

## Topics Covered

- **PSP 2020 Status Update**
- **Healthy Families and Workplaces Act (HFWA) Update**
- **HR Connect**
- **Support Resources from the State of Colorado**

## PSP Status Update

We are happy to announce that despite the many challenges that we experienced over the last year, your hard work to achieve a successful outcome for the PSP has paid off. In summary, you reached the following benchmarks for 2020 and can anticipate a strong payout amount in March:

- Affordability goal: Stretch achieved
- Service: Threshold Achieved (but Local 7 members will get paid out at Target due to the company's appreciation bonus)
- Quality: Stretch Achieved
- Safety: Stretch Achieved
- Attendance: Target Achieved

For a fuller picture of the PSP status, please click here: <http://ufcw7.org/files/2021/01/2020-KP-Colorado-PSP-Alliance-Status-Update-01052021.pdf>

## Healthy Families and Workplaces Act (HFWA)

Last year the State of Colorado passed the Healthy Families and Workplaces Act, which adds paid leave as well as protections for those utilizing the paid leave benefit.

Paid Leave Enhancements Impact. The paid leave aspects of the legislation will affect on-calls, short hours, and it will also affect benefited employees in their first six months of employment.

Attendance Occurrences. In addition, those using paid leave during a public health emergency cannot be issued attendance occurrences for use of the first 80 hours of paid sick leave for certain types of absences. When there's no public health emergency this non-discrimination rule applies to the first 48 hours of paid leave use during the year.

UFCW Local 7 advocated for this important legislation last year, and we are thankful for the important work our advocates due on behalf of working people throughout Colorado at the state capital.

For more information about this important legislation please see these links:

- Rules from Colorado Division of Labor and Employment: <http://ufcw7.org/files/2021/01/CDLE-INFO-6B-12-1-20-2021-Paid-Leave-Under-HFWA.pdf>
- Kaiser Management Guidance: <http://ufcw7.org/files/2021/01/KPCO-HFWA-Employee-Q-and-A.pdf>; please note that Local 7 doesn't endorse this guidance.

## HR Connect

We have heard of a number of issues regarding the HR connect implementation. Several of you have brought issues to our attention, and we have connected with HR about the issues that have been brought to our attention. Thank you for bringing these issues to our attention.

If you or some of your co-workers experience issues with HR connect, we are asking you to take the following actions:

- Call the HR service center at 877-457-4772 (there is a prompt for HR Connect Issues);
- Please document or have your affected co-worker(s) document the conversation (we are hearing that there are inconsistent and sometimes incorrect information provided by the service center associates);
- Feel free to reach out to your steward or union representative.

### **Support Resources from State of Colorado**

Please find a resource page from the State of Colorado, which includes such resources as:

- Food Assistance
- Housing Assistance
- Education Assistance
- Healthcare Assistance
- Small Business Assistance

More information here: <http://ufcw7.org/2021/01/04/update-on-relief-for-coloradans-small-businesses-in-2021/>

Thank you, everyone, for the excellent work you do and the hard work and dedication you provide to the Colorado community. I continue to be so impressed by all of our UFCW Local 7 members working through these historic challenges.

In unity,

Nate Bernstein  
Director – UFCW Local 7