



Dear UFCW Local 7 Members in Urgent Care and Emergency Care:

Yesterday the company informed Local 7 leadership that due to a decrease in volume they made a decision to reduce staff in the urgent care department. Specifically, the Company has decided and/or taken the following positions:

- The company will reduce the FTE of APNs/PAs at Lakewood, Lone Tree, and ACP;
- The company will reduce RN FTE at Westminster (resulting in not hiring for a current vacancy);
- Staff in the urgent care departments will need to have whole FTEs (e.g., no longer 0.775, 0.875, etc.) and have eight-hour shifts (no longer permitting ten-hour shifts).

Local 7 has not agreed to the company's positions. The company has not identified who specifically will be affected, and we will continue to meet with the company going forward to discuss the effects of these decisions and contest the issues for which we have contractual claims (there are many).

Further, the Company has come to the table to discuss the urgent care service, scope, and job descriptions. We will continue to meet with the Company on this as well.

Local 7's core priorities throughout this process are to:

- Make sure that the company abides by the contract and all of our agreements;
- Ensure that our members (the care givers) have what they need to provide patients get good, safe care.

We have a foundation of strong agreements to protect our members:

- In 2018 we negotiated language that ensures no staff will be laid off through 2019.
- We also have industry-leading job security language that we will make sure the company follows as we have done for hundreds of affected employees over the years.
- However, even when we don't agree with management, the company has the right to reduce staff in individual departments and do reorganizations, but everyone must have a position to go to under our recent agreements.

As we have more information we will continue to share.

We have a follow up meeting scheduled with the company next week.

In unity,

Joan Heller
Chief Steward, Local 7 Multi-Professional
Urgent Care Sponsor