



Topics Covered

- **PSP Payout**
- **Additional Retention Bonus**
- **Take Advantage of the UFCW Scholarship Programs**

Alliance Members will Receive PSP and Retention Bonuses

PSP In March, Alliance members will receive a PSP bonus for the 2022 program year, even though KP has reported they did not meet the financial gate in any region. Historically, when KP did not meet the financial gate, in most regions no PSP bonus was paid. In the Alliance national agreement, we won language that guarantees \$200 per goal at target, even if the financial gate is not met. Because of this Alliance bargaining victory, PSP payouts will occur this year. In Colorado, the payout for full-time workers will be \$1,000 for most workers, which is the highest any region will be eligible for this year. Some disputes remain between the Alliance and KP, but this is still an important victory in the Alliance national agreement.

Additional KP Retention bonus. After months of advocacy by the Alliance, KP has agreed to provide a \$500 bonus to workers. This will apply to Alliance members outside California as well as members in California not eligible for a special partially government-funded bonus program.

Employees need to have worked at least 100 hours between July 30 and October 28, 2022 to be eligible for this retention bonus. This payment is likely to be made in April.

These payments are less than our members deserve for their hard work and fall short of what is needed to address the staffing crisis. Yet at a time when KP is reporting its worst financial results in over 20 years, these payments are a sign of the strength of the Alliance, our national agreement, and our partnership.

These bonus funds are a direct result of Alliance members mobilizing and speaking out - in the workplace and publicly - about the staffing crisis. Alliance members have been calling for KP to do more on the staffing crisis, and we can be proud that our advocacy won this additional \$500 bonus for our members outside California, and for approximately 3,000 Alliance members in California who don't meet the state eligibility criteria.

Today's workplace is in crisis, and we need a comprehensive, long-term solution including wage adjustments, training programs, and addressing conditions that cause people to quit. While a one-time bonus is a positive step, we know the cure is going to require much more, and we won't rest until we achieve a full solution for our patients and union members.

KP is facing financial shortfalls. Some of these are a result of COVID, but some of them are a direct result of the staffing crisis. As long as we rely on short-term solutions, KP will be paying exorbitant traveler rates and overtime costs, and members will work in unacceptable conditions. We have to work together for a real solution.

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, 2023. For more information <http://ufcw7.org/files/2023/01/Scholarship-Flyer-2023.jpg>; For the application: <http://ufcw7.org/files/2023/01/2023-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://scholarship.ufcw.org/>

Additional education information and resources can be found here:

- <https://bhmt.org/>