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PSP and Thank You Bonus Update and Clarification

In light of the Company's confusing communications related to the PSP and the so-called "Thank You" bonus, we hope to provide some clarification.

Approximately two months ago when the Alliance unions learned our PSP bonuses could be significantly reduced from last year, we pushed KP leaders for the highest possible payout. The Alliance National Agreement guarantees PSP payout based on performance even if KP doesn't meet its financial gate in the region. However, payouts are much lower when the regional financial gate is not met.

When we learned that many regions might not make the financial gate for 2021, we proposed to KP that they provide a full PSP payout in light of special COVID conditions last year. KP's minimum guaranteed payout through the "thank you bonus" is one step closer to honoring the spirit of PSP. This could be a significant increase for union members from KP's initial proposal to us after we approached them about our concerns.

We do not yet know if the Colorado region has met its financial gate or even if the region set a financial gate. Once we receive additional information about the status of the financial gate in this region we will let our members know.

For further explanation and FAQs related to the PSP and the Thank You bonus please go here:
<http://ufcw7.org/files/2022/03/FAQs-PSP-Payout-and-Thank-You-Bonus.pdf>

Scholarship Opportunities – UFCW Local 7 Scholarship and UFCW International Scholarship

UFCW has long been a champion for workers and their families to get scholarships and advance their education. In addition to the many programs we offer and have secured through collective bargaining (e.g., free college benefit, Ben Hudnall Memorial Trust programs, continuing education and tuition reimbursement), the UFCW Local 7 scholarship program and the UFCW International Scholarships are now available for application:

- **UFCW Local 7 Scholarships:** Scholarships of \$3,000, \$2,000, and \$1,000 are offered. Applications are due by April 1, 2022. For more information: <http://ufcw7.org/files/2022/02/Scholarship-Flyer-2022.jpg>; For the application: <http://ufcw7.org/files/2022/02/2022-English-Scholarship-App.pdf>
- **UFCW International Scholarships:** Scholarship recipients will receive annual payments of \$2,000 for each year they are enrolled in an accredited college or university as a non-probationary student for up to four years. Applications are due by May 15th. For more information and the application: <https://ufcwcharityfoundation.org/scholarship/>

Additional education information and resources can be found here:

- <http://ufcw7.org/files/2022/02/Kaiser-Education-Flyer.pdf>
- <https://bhmt.org/>

Your Action Needed: LMP Training Needs Assessment

Please take LMP and Kaiser Permanente Training Needs Assessment Survey. Your feedback will help the Unions and the Company improve our education trusts and other programs that support your department and employees' career growth.

The online survey is open until March 16. It should take about 10 to 15 minutes to complete. All individual responses are completely confidential. The survey is hosted on an external website, and only grouped data are shared.

[Take the survey.](#)

For questions, please email [National Workforce Planning and Development](#) or kpco-wfpd@kp.org.

Contract Implementation Updates ~ Wage Differentials, Vacation and Contract Books

Last year we ratified strong National Agreement and Local Contracts. Many of the changes that we ratified have already been implemented. However, the wage premiums/differentials, increased vacation time for those with 25 or more years of service, and some of the other economic terms have not yet been implemented by the Company.

We have been hard at work making sure this happens timely. However, with the implementation of HR Connect and the transition of HR functions to the national level, this process has become more cumbersome.

We do not have a timeline yet on when certain contract terms will be implemented, but when we do we will provide this information.

In addition, UFCW Local 7 and management are working through the drafting process of the updated local and national agreements. There is no timeline on when the new contracts will be available, but once they are available we will let our members know.

KP Retirement Seminars Offered by the Alliance and UFCW7: Register Now. March 27th and 31st 2022

The Alliance of Health Care Unions and UFCW Local 7 will offer retirement seminars on March 27th and March 31st 2022. **To attend these meetings your registration is required.** Alliance Director Christina Kaoh will present on important topics like retiree medical benefits, pension, and other important topics.

- When: Mar 27, 2022 12:00 PM Mountain Time (US and Canada); **Register** in advance for this meeting: https://us06web.zoom.us/meeting/register/tZcocOuorDstGdBN_QR4YNF7dvnnxqbaRxVg
- When: Mar 31, 2022 06:00 PM Mountain Time (US and Canada); **Register** in advance for this meeting: <https://us06web.zoom.us/meeting/register/tZlocOuspz4jG921fXHnyTHq4DFICh3Fft2J>

In unity,

Nate Bernstein
Director -- UFCW Local 7