



October 24, 2016

Coalition Union Brothers and Sisters,

You may have seen a recent financial report from the Southern California region, which gave you details on the company's financial performance and made a reference to the Performance Sharing Program (PSP). You should know that the Coalition of Kaiser Permanente Unions envisions a different approach to the financial metrics that are to be mutually agreed upon under the National Agreement.

Your Coalition union leaders, as does Kaiser Permanente, acknowledge your hard work and want to see it rewarded appropriately. That is why your union leaders are continuing talks with KP's leadership team to advocate for mutual solutions that will assure the company's growth, the growth of our unions, and the growth of our union members as individuals.

Coalition Union leaders are committed to keeping you informed. We know you will keep your commitment to bringing the best care and service to health plan members and patients—which is a win for us all.

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