



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,

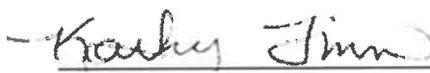
As you know, employees represented by United Food and Commercial Workers Union Locals 135, 324, 770, 1167, 1428 and 1442 in the bargaining unit covered by the parties' October 1, 2021 – November 1, 2025, Pharmacy Employees Agreement have been engaged in an unfair labor practice strike since Monday, February 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 Pharmacy Employees bargaining unit, UFCW Locals 135, 324, 770, 1167, 1428 and 1442 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 1167  
Joe Duffle, President

  
UFCW Local 1428  
Mark Ramos, President

  
UFCW Local 1442  
Michael Straeter, 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