



OFFICE OF THE GOVERNOR

February 6, 2025

Greg Adams
Chair and Chief Executive Officer
Kaiser Permanente
One Kaiser Plaza, 22nd Floor
Oakland, CA 94612

Sophia Mendoza
President
National Union of Health Care Workers
225 West Broadway, Suite 400
Glendale, CA 91204

Re: Request to Enter into Focused Mediation for Settlement of the Current Strike

Dear Mr. Adams and Ms. Mendoza,

Over the past five years, California has faced and overcome incredible challenges, from the COVID-19 pandemic, to historic revenue volatility that impacted local and state budgets, to devastating wildfires. These challenges have brought out the best of California: our resilience, innovative spirit and shared optimism and commitment to a better future. During this period, California also has seen an unprecedented rise in the need for behavioral health support. At the state level, we have made major investments to increase the availability of these supports and services across California and enacted legislation to strengthen such supports in private sector coverage.

To that end, as a recognition of the challenges our residents face and, especially in Southern California where thousands of Californians are grappling with extreme loss and displacement from recent wildfires that devastated communities, we must all come together to support our collective recovery.

To address this matter so critical to the well-being of California's families and communities, I request that, as soon as possible, Kaiser Permanente and NUHW enter into a focused mediation process to reach a settlement of the strike among Kaiser's behavioral health employees in Southern California. It is my hope and expectation that such a settlement will both address the legitimate concerns of Kaiser caregivers and sustain Kaiser Permanente's ability to meet the needs of its enrollees and its obligations under the law. My team stands ready to assist in identifying a mutually agreed upon mediator.

Getting our full behavioral health workforce back to work gives us the best chance to address the needs that will undoubtedly grow in the weeks and months to come in the Los Angeles region and elsewhere. I am confident that together, Kaiser and NUHW will demonstrate the same determination to overcome obstacles and the same capacity to prioritize the common good that have allowed Californians to rise above our difficulties and resolve our differences time and time again.

Please keep my team posted on your progress.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gavin Newsom', written over a horizontal line.

Gavin Newsom
Governor of California