

April 20, 2016

Coalition Union Brothers and Sisters,

Congratulations! We showed what Coalition Union solidarity looks like.

Because we raised our voices—50,000-strong in the Southern California region—each full-time Coalition union-represented employee will receive upwards of \$900 in our settlement of the 2015 payout for the Performance Sharing Program (PSP).

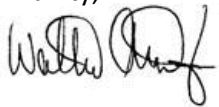
This is a much better solution than the employer's original offer of a "special payment" of \$215 dollars per employee in lieu of the payout for the PSP—which we bargained in the National Agreement to recognize and reward the hard work that our frontline puts into KP's growth and reputation for excellent care and service.

Under the settlement—which will be paid in the next Friday paycheck, April 29, 2016—the employer will make a one-time payment of:

- \$900 for (full-time) employees who work more than 1800 hours in the year
- \$500 for (part-time) employees who work 500 to 1800 hours
- \$250 for (per-diem) employees who work 500 hours or less

You didn't hesitate, through petitions, stickers, letters and calls, to send the message that you contributed to Kaiser's 2015 successes. For almost 20 years, the members of the Coalition Unions have stuck together to win industry-leading wages and benefits—as well as maintain the best workplace and the best care. Thank you for stepping up and speaking out, just like you do each day on behalf of Kaiser Permanente members and patients and your fellow Coalition-union represented co-workers.

In unity,



Coalition of Kaiser Permanente Unions, AFL-CIO—Southern California

International Brotherhood of Teamsters Local 166

Kaiser Permanente Nurse Anesthetists Association (KPNAA)

Office and Professional Employees International Union (OPEIU) Local 30

Service Employees International Union (SEIU) Local 121RN

Service Employees International Union—United Healthcare Workers West (SEIU-UHW)

United Food and Commercial Workers (UFCW) Local 135

United Food and Commercial Workers (UFCW) Local 324

United Food and Commercial Workers (UFCW) Local 770

United Food and Commercial Workers (UFCW) Local 1167

United Food and Commercial Workers (UFCW) Local 1428

United Food and Commercial Workers (UFCW) Local 1442

United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP), AFSCME

United Steelworkers of America (USW) Local 7600