



January 31, 2017

Coalition Union Brothers and Sisters,

Good news. Your hard work has paid off. Under the Performance Sharing Plan (PSP), our qualifying union members will receive a final payout based on the 2016 performance goals reached by each medical center and regional operation in the Kaiser Permanente Southern California region.

Your Coalition of Kaiser Permanente Union leaders worked to ensure that your PSP performance would be rewarded—and protected from external market forces out of the control of workers. As a result, the connection between your performance and your rewards remains strong. You will get specific information about your performance-based payout in the coming weeks.

Our partnership with Kaiser Permanente has lasted 20 years with a dedicated union workforce, operating at every level of success. We intend to continue with steady growth of KP's underlying business and good, union jobs.

We ask you to: Stay committed. Perform at your highest level. Continue to advocate for the support you need, and reap the rewards you've earned.

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