



February 10, 2026

Mary Anne Madruga
Kaiser Permanente
Director, Labor Relations, SCAL/Hawaii Markets
Program Offices, Labor Relations Department
393 East Walnut Street
Pasadena, CA 91188

Sent Via E-Mail & USPS

RE: Return to Work

Dear Mary Anne Madruga,

As you know, employees represented by United Food and Commercial Workers Union Locals 135, 324, 770, and 1428 in the bargaining unit covered by the parties' October 1, 2021 – February 1, 2026, Clinical Laboratory Scientists and Medical Laboratory Technicians Agreement have been engaged in an unfair labor practice strike since Monday, February 9, 2026. These striking workers will end their strike at 5:00 a.m. on Thursday, February 12, 2026. On behalf of all striking employees in the Clinical Laboratory Scientists and Medical Laboratory Technicians bargaining unit, UFCW Locals 135, 324, 770, and 1428 hereby make an unconditional offer to return to work effective at 5:00 a.m. on Thursday, February 12, 2026. We expect that all employees with shifts beginning on or after 5:00 a.m. on February 12, 2026, will return to work their previously scheduled shifts.

If you have any questions, please contact Jose Perez at (714) 822-4465 or Kathy Finn at (213) 458-0776. Thank you for your assistance in this matter.

Sincerely,

UFCW Local 135
Bruce T. Walters, President

UFCW Local 324
Jose Perez, President

UFCW Local 770
Kathy Finn, President

UFCW Local 1428
Mark Ramos, President

Enclosure

Cc: Federal Mediation and Conciliation Service, Notice Processing
(via email only, F7Notice@fmcs.gov, ihermosillo@fmcs.gov)
Caron McNearney, Sr. Director, Human Resources, HRBP, SCAL Regional Offices
Bob Spagat
Arlene Peasnell