogers~~

Keneth Rogers

~~Connie Yee~~

melody Bumpgardner

~~melody Bumpgardner~~

Christine Canelo

~~Christine Canelo~~

~~MARC DARRON~~

Brenda A. Mandac

~~Bob H. Mack~~

~~Lucia Mearns~~

Jeremy Kenton

Erika Falk

~~GAOIT~~

GAOIT Shen

~~SMITHA RAO~~

~~Damen Folk~~

Carol Chan-Lau

Lisa Carr (Lisa Carr)

~~Carol Neuschaefer~~

Roger Johnson

for ensuring that Kaiser's caregivers provide services with genuine faith, enthusiasm, and buy-in, rather than laboring under a cloud of cynicism and resentment. Kaiser cannot afford to miss yet another opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive healing so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than prolong this era of unproductive acrimony.

Sincerely,

NUHW IBHS

Jen C. P. Itho, PhD	ACR, LCSW	
Janet H. [unclear]		
Berly M. [unclear]		
Anitya J. [unclear] MSW		
Henry M. [unclear] MFT		
[unclear]		
[unclear] LCSW		
R. Robertson MFT		
[unclear] MFT		
addysen K. [unclear] LCSW		
[unclear] LCSW		
Charlotte [unclear] MFT		
[unclear] MFT		
[unclear] LCSW		
Adrienne Addicott, PhD		
Arlene B. [unclear] LCSW		
William [unclear]		

JRF 507

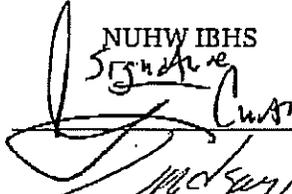
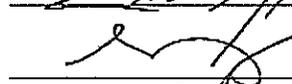
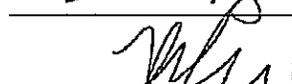
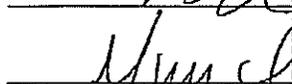
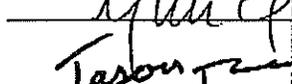
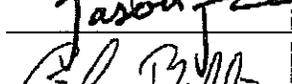
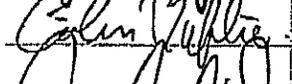
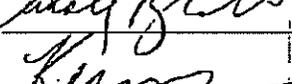
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Sincerely,

NUHW IBHS

Signature

Name:

-  Curtis Chen, Psy.D.
-  Lindsay Kuttredge, PhD
-  Leslie Meyer, PhD
-  Rebecca Liu, PhD.
-  Maite Acedo MFT
-  Jason Jones PhD
-  Colin Baptie, PsyD.
-  Annaleah Ugen, PsyD
-  Susan Dumas, PhD.
-  Carolyn Blodgett, LCSW
-  Kerry Levin, LCSW
-  Thu Pham, PhD

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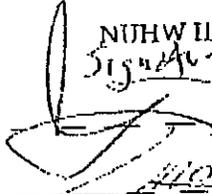
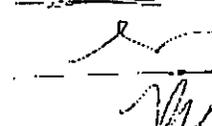
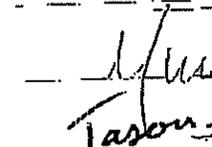
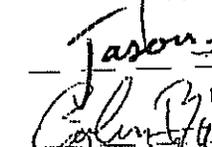
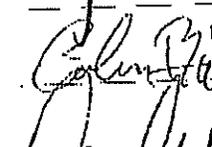
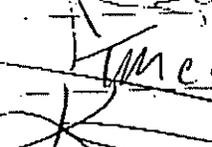
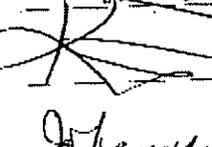
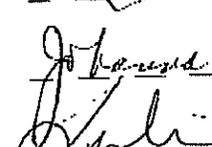
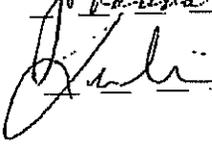
SRF-PSY

Sincerely,

NITHWIBITS

Signature

Name:

	Cress Chen, PsyD
	Lindsay K. Hodge, PhD
	Leslie Moore, PhD
	Rebecca Kim, PhD
	Anaité Acosta, MEd
	Jason Jones, PhD
	Colin Baptie, PsyD
	Anandach Logan, PsyD
	Susan Dumas, PhD
	Terry McClanahan, PsyD
	Kim Gilcrest
	Johanna Wolfson, PhD
	Leslie Forell, PsyD

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Sincerely,

NUHW IBHS ODRP Sacramento

Margie Padilla-Costa

Kimberly Knauer

[Signature]

Alfred Bullitt III

Blair Hunter

[Signature]

[Signature]

Ralph

[Signature]

Joni Schatz

Dave Klentz

John Modsen

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[Signature]

Stanley Winter

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[Signature]

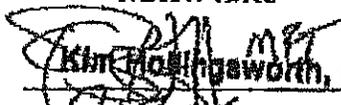
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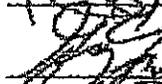
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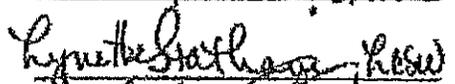
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Kim Hollingsworth, L.M.F.T.

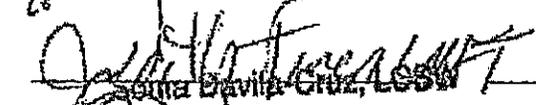
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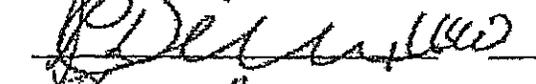

Kim Hollingsworth, L.M.F.T.

 L.M.F.T.

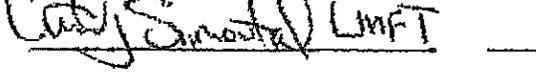
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Sincerely,

NUHW 10/18

Michael J. F. PhD
Brian Chilton Ph.D.

Brian K. Ph.D.

Richard Dwyer

Joseph A. Ph.D.

Tom Keegan Ph.D.

Richard K. Ph.D.

Asoghan

Debra Sanders, MD

Victor C. Ph.D.

Robert M. Ph.D.

William

Phyllis

Lee

L. J. Fisher

James

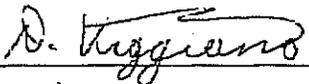
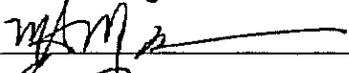
Richard

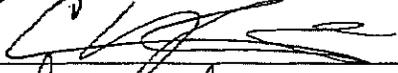
Castagnini, Ph.D.

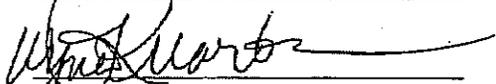
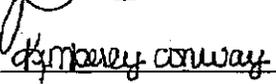
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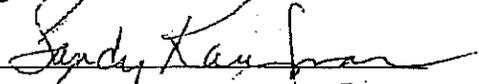
Sincerely,

NUHW IBHS

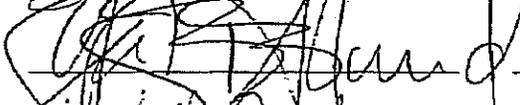



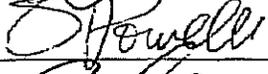
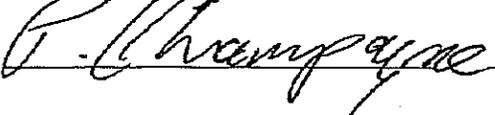


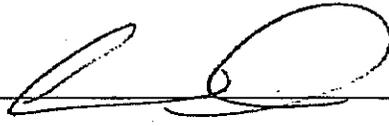











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Sincerely,

NUHW IBHS

Jay de Oliveira

[Signature]

Keith O.

[Signature]

Kathy Hedges

[Signature]

[Signature]

M. Nokoloma

[Signature]

[Signature]

R. Kaplowitz

[Signature]

Andrea Graves

Genya Bague

[Signature]

Karen A. Winters

[Signature]

[Signature]

[Signature]

Michael Frank

Van Gilson

Ron [Signature]

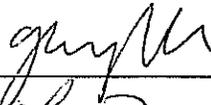
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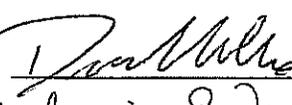
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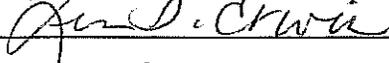
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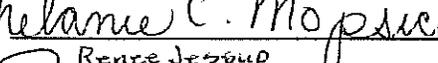
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NUHW IBHS

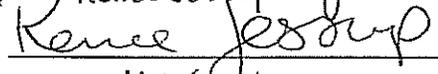
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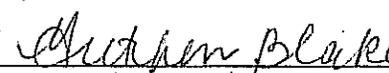
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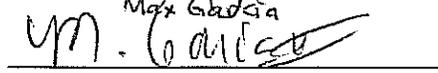
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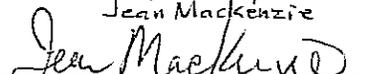
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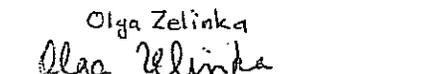
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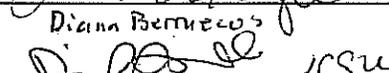
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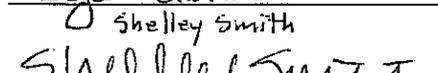
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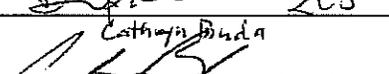
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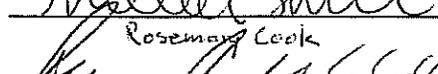
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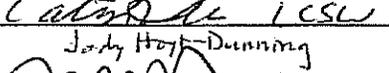
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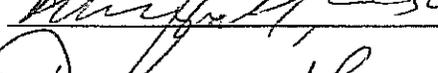
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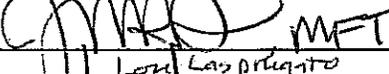
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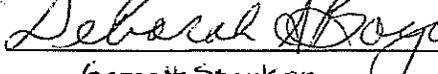
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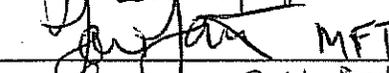
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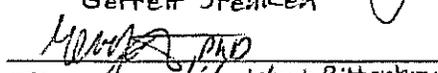
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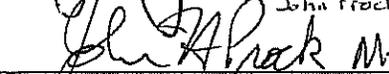
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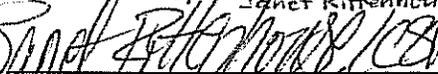
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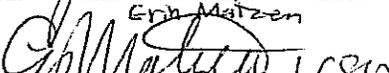
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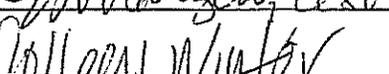
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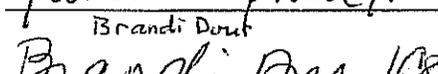
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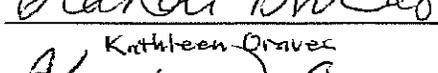
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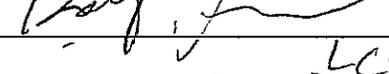
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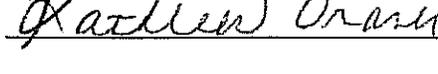
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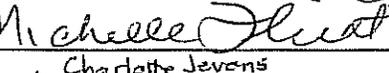
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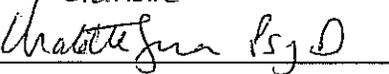
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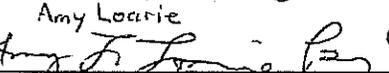
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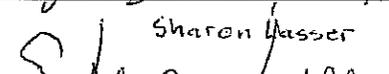
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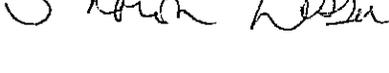
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 Sharon Hasser

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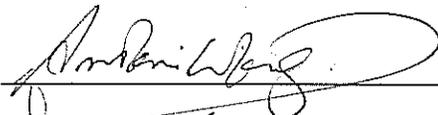
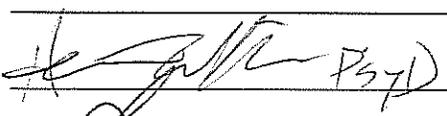
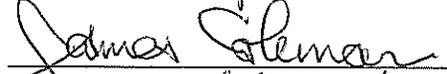
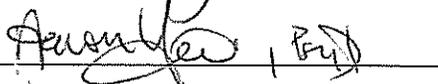
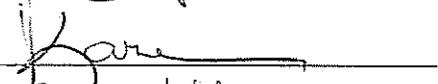
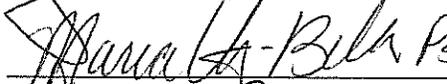
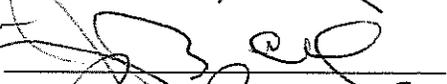
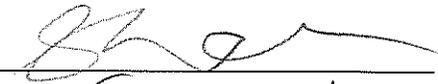
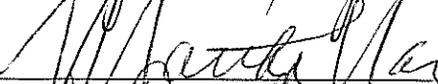
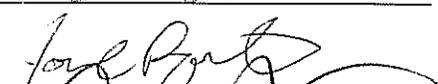
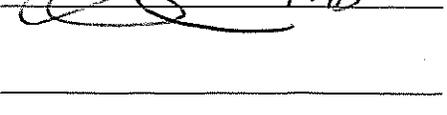
 Sharon Hasser

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Sincerely,

NUHW IBHS

		
		
M. Brown, PhD		
		
	Jama Coleman	
		
Tracie MFT		
		
		
Maisha Masliah		
		
		
		
		
Usha Gustin		
		
		

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NUHW IBHS

Stacey Rohrer, Ph.D.

Stacey Rohrer 3/20/15	[C. O'NO, PhD 2/20/15]	Patrick Campbell PhD 3/24/15
Richard A. Cable Jr. 3/23/15	-	Heather N 3/23/15
Stacey Rohrer 3/23/15	-	Andrea Cremolini 3/23/15
Stacey Rohrer	-	Jessica Lando 3/23/15
Stacey Rohrer	-	Richard Carson 3/23/15
Stacey Rohrer	-	Megan Foret 3/23/15
D. Pollack PhD	-	D. Pollack PhD
Kathy Ray, LCSW	-	Kathy Ray, LCSW
Wendy Paik	-	Wendy Paik, Psy.D.
Kaitlin Tully, PhD	-	Kaitlin Tully PhD
Marissa Shannon, MFT	-	Marissa Shannon, MFT
Ana Zdravkovic, PhD	-	Ana Zdravkovic, PhD
E. Noel Nabeshima, Psy.D.	-	E. Noel Nabeshima, Psy.D.
Patricia Grandek	-	Patricia Grandek
Bonnie Doughty, MFT	-	Bonnie Doughty, MFT
Rita L. Smith, PhD	-	Rita L. Smith, PhD
Kenneth Gregory, LCSW	-	Kenneth Gregory, LCSW
Edward Piecznik	-	EDWARD PIECZENIK, LCSW

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NUHW IBHS

Angie Anderson, Psy.D.

[Signature]

Paddy Pauperney, MFT

Matthew Hayward

Suei Wang, MFT

Xan Walker

Ryan Kolabukki, PsyD

John Berkley, Psy.D.

S. Clemens, Ph.D.

Yue Yaena, PsyD

Jules Alvedrom, MFT

Claudia [Signature]

Kelly Busch, Psy.D.

Leah [Signature]

Helen Munn, MFT

Andrea Parsons

Clayton [Signature], PhD

Diana Pantovi, PsyD

Ryann Long, MFT

J. Devore, PhD

Deborah [Signature], PhD

Sue Doster, LCSW

Kristina [Signature], Psy.D.

Harold [Signature], Psy.D.

Rachel Fields, Psy.D.

[Signature]

Patricia Hampshire, MFT

[Signature], MFT

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Sincerely,

NUHW IBHS

Joyce Hillsbeck → Joyce Hillsbeck

TRICIA BRANDES → Tricia Brandes, MFT

Cory Fitzpatrick ← Cory Fitzpatrick PhD

Lois Masterson ← Lois Masterson PhD

Lynne D. Colonico ← Lynne D. Colonico PhD

Jeanne Probasco

Carolyn Reedy

Laurence A. Coff PhD

Laurence A. Coff PhD

Karissa M Schrage

Jill Kaplan

Bill Cam

[Signature]

[Signature]

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Sincerely,

NUHW IBHS

Michelle Williams PhD

Myrahn Le PhD

Sharon Scabassi

Laure Lofgren

Erica Lofgren

Karen Hill

Christina

Miki Emt

[Signature]

A. Kopp

E. Kopp

Harina Tamayo

[Signature]

Maria [Signature]

[Signature]

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Sincerely,

NUHW IBHS

Christina Clave, LMFT

Zoe Gauspice PhD

Debra M. P.

K. M. P. D.

Paula Lopez PsyD

D. PsyD

Christina M. Esau

Janice W. Esau (Esau)

Ronda Plattz PhD

Michelle Kurtz, MFT

Anna Anna, PhD.

Farzaneh Elean PhD

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Lisat

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Modesto

Sincerely,

NUHW IBHS

Susan Fowler, LCSW

Sara Terhune, LCSW

Kimberly Richardson, LCSW

[Signature] MFTA

Alexis Ellman MFT

[Signature] MFT

Series of horizontal lines for additional signatures.

500

At its core, Kaiser Permanente is a service-based organization, and as such we, the frontline caregivers, are the face of Kaiser. From a business standpoint, there is a solid case to be made for ensuring that Kaiser's caregivers provide services with genuine faith, enthusiasm, and buy-in, rather than laboring under a cloud of cynicism and resentment. Kaiser cannot afford to miss yet another opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive healing so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than prolong this era of unproductive acrimony.

Sincerely,

NUHW IBHS

Jimmy Martin
Nicole Renee

Tonya Martin
Nicole Renee

Multiple sets of horizontal lines for additional signatures or text.

SJ
memo

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Sincerely,

NUHW IBHS

Christina M. Mendenhall, Ph.D.

Sharon LeClerc, Ph.D.

Janet L. Lippman, Ph.D.

Carrie L. Lippman, M.D.

Ferris P. ... Ph.D.

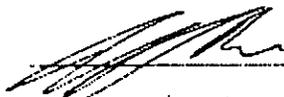
Christina M. Mendenhall, Ph.D.

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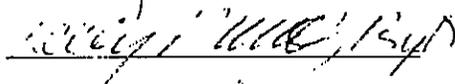
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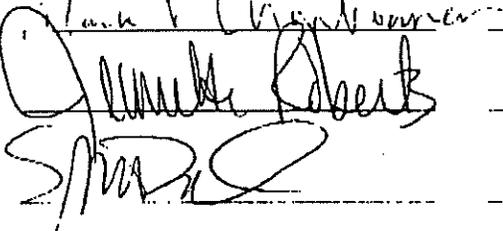
Sincerely,

NUHW IBHS

 PL D.

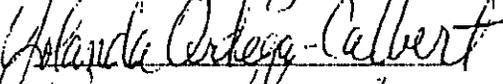
 Amber Stewart
PharmD, MFT

 Kelly
PharmD, MFT

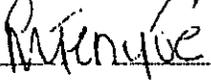
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PharmD

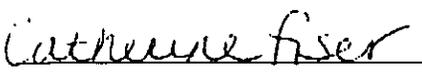
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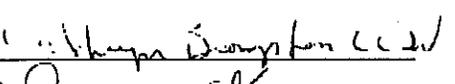
 Whitney
PharmD

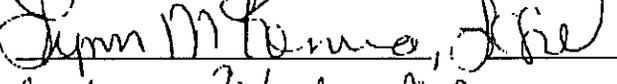
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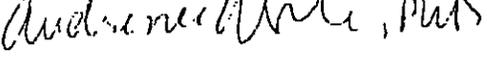
 Simone
PharmD, MFT

 Reference

 Catherine
PharmD

 Stephanie
PharmD

 Lynn
PharmD, MFT

 Andrea
PharmD

Petaluma

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Sincerely,

NUHWIBHS

Amos Ten

Kim Tappay

Heath Adams

Robert Carrigan

~~///~~

~~M GRADOWSKI~~

[Signature]

Sanmit Singh

Suph M. Hada

[Signature]

Julia De Ford

[Signature]

Yvette Flores

At its core, Kaiser Permanente is a service-based organization, and as such we, the frontline caregivers, are the face of Kaiser. From a business standpoint, there is a solid case to be made for ensuring that Kaiser's caregivers provide services with genuine faith, enthusiasm, and buy-in, rather than laboring under a cloud of cynicism and resentment. Kaiser cannot afford to miss yet another opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive healing so that Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than prolong this era of unproductive acrimony.

Sincerely,

NUHW IBHS

A handwritten signature in black ink, appearing to be "Jennifer Leo", written over a horizontal line.

Jennifer Leo

Fremont

Milpitas

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Sincerely,

NPHW IBHS

[Signature]
Ana Maria Huibart
Marge Harrer

Milpitas Child Byck
" " "

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Sincerely,

NHFW IBHS
Lauren Scully
Lauren Scully

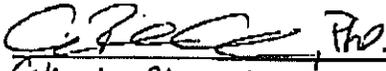
TWA CLIFFORD, LMT
TWA Clifford

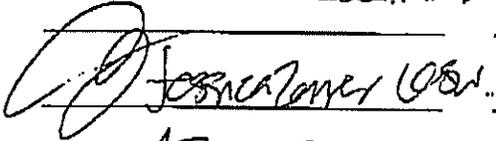
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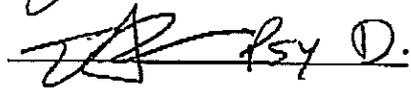
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Sincerely,

NUHW IBHS


Catherine Rhee Wazubec, Ph.D.


Jessica Taylor, MD


Psy D.

A series of horizontal lines for additional signatures or text.

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Sincerely,

NUHW IBHS

- Diana Wilson, LCSW _____
- Mary Deys Psy. D. _____
- Karee Noller MFT _____
- John Psy.D _____
- J. K. Payne _____
- Julie Dwyer MFT _____
- Susan Hillman LCSW _____
- Ann LCSW _____
- Cindy Moore LCSW _____
- Michelle Payne Psy.D _____
- Suzanne J. Eaves, Psy.D _____
- Amy Urban _____
- William M. A. _____
- _____
- _____
- _____
- _____
- _____

W
C.S.

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Sincerely,

NUHW IBHS

Christine F. Lyng, LCSW

Christine F. Lyng, LCSW

Lined area for additional text or signatures.

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Sincerely,

NUHW IBHS

[Handwritten signature]

- Kristina Johnson, PhD

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Sincerely,

NUHW IBHS

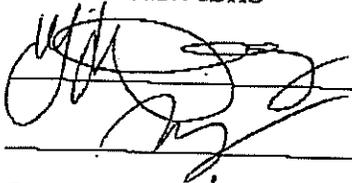
A handwritten signature in black ink, appearing to read "David J. ...". The signature is written over the first few lines of the ruled text area.

A series of horizontal lines for writing, organized into three columns. The first column contains 15 lines, the second contains 15 lines, and the third contains 15 lines. The signature overlaps the first few lines of the first column.

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Sincerely,

NUHW IBHS



→ Ylang Dong, PhD

Anthony Uk LCSW

Dina Baran

Dina Baran LCSW

Karen Schwartz

KAREN SCHWARTZ PhD

Sheryl Popper

Sheryl Popper, LCSW

Linda Kolstad



Linda Kolstad

Linda Kolstad

Ward Finer PhD

Ward Finer PhD

Pamela Singer PhD

Pamela Singer PhD

Si Ha

Si Ha

Gina Phillips



Si Ha

Si Ha LCSW

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Sincerely,

NUHW IBHS Stewards

Shere Abraham

Paula Lee

And H. Grant

William Gray

Wiley Stone

[Signature]

[Signature]

Brian [Signature]

Concepcion

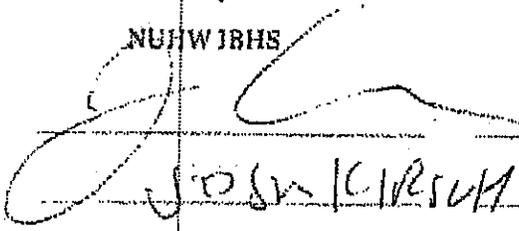
Ann [Signature]

Multiple horizontal lines for additional signatures or text.

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Sincerely,

NUHW IBHS

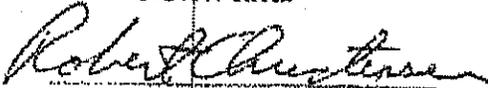
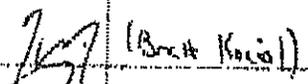
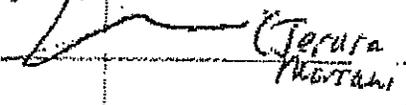


Joseph C. R. Smith LCSW

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Sincerely,

NUIW IBHS

	Pleasanton	Bob.Christensen@kp.org
Marti Budde	Pleasanton.	
 (Brett Kocio)	Pleasanton	brett.kocio@kp.org
 (Jerusa MONTANA)	Pls	

1200
contract

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Sincerely,

NUHW IBHS

Monika W. Grussinger, LCSW

CONRADO GONZALEZ, M.D.

Roshni Calabrese, PhD

Allison Kuntz, PsyD
Chloe G., PsyD

Robin Samuel

Amber

Daniela Walls, LCSW
Cari Signorelli, PhD
Lu Pugh

How Cho

Lindsay Mahoney
Todd Featherston, LCSW

Kathy Carpenter, Psy.D.
KATHY CARPENTER

Folsb'

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Sincerely,

NUHW IBHS

Michele Thede Rose

Jennifer Drrett

Will A. Williams

Kay MacLaine, CSW

Ellen Post

Wanda D. Dwyer

Jana Matthews, P.S.M.A.

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Sincerely,

NUHW II:HS

EMMA WOODWARD

[Signature]

[Signature]

Christine Klein

[Signature]

[Signature]

Nayeli

[Signature]

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DM
16

Sincerely,

NUHW IBHS

[Handwritten signature]

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Sincerely,

NUHW IBHS

Marc Becker, PsyD MFT
E J Zell MFT

Alvarez Pina
Anders D (no)
Pena P
P D

SF Paul

As to our Labor Programme in a worker based organization, and especially the Social
 movement, are the face of Labor. From a traditional viewpoint, there is a need to be able
 to ensure that Labor's programs provide services with greater flexibility, efficiency, and
 so, rather than laboring under a cloud of opinion and sentiment. Labor cannot afford to take
 on an office opportunity to truly keep a consistent production, and collaboration relationship
 with its internal health workers. It is time for our professional leadership to take leadership
 and Labor of workers can make the change, the leader is internal health care delivery rather
 than protect the aim of a productive economy.

Secret

SECRET

Walter D. O.

Arthur D. O. M.D.

Harry A. O.

Raymond A. O.

Industree O. O.

Kenneth A. O.

John D. O.

John A. O.

Ernest A. O.

Charles A. O.

John A. O. M.D.

Samuel A. O.

Walter A. O.

John A. O.

SP
Kane

As we see, Kaiser Permanente is a service-based organization, and as such we, the frontline caregivers, are the face of Kaiser. From a business standpoint, there is a solid case to be made for ensuring that Kaiser's caregivers provide services with genuine faith, enthusiasm, and loyalty, rather than laboring under a cloud of criticism and resentment. Kaiser cannot afford to miss out on that opportunity to truly forge a respectful, productive, and collaborative relationship with its mental health workers. It is time for comprehensive healing as the Kaiser leadership and Kaiser clinicians can make the company the leader in mental health care delivery rather than posing this era of unproductive animosity.

Sincerely,

NHHC IDHS

Carla M.D.

Tracy White

Gross Paul (RN)

Aiane Tachy, MD

Angela Romagnolo, LSW

SFO

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Sincerely,

NUHW IBHS

Katherine Phelan
Janice Kelly
Pat Swyers
Robert Prohles
Christina
Dr. DeClaf

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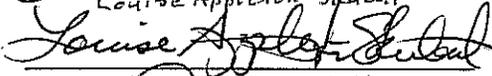
Elizabeth Epstein



Ann Amato



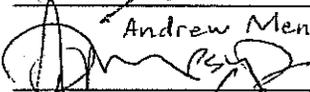
Louise Appleton-Sienberl



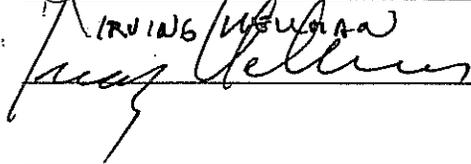
Kiernan Andrews



Andrew Mendonsa



IRVING (USU) AA



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Sincerely,

NUHW IBHS

[Handwritten signature]

Reid Koxel, Ph.D.

Karen Case, LCSW

John Atchia Ph.D

Shnette Mears, Psy.D.

Yous Sant, LCSW

[Handwritten signature]

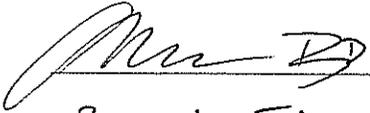
ALBERTO D. MASIER, Ph.D.

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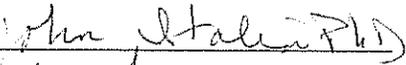
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Sincerely,

NUHW IBHS



Bonnie Forer, MFT



Karen Ham, LCSW

Pleasanton

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Sincerely,

MIKE WILSON

Mike Wilson

Director of Operations

1000 California Street, Oakland, CA 94612

SSF
CD
matt
Hannon

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Sincerely,

NUHW IBHS

~~Denise [unclear] MFT~~
~~Nautilus PhD~~
~~[unclear] PhD~~
~~[unclear] PhD~~
~~[unclear] PhD~~

Kathleen Maloney PhD

Paulette Fox - [unclear] SW

WC
CD

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Sincerely,

NUHW IBHS

Cathy Little

CATHY LITTLE

Margot Green

MARGOT GREEN

Can Oddy

CAN ODDY

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Sincerely,

NUHW IBHS

Judi Wamboldt
Mary M. O'Neil
April M. Crosby
Brooke Rand
Tommy Reynolds

Multiple sets of horizontal lines for signatures or notes, organized into three columns.

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Sincerely,

NUHW IBHS

Ann Kivler LCSW

Kylin B... PhD

Dr. Med... PhD

Dianna Wong, PsyD

Amanda... LCSW

Mary Beth... PhD

Sheryl Patterson, PhD

J. W... PhD

Series of horizontal lines for additional signatures.