



UFCW LOCAL 770

UNITED FOOD AND COMMERCIAL WORKERS UNION • www.ufcw770.org

Ricardo F. Icaza, President

John M. Grant, Secretary-Treasurer

April 20, 2016

MAIN OFFICE

LOS ANGELES
630 Shatto Place
Los Angeles, CA 90005-1372
P.O. Box 770,
Hollywood, CA 90078
(800) UFCW 770
(213) 487-7070

AREA OFFICES

CAMARILLO
816 Camarillo Springs Road
Suite H
Camarillo, CA 93012
(805) 383-3300

HARBOR CITY
25949 Belle Porte Avenue
Harbor City, CA 90710
(310) 784-5340

ARROYO GRANDE
127 Bridge Street
Arroyo Grande, CA 93420
(805) 481-5661

BAKERSFIELD
5000 California Avenue
Suite 211
Bakersfield, CA 93309
(661) 323-2866

NEWHALL
23030 Lyons Avenue
Suite 102
Newhall, CA 91321
(661) 259-9900

SANTA BARBARA
4213 State Street
Suite 201
Santa Barbara, CA 93110
(805) 681-0770

To UFCW Local 770 Kaiser Members:

Congratulations! We showed what 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 a special payment in lieu of the 2015 Performance Sharing Program (PSP) bonus.

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 workers put into KP's growth and reputation for excellent care and service.

In the next Friday paycheck, April 29, 2016, the employer will make a one-time payment of:

- \$900 for employees who work 1800 or more eligible hours in a year
- \$500 for employees who work 500 to 1,799 eligible hours
- \$250 for (per-diem) employees who work less than 500 eligible hours

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 and Local 770, 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.

Fraternally,

UFCW LOCAL 770

Ricardo F. Icaza, President

John M. Grant, Secretary-Treasurer

RFI:JMG:pe