



# UFCW LOCAL 770

UNITED FOOD AND COMMERCIAL WORKERS UNION • [www.ufcw770.org](http://www.ufcw770.org)

Ricardo F. Icaza, President

John M. Grant, Secretary-Treasurer

## 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

February 9, 2016

Dear Local 770 Kaiser Members:

The Coalition of Kaiser Permanente Unions met yesterday with Kaiser Permanente to discuss the 2015 payout for the Performance Sharing Program (PSP) in the Southern California region. Kaiser Permanente informed us that "due to unforeseen expenses that occurred late last year, the necessary financial gate for a bonus did not open." As a result, there is no payout for 2015.

In lieu of the PSP payout, Kaiser Permanente offered a "special payment" of \$215 dollars per Coalition-union represented employee. Local 770 and the Coalition strongly disagree with this approach for our union members.

You are the driving force behind the growth of Kaiser Permanente and the growth of our union. Thus, we believe that the people who make Kaiser Permanente successful should be rewarded appropriately.

Coalition Union leaders will continue to discuss the matter with Kaiser Permanente management and keep our union members informed.

Fraternally,

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