



2025–2029 CONTRACT WINS

United Steelworkers Local 7600 · Kaiser
Permanente Southern California

Local TA: Oct 7, 2025 | National MOU: Mar 10, 2026 | Wage
Equity TA: Mar 12–13, 2026

Kaiser Permanente and United Steelworkers 7600 have entered into a Memorandum of Understanding to finalize a successor local collective bargaining agreement, under which the 2018 Labor-Management Partnership Agreement remains in effect, all mandatory subjects of bargaining from the 2021 National Agreement (including ATBs, equity adjustments, PSP, employee benefits, staffing committees, subcontracting, Ben Hudnall Trust funding, and union leave) will move to local contracts, and all permissive subjects (including partnership structure, UBTs, joint staffing process, just culture, and workforce planning) will move to a new Partnership Addendum attached to the 2018 LMP Agreement; the successor agreement will run through October 1, 2029.

21.5%

Total Wage Increase

Across-the-board over 4 years

ATB RAISE SCHEDULE

6.5%

Mar 2026

6.5%

Oct 2026

3.0%

Aug 2027

2.5%

Oct 2027

3.0%

Oct 2028

INLAND EMPIRE WAGE EQUITY

+1.25%

Wage Equity · July 2026

+1.25%

Wage Equity · July 2027

PART 1

National Tentative Agreements

Wages · Benefits · Partnership · AI & Technology · Staffing

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PART 2

Inland Empire Wage Equity

Exclusive 2.5% payroll allocation · Distributions 2026 & 2027

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Local Tentative Agreement Wins

Wages · Transfers · Leave · On-Call · Benefits

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PART I: NATIONAL TENTATIVE AGREEMENTS

INLAND EMPIRE WAGE EQUITY ADJUSTMENT

WAGE EQUITY

Total Wage Equity Allocation: 2.5% of Payroll, Inland Empire

The Employer will allocate equity adjustments equal to 2.5% of the total USW L7600 payroll. This pool exists solely to address classification-level wage gaps specific to our region, entirely separate from the ATB increases. The Union has a direct voice in directing funds where compression has hit hardest. One transparency note: if the combined total of the equity allocation and the first-year ATB exceeds 9%, the equity pool will be reduced to keep the combined figure at exactly 9%, protecting the overall value of the wage package.

WAGE EQUITY

First Distribution: Effective First Pay Period After July 1, 2026

Half of the total allocation (approximately 1.25% of payroll) will be applied to wage scale adjustments for identified classifications. The Union and Employer jointly determine which classifications receive adjustments and in what amounts. This is not a management decision made behind closed doors. Classifications that have drifted furthest from LA and Orange County comparables stand to see the most meaningful movement in this first round.

WAGE EQUITY

Second Distribution: Effective First Pay Period After July 1, 2027

The remaining half of the allocation is applied in a second tranche, again by mutual agreement. The two-phase structure is intentional: it keeps the conversation open, allows the Union to assess which gaps remain after the first distribution, and directs remaining funds accordingly. This is a sustained, multi-year correction, not a one-time payment that gets forgotten.

Distribution	Effective Date	Amount
Round 1	First pay period after July 1, 2026	~1.25% of payroll (50% of total allocation)
Round 2	First pay period after July 1, 2027	~1.25% of payroll (remaining 50%)
TOTAL	Distributed over 2 years	2.5% of payroll (subject to 9% combined cap with first-year ATB)

MINIMUM WAGE

NATIONAL

Minimum Rates

After the 2025 ATB is applied, and effective the first pay period following 120 days of ratification, all employees covered by this agreement will be paid at least the minimum rate in their respective market:

- Northern and Southern California: \$24.00 + ATB applied
- Northwest, WA, CO, Mid-Atlantic states, GA: \$22.00
- Hawaii: \$24.00

Note: The original management proposal would not have allowed employees affected by the minimum wage to receive the ATB. That position was rejected.

NATIONAL

Application of Minimum Rate

For any job whose step 1 wage rate is lower than the minimum rate, step 1 will be increased to the minimum rate, and all other steps in the wage scale will be increased by the same percentage. For example, if step 1 is 2% below the minimum, all steps increase by 2%. These adjusted scales continue to move with annual ATBs.

NATIONAL

Career Ladder

For scales in a career ladder progression, if the first level job classification is affected by the minimum rate, the subsequent scales in that progression will be adjusted by the same percentage.

For example: if EVS I is increased by 7% to reach the minimum rate, all subsequent classifications in that career ladder also increase by 7% to maintain scale relationships. Job titles and examples are hypothetical for illustrative purposes.

California SB525 Minimum Rate

If during the contract the California SB525 established minimum rate is higher than any step 1 rate in the wage scales for Alliance represented employees in California, the same methodology will be applied. The effective date will be the pay period closest to the SB525 effective date.

YOUR BENEFITS: FULLY PROTECTED AND IMPROVED

NATIONAL

Retiree Medical HRA & Medical Premium Subsidy

Future retirees in Southern California who retire on or after January 1, 2026 will receive \$2,500 per year of service deposited into a Health Reimbursement Account — increased from \$2,000 per year of service. This is a direct improvement to retirement security for every USW 7600 member building toward retirement. Effective January 1, 2026, your medical premium subsidy can be applied to any KPSA plan available in your region, including plans that carry a premium. You are no longer restricted to a zero-premium plan to use your subsidy. If three plans exist in your region, you choose which one to apply it to.

NATIONAL

Retiree Medical HRA Supplement at Age 85: \$15,000 in All Regions

All eligible retirees who reach age 85 will receive a one-time \$15,000 HRA supplement effective January 1, 2026 — increased from \$10,000. This applies in all regions including Southern California.

NATIONAL

Hearing Aids: \$1,000 Per Device Per Ear, Southern California

Effective January 1, 2027, employees in the Southern California non-flex HMO plan will receive a hearing aid allowance of \$1,000 per device per ear, every 36 months. Southern California is specifically named in this provision.

NATIONAL

Lactation Accommodation: 60 Paid Minutes Per Shift for 12 Months

Effective upon ratification, the Employer must provide up to 60 paid minutes per shift to express milk for the 12 months following the birth of a child, including travel time to and from the lactation space. A joint Lactation Accommodation Committee must be established within 180 days to evaluate lactation room conditions at all KP facilities. Employees should combine lactation breaks with paid breaks where practicable.

NATIONAL

Ben Hudnall Memorial Trust Funding: Increased

BHMT is funded annually at 0.70% of gross annual payroll of all Alliance-represented employees — increased from 0.50% — plus a flat \$3 million employer contribution, and an additional \$1 million annually designated specifically for redeployment training.

NATIONAL

Tuition Reimbursement: Increasing Annually Through 2029

Effective January 1, 2026, the maximum tuition reimbursement amount increases from \$3,000 to \$3,500, and continues to grow by \$500 each year until it reaches \$5,000 in 2029. Effective January 1, 2026, the travel allowance within the reimbursement also increases from \$750 to \$1,250.

- \$3,500 effective January 1, 2026
- \$4,000 effective January 1, 2027
- \$4,500 effective January 1, 2028
- \$5,000 effective January 1, 2029

NATIONAL

Performance Sharing Plan

In the event that the Region does not meet its financial gate, the maximum PSP payout will be capped at \$1,400 for eligible employees — increased from \$1,000. This alternative payout will be paid in proportion to the share of PSP attributed to each goal, based on performance toward each individual goal. For example, a goal assigned 10% of the overall PSP formula would pay out \$140 if target is met.

NATIONAL

Partnership Wins

UBT Support and Accountability

- 90-day grace period when a UBT Co-Lead or Sponsor vacancy occurs
- Annual caseload review for Sponsors and UBT Consultants
- Teams dropping below Level 3 must have a recovery plan to return
- UBT Tracker proxies encouraged for documentation support

Community and Recognition

- All Labor and Management Sponsors invited to a Community of Practice
- Annual verification of Level 4 and 5 UBTs using independent assessors
- Markets must maintain UBT recognition programs, posted on LMP website

Training and Development

- National standardized Path to Performance assessment training module
- Modularized “Preparing Managers for Partnership” pilot launching across all markets
- Joint workgroup to measure LMP training effectiveness
- Instructor-led trainings remain instructor-led unless mutually changed

Governance and Tools

- Updated UBT Sample Agenda added to National Agreement
- Joint body created to improve UBT Tracker when it is up for update
- Just Culture fully implemented, including training, dashboard, and communication plan

- Joint body created to develop a standardized partnership effectiveness measurement tool above the UBT level

NATIONAL

Staffing Wins

Infrastructure and Tools

- Universal automated staffing dashboard to be rolled out across all KP markets
- Joint National toolkit and educational materials for Staffing Committees
- Clear escalation pathway established for staffing implementation issues
- Joint worksheets and tools developed to support the Joint Staffing Process
- Hard-to-fill position criteria will be identified

NATIONAL

AI and Technology

KP and the Alliance recognize AI and technology are transforming healthcare and are committed to using them to improve patient outcomes and the employee experience. Key principles agreed to:

- **Relational care comes first** — AI is a tool to support, not replace, human judgment, compassion, and clinical expertise
- **Employee voice matters** — Worker input will be built into the full AI and technology lifecycle, from problem identification through implementation, training, and evaluation
- **Ethical use required** — Technology must be free from bias and discrimination, transparent, and reflect partnership values
- **Productivity monitoring disclosure** — KP must notify the union of any AI technology used to monitor employee productivity or performance. Disputes handled through local collective bargaining agreements
- **Joint Taskforce created** — A KP-Alliance Taskforce on Technology and AI will be established alongside UBT structures to capture frontline worker expertise and voice

Existing protections including Union Security, the Employment Income Security Agreement, and Workforce Planning and Development remain in place and continue to apply.

NATIONAL

Subcontracting Protections

Subcontracting protections are secured in this agreement. The Union retains full standing to challenge improper subcontracting and hold the Employer accountable.

NATIONAL

Strategic Leadership Council

- 10 member council to strategize around KP's future challenges.
 - Within 90 days of ratification, establish Action Plan to support membership growth, union growth and affordable quality care.
- Action Plan objectives include:**
- Sustainable growth and reducing membership terminations
 - Improve HCAHPS to 4.5 and Medicare 5-star status in all markets
 - Explore insourcing or consolidating work

Union Retains Full Rights Over All Partnership Subjects

Permissive subjects including Partnership structure, Unit-Based Teams, Just Culture, the Joint Staffing Process, Strategic Leadership Council, and Workforce Planning, will move to a new Partnership Addendum effective through December 31, 2026. By keeping these separate from the CBA, the Union preserves its full right to bargain, modify, or challenge any of these subjects in future negotiations. Nothing in this MOU limits what the Union can demand at the table.

PART 2: LOCAL TENTATIVE AGREEMENT WINS

Signed October 7, 2025

DIFFERENTIALS

IMPROVED

Evening (2nd) Shift Differential

Before: \$.90 per hour

After: **\$2.00 per hour, more than doubled**

IMPROVED

Night (3rd) Shift Differential

Before: \$1.31 per hour

After: **\$3.25 per hour, nearly a 2.5x increase**

IMPROVED

Sunday Premium Pay

Before: \$1.875/hr, capped at \$15.00 per shift

After: **\$2.00/hr, cap raised to \$16.00 per shift**

IMPROVED

Standby Pay

Before: Up to \$12.00 per standby hour, a rate last set in 2007

After: **\$15.00 flat per standby hour, no longer tied to a rate calculation.**

IMPROVED

Report Pay

Before: Paid two (2) hours at base hourly rate.

After: **Paid for half the day's scheduled work, with a minimum of two (2) hours and up to a maximum of four (4) hours (no matter the scheduled shift length), at the regular rate of pay, in the event no work becomes available. Reporting pay for hours not worked does not count as hours worked, and does not count towards overtime. At the Employer's discretion, the Employee(s) who report may be assigned to other work of the same general level of work for which qualified in lieu of their being released. Employees who refuse to perform work that is offered within the job description, and for which they are adequately trained and competent, will not be eligible for reporting pay.**

NEW

Ambulatory Oncology Pharmacy Technician Differential

Ambulatory Oncology Pharmacy Technicians will receive a one-dollar (\$1.00) per hour differential for all hours worked. Inpatient Pharmacy Technicians will receive a \$1.00 per hour differential when working as an Ambulatory Oncology Pharmacy Technician.

LOU

Letter of Understanding – Trainer Apprenticeship Differential

Effective 120-days following ratification, upon mutual agreement between the Union and Labor Relations, eligible Kaiser Permanente apprenticeship programs, such as those administered through the Ben Hudnall Memorial Trust (BHMT) or as a designated program identified by Kaiser Permanente, may be identified as qualifying for the Trainer Apprenticeship Differential. Employees designated by Management as a trainer to provide training under approved programs shall receive a differential of one dollar (\$1.00) per hour for all hours worked as an identified and approved trainer. This differential applies exclusively to time worked in direct training and does not include employees who may be assigned to orient or be observed by students or employees. Training assignments must be a minimum of one (1) hour in duration and be prescheduled by Management in order for training pay to apply. This Letter of Understanding shall remain in effect for the duration of the current Collective Bargaining Agreement unless modified or extended by mutual agreement of the parties.

CLASSIFICATION & COMPENSATION

NEW

Advanced Hiring Criteria: Prior Step Placement Carries Over

Effective one hundred twenty (120) days following ratification, when a future employee transfers into the United Steelworkers Local 7600 bargaining unit under advanced hiring criteria previously established in a different bargaining unit outside of USW Local 7600, that status may carry over, provided the employee is transferring into an equivalent position. The employee may then be placed on the appropriate wage scale within USW Local 7600, consistent with their advanced hiring placement. Within twelve (12) months of ratification, the Parties will review the list of classifications subject to advanced hiring to ensure accuracy and identify potential opportunities to expand the list of applicable roles.

INLAND EMPIRE SERVICE AREA – ADVANCED HIRING CRITERIA

Previous scale (replaced):

Years of Experience	Step Placement
Less than 2	Start Rate
2 but less than 3	6 Month Rate
3 but less than 4	1 Year Rate
4 or more	2 Year Rate

New scale (effective 120 days post-ratification):

Years of Experience

Years of Experience	Step Placement
Less than 1 year	Start Rate
1 Year but less than 2 years	1 Year Rate
2 but less than 3 years	2 Year Rate
3 but less than 5 years	3 Year Rate
5 or more years	5 Year Rate

LOU

Letter of Understanding – Lead / Storeroom Worker

Effective the first full pay period following 120-days after ratification the Lead Storeroom Worker (JC 40239) will reflect 1.5% over the Shipping/Receiving Clerk (JC 40053).

LOU

Letter of Understanding — Administrative Specialist IV

Effective the first full pay period following 120-days after ratification the last two steps of the Administrative Specialist IV classification (JC 18634) will be adjusted from 2.5% to reflect 3.5%.

LOU

Letter of Understanding — Sterile Processing Department Lead and Technician Certification

The parties agree to meet within one hundred eighty (180) days of ratification to discuss Sterile Processing Department Lead and Technician Certification. Nothing shall preclude the Parties from meeting sooner and the timeframe may be extended by mutual agreement.

LOU

Letter of Understanding — Grow Your Own

In recognition of the Grow Your Own agreement reached during 2021 bargaining, the Parties reaffirm their shared interest in continuing conversations regarding opportunities to leverage available resources. Discussion topics may include career ladders, apprenticeship programs, promotional pathways, LVN III roles, and the LVN I (New Graduate Program), with the understanding that these conversations are exploratory. The parties agree to meet within one hundred eighty (180) days following ratification.

TRANSFERS & JOB MOVEMENT

NEW

Transfers from Other KP Facilities: Prior Service Recognized

An employee transferring from another Kaiser Permanente facility not covered by this Agreement shall have their prior service recognized for purposes of vacation and Life Balance Day accrual, holiday pay, dental and health plan eligibility, pension plan benefits, sick leave, and tenure salary step, provided that the time between leaving the other facility and commencing employment under the Agreement does not exceed six (6) months.

IMPROVED

Transfer Award: Release Time Now Required

Before: No contractual deadline.

After: The Employer will make best efforts to release employees who have been awarded a lateral or transfer move, whether temporary or permanent, in two pay periods from time of acceptance of job offer.

LOU

Letter of Understanding — Transfer Limitations

The Parties agree to meet and discuss the potential implementation of transfer limitations. The intent of these discussions is to identify strategies that minimize internal churn and support workforce stability, particularly during periods of high volume hiring and critical staffing needs. These conversations may address the understanding of operational impacts of frequent internal movement, including delays in backfilling positions, and challenges in maintaining consistent service levels. This letter of understanding shall remain in effect for the duration of the current Collective Bargaining Agreement unless modified or extended by mutual agreement of the Parties. Any agreement reached during these discussions must be by mutual agreement and signed by Labor Relations or Human Resources designee and the International Staff Representative.

LEAVE & TIME OFF

IMPROVED

Life Balance Day Requests: Response Required Within 7 Days

Before: No contractual deadline for the Employer to respond to Life Balance Day requests.

After: Life Balance requests are to be approved or denied upon receipt on a first-come, first serve basis, but no later than seven (7) days after receipt.

IMPROVED

Single Vacation Day Requests: Late Requests Now First-Come, First-Served

Before: No provision for how late vacation day requests would be handled.

After: Timely requests for single vacation days will be determined by using bargaining unit seniority. Requests provided with less than fourteen (14) calendar day notice will be granted on a first-come, first-served basis (Cross reference paragraph 967).

IMPROVED

Vacation Request Response: Employer Must Respond Within 10 Days

Before: No contractual deadline for the Employer to respond to vacation requests.

After: Requests for Vacation in increments of less than five (5) days must be made a minimum of fourteen (14) calendar days before a desired date. A response will be provided to employees no later than ten (10) calendar days before the date requested. The employee may request and receive an available existing date, subject to staffing needs and efficiency of operations (Cross reference paragraph 910).

NEW

Shift Trades: Now Permitted Effective January 1, 2026

Commencing January 1, 2026 and for the term of this Agreement, a non-probationary employee may voluntarily trade shifts provided the following occurs: the trade is pre-approved by the department manager/supervisor/designee, a fully qualified replacement is found by the employee in the same classification and department, the employee is working sufficient hours according to their employment status, and the trade does not result in overtime/premium pay. This language is not intended to be used by employees to reduce the number of hours they were hired to work on a regular basis. Shift trade approval is at the discretion of the Employer and there is no obligation on the Employer's part to agree use of shift trades. The shift trade length shall be the same in duration. Excessive shift trades will not be authorized. Employee attendance may be a consideration.

LOU

Letter of Understanding — Remote Work: Notice of Return to Office

During the term of this Agreement, should the Employer determine that remote work is no longer necessary and a full return to on-site work is required, the Employer will provide a 90-day notice to the employee prior to the return to work date. The Parties acknowledge that certain circumstances will not require a 90-day notice. These may include but are not limited to performance related matters, emergency situations, completion of required competencies, conditions of pre-existing telecommute agreements, and attendance at pre-scheduled department meetings and/or trainings.

NON-BENEFITED EMPLOYEES

NEW

Non-Benefited Employee Wage Differential

In lieu of benefits, a non-benefited employee shall receive a one dollar (\$1.00) per hour wage differential for each hour they work.

LOU

Letter of Understanding — Non-Benefited Position

The Parties reaffirm their mutual commitment to establishing a joint committee tasked with developing an agreement outlining the minimum commitment and parameters for Non-Benefited employees, **by mutual agreement**. This agreement may include, but is not limited to, the required number of shifts per month, seasonal assignments, and hard to fill classifications. The Parties may meet to discuss other topics not contemplated during bargaining regarding the non-benefited status position. Should the parties agree to further mutual agreements, they will be executed by Labor Relations and the Union International Staff Representative. Such agreement will apply to all Non-Benefited employees and must be signed by both the institutional Union and Labor Relations. This side Letter of Understanding shall remain in effect for the duration of the current Collective Bargaining Agreement.

BENEFITS & INSURANCE

IMPROVED

Retiree Life Insurance: Coverage Doubled

Before: Employees who retire will receive Employer-paid life insurance of three thousand dollars (\$3,000) and AD&D of three thousand dollars (\$3,000).

After: Employees who retire under the provisions of the Kaiser Fontana Pension Plan on and after January 1, 2026, will receive Employer-paid life insurance in the amount of six thousand dollars (\$6,000) without AD&D.

ALTERNATIVE WORK SCHEDULES

LOU

Letter of Understanding — Alternative Work Schedules: Three New Templates Now Available

Three new Alternative Work Schedule (AWS) templates have been added to the contract: a 9-hour schedule, a 10-hour / 4-day schedule, and a 12-hour schedule. All AWS options are voluntary, awarded by seniority, and may be discontinued by either party with thirty (30) days written notice. Full templates are available through Labor Relations. The 12-hour schedule includes a new Full-Time .9 FTE option — six (6) twelve-hour shifts per pay period, three (3) shifts each week. This option has no impact on an employee's pension, as a year of credited service is defined as 1,800 hours. Management determines operational feasibility and the number of available positions.

CONTRACT CLEAN UP & CHANGES

LOU

Letter of Understanding – On-Call Availability

The parties will meet within 180 days of ratification to discuss on-call availability. This meeting will take place no later than 180 days post ratification unless mutually agreed by the parties.

Bereavement Leave: Under-300-Mile Travel Now Covered

If the travel distance is less than three-hundred (300) miles from the employee's home to attend funeral or memorial services, the employee may be eligible for an additional two (2) days as unpaid time off for a total of up to five (5) days of bereavement leave. Applies to both full-time and part-time/on-call employees.

Paid Sick Leave: Now Contractually Protected

Employees who are not eligible for Employer-paid sick leave elsewhere in this article, are eligible to accrue paid sick leave hours equivalent to the amount provided under California's "Healthy Workplaces, Healthy Families Act" and use such paid sick leave hours in accordance with that Act.

On-Call to Full-Time Conversion Trigger

In the event an on-call employee works forty (40) hours a week for twenty-six (26) consecutive weeks on the same shift in the same department/unit, a Step II Grievance may be initiated. Should it then be determined that all of the hours worked were non-replacement hours, a full-time position will be posted and filled under the terms and provisions of Article X.

Example: Using this language, more Full Time Medical Assistant positions in San Bernardino County will be posted.

Availability After Transfer Award

Employees who may be absent for justifiable reasons and employees who are granted transfers and lateral moves must be available for work within thirty (30) calendar days after the transfer or lateral move is awarded. Union and Management may meet to discuss reducing or extending time limits based on mutual agreement.

Return-to-Bargaining-Unit Window

Employees who are promoted or transferred out of the bargaining unit shall have full return rights to their formerly held job and lower rated jobs in the bargaining unit, provided such return occurs within fourteen (14) calendar days. Seniority will continue to accrue to the promoted or transferred employee for up to fourteen (14) calendar days after leaving the bargaining unit.

Temporary Transfer Eligibility

Employees shall be eligible for temporary transfers and temporary lateral moves no more than once within any one (1) calendar year. An employee who has accepted a temporary transfer or temporary lateral move may not bid on another temporary transfer or temporary lateral move until the employee has fulfilled the initial posted temporary position timeframe. However, such employee may bid on a permanent position.

LOU

Letter of Understanding – General Contract Cleanup

As a result of agreements reached in 2025 bargaining, the parties agree to meet to amend the collective bargaining agreement by adding tentative agreements, updating the contract term dates and signature pages and making any other mutually agreed-upon changes. The parties endeavor to complete the final contract revisions as expeditiously as possible within 120-days of ratification.

Letter of Agreement – Transition to New Timekeeping System

The Parties recognize that the transition to the new timekeeping and scheduling system may have implications for provisions in the collective bargaining agreement that were not able to be fully addressed during 2025 negotiations. The Employer agrees to meet and confer with the Union in good faith prior to implementation and throughout the transition period to discuss potential impacts and effects of the change and to explain timelines. The Parties understand that the transition to a consistent definition of workday and workweek is not intended to unjustly enrich or deprive the Employer or the Bargaining Unit and the parties will work together in good faith to reach agreement on changes. Any changes by the Employer will be limited in scope, focused on adhering to technological and legal constraints, and geared towards meeting business and patient care needs. The Parties will meet in good faith to bargain any impacts of the change no later than one hundred eighty (180) days prior to the implementation of the change. Agreements on the impact of the change will be memorialized by Labor Relations and the International Staff Representative in a side letter of Agreement, which will remain in effect upon execution and will be incorporated into the successor CBA.

PART 1: Local TA executed October 7, 2025; provisions effective the first full pay period following 120 days after ratification unless otherwise noted. PART 2: National MOU executed March 10–12, 2026; mandatory subjects being incorporated into the local CBA. PART 3: Wage Equity TA executed March 12–13, 2026; distributions effective first pay periods following July 1, 2026 and July 1, 2027 respectively. This is a member-facing summary; consult the full CBA for complete contractual language.