

Topics Covered

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PSP Update – Payout at Target or Stretch Secured!

After on-going discussions at a national level Kaiser Permanente has agreed for all Alliance union members to receive a guaranteed PSP Bonus payout as an appreciation for their hard work in partnership during this extraordinarily challenging year. The news comes after KP agreed earlier in the week to extend COVID-19 benefits, including sick leave and childcare benefits, through the first quarter of next year.

At the beginning of the COVID-19 pandemic, the Alliance called on KP to revisit Performance Sharing Plan (PSP) goals bargained under pre-pandemic conditions. Given the unprecedented pandemic, redeployments of Trust-funded staff, the inability of many UBTs to meet – we had called on KP to convert the PSP to a guaranteed full payout. As a result, KP is granting partner unions with PSP at least 100% performance payout. Regions and individuals performing higher than 100% will receive the higher performance payout based on their plan's performance. The payment will be paid in March on schedule with the regular PSP payment cycle.

In the Colorado Region this announcement will primarily impact the payout under the Service goal, as this was the only area we are not likely to achieve a target payout. The other regions had a much more challenging time reaching PSP goals for some reason.

You can find an Alliance PSP status update here: <http://ufcw7.org/files/2020/12/2020-KP-Colorado-PSP-Alliance-Status-Update-12.18.2020.pdf>

Retirement Seminars Recording Available Now!

Over the last couple weeks UFCW Local 7 offered retirement seminars, which were well received. Thank you to the Alliance of Healthcare Unions, who put the seminar together. You can find a recorded version below; it lasts approximately one hour and forty-five minutes, and covers the following topics:

- Retiree Medical Benefit; Extended Sick Leave HRA; Pension; Tax-Sheltered Annuity;
- Please find the video here: https://drive.google.com/file/d/1XLD2JrThoFFuabDRXwSbt-QEg-BnyC_p/view

ACTION: Share Your Stories from This Year

We are going through a crisis together. This has been a historic year, and this will be an important thing for us to chronicle as we move into the next phase of this pandemic, which is widespread vaccination. We want to hear about victories and setbacks as we fight the pandemic as well as related stress and trauma as a result of racial, class, and gender inequality and uncertainty. We

want to hear from you. If you're willing to share your thoughts, feelings, and experiences, please submit your story below.

We have two easy ways for members to share their story:

- Upload your 60-second video here (2-minute max). To upload your video: <https://forms.gle/TpzoFzyMMxmCRgABA>
- Submit your Story in writing here: <https://www.ahcunions.org/share-your-story>

Feel free to answer one of the following or something compelling to you:

- Describe your best day and/or your worst day since the pandemic started.
- How has the pandemic changed your work?
- How has your mindset changed from the very beginning of the pandemic to today?
- What would you like to say to other healthcare workers?
- What do you wish the general public knew about what it's like to be a healthcare worker right now?

**Friendly Reminder: We are committed to protecting a patient's right to privacy. Please omit patient names or any other identifying information when sharing your story.*

To Learn More: <https://www.ahcunions.org/share-your-story>