

Local 7 Members:

The last year has been one of the most trying on healthcare workers for a very long time. I would like to thank you all for your commitment to the Colorado community and each other.

As labor contract negotiations approach and as you all continue to provide the critical needs that our communities so desperately need it's more important than ever that we stay united.

A bit of good news: UFCW Local 7 has received the preliminary calculation for the PSP payout amount. Your PSP payout amount appears to be one of the highest among represented staff members in the country. This is a testament to the amazing work you do each day for patients and also KPCO.

The preliminary calculation for the PSP payout for Local 7 members is as follows:

- **Average Payout: \$2,406**
- **Maximum Payout: \$2,635**

Also, understand that the payout is a function of the PSP agreement we negotiate every year. I would like to thank the hard work of our PSP negotiating team for their focus and tenacity in negotiating agreements that provide achievable and line-of-sight factors for our members to achieve.

Finally, we do have an on-going dispute regarding the way in which the company calculates the payout amount. UFCW Local 7 believes that the calculation method the company uses is incorrect and results in a lower-than-due amount, and we are working to get that resolved, but it could take some time. The above number is based on the company's current calculating method.

Please feel free to reach out anytime.

In unity,

Nate Bernstein

Director – UFCW Local 7