



November 22, 2016

Coalition Union Brothers and Sisters,

Keeping our promise as your Coalition union leaders, we recently met again with Kaiser Permanente management on the progress of the financial performance of the Southern California region and what that means for your Performance Sharing Program (PSP) bonus.

You'll soon be getting reports on how we are doing. The company has had a couple of good months, and teams are working hard on many of our goals. Our success depends on everyone pitching in and stepping up. Please continue to do your best, and help others do the same.

Remember: You, as workers on the front line, have the expertise and the commitment to make Kaiser Permanente the best place to give and receive care. And we, your union leaders, will always be your advocates for a fair share in KP's success.

We'll continue to seek joint solutions that help the company and the unions grow. We ask you to stay on track, and as always, talk to your union representatives if you have concerns and questions.

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