

February 18, 2022

Via Email

Mr. Steven Ward
Executive Director
Coalition of Kaiser Permanente Unions
1633 NE Clackamas Street
Portland, OR 97232

Email: steven.ward@unioncoalition.org

Re: 2021 PSP Payout – Revised Letter

Dear Steven:

This letter will serve as a response and follow-up to our meeting on February 4, 2022, with the Coalition of Kaiser Permanente Unions where we discussed the 2021 PSP bonus payment. We have taken serious consideration of the concerns you and other labor leaders mentioned during our February 4th meeting that the bonus payment with a floor of \$1,000 (\$750 for part time employees coded less than 32 hours) was not enough, even though the financial gates were not met in most Kaiser Permanente markets. We are pleased to inform you that Kaiser Permanente, in recognition of employee contributions in a very challenging year, will agree to a “thank you” bonus guarantee, which will ensure that full time employees who are eligible to participate in the PSP will receive a minimum of \$1,500 (\$1,000 for part time employees coded less than 32 hours), as follows:

- To be eligible for the “thank you” bonus, Employees must meet all eligibility requirements for the 2021 PSP. These include:
 - Employees in SCAL must have been hired/rehired prior to 9/27/2021. Employees in NW, HI, CO, and MAS must have been hired/rehired prior to 10/02/2021. (There is no comparable requirement for NCAL or WA employees.)
 - Employees must be in active status and covered by the Coalition National Agreement as of December 31, 2021. This includes all full-time, part-time, and casual/on-call/per diem employees.
 - Employees must be in a regular or temporary position covered by the Coalition National Agreement at the time of the payment. This requirement does not apply for employees whose employment terminates due to retirement or death. It does, however, apply to employees who terminate for any other reason, including a reduction-in-force.
- PSP bonuses will be calculated and paid to all eligible employees according to their terms, including all financial gates.
- Employees whose PSP payouts are less than Fifteen Hundred Dollars (\$1,500) for full time employees or One Thousand Dollars (\$1,000) for part time employees coded less than 32 hours will receive a subsequent payment as a “Thank You” bonus, truing them up to these amounts.

Details on these payouts will be available later this month. PSP payouts will appear in paychecks during the regular bonus/incentive payment cycle in March 2022. “Thank you” bonuses will follow the next pay period.

We appreciate the opportunity to work through this matter in partnership and bringing this matter to a close. Additionally, we look forward to strengthening our partnership going forward.

Sincerely,



Steve Shields
Senior Vice President



Jim Pruitt
Vice President