

Subject: Important National Bargaining Update
Date: December 13, 2017

Yesterday, Kaiser Permanente announced through an all-employee email that they were withdrawing certain Partnership privileges from SEIU-UHW (the larger SEIU local representing Kaiser workers in California), including not allowing them to participate in 2018 National Bargaining. ***Importantly, this does not apply to UFCW Local 7 or SEIU Local 105.***

Kaiser is taking this action on the basis that UHW is advancing a ballot initiative that would negatively impact Kaiser and Kaiser alone. UFCW Local 7 does not support the ballot initiative, nor do our UFCW affiliates in California.

Several unions of the Coalition including the UFCW have been meeting with affiliate officers and stewards all year about SEIU-UHW's obstructionism within the Coalition and next year's bargaining. At this time we want you to know that UFCW Local 7 continues to fully participate in the Partnership, the Coalition of KP Unions, and we continue to prepare for 2018 National Bargaining.

As of now, our understanding is SEIU-UHW members will continue to participate in Partnership activities, including UBTs. We also believe that SEIU Local 105 will continue to engage in partnership activities here in Colorado. We encourage you to support all union members, including SEIU Local 105, throughout our facilities, even if there may be different perspectives on the issues among union leadership. ***Critically, we ask you to stay focused on the important work you do every day to make sure members and patients receive the care and service they need. You are the heart of healthcare, the heart of the union, and the heart of Kaiser Permanente.***

We will inform you of new developments over time. Local 7 remains as committed as ever to ensure our members get the excellent representation you deserve. ***We will also work toward securing the very best contract possible in 2018, including solid wage increases, a secure retirement, and maintaining and improving the excellent benefits.***

In unity,

Kim Cordova, UFCW Local 7 President

Nate Bernstein, UFCW Local Director