



Topics Covered

- **Contract Bargaining Coming Up**
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Contract Bargaining Coming Up

We are well underway in preparing for our negotiations. We have our local and national bargaining committees in place. And we will launch national bargaining the week of April 20th. Shortly thereafter we will commence local bargaining. We have many issues to address during this process including retaining the following for all workers:

- Industry-leading pensions
- Superior healthcare benefits
- Strong retiree medical benefits

In addition we have many things to fix:

- Secure solid wage increases
- Greater accountability when the company violates their agreements;
- Many other areas of improvement

We will need our members help in achieving these goals. Further outreach will come soon.

KP Agrees to Extend COVID Leave and Childcare Grant

After much advocacy by unions across the country, KP has agreed to extend the COVID childcare grant and covid leave pay through June 5. There are some changes to be aware of.

Childcare Grant. As schools and day care centers reopen, if an employee's children are enrolled in full-time care or school, they will not be eligible. However, if the child's school or day care center is only partially reopened the employee will remain eligible. For example, if school is only 3 days a week, the employee will remain eligible. In another example, if school is 5 days a week but only 4 hours each day, the employee would remain eligible. The same program terms apply as previously.

The COVID leave benefit is extended through June 5. KP indicated their intention is to end the benefit effective June 5, but agreed to reevaluate pandemic conditions as we get closer to June 5.

These COVID benefits – like all of our industry-leading wages and benefits – are significantly better than the benefits most workers receive, and a tribute to our shared commitment to make KP the best place to work as well as the best place to receive care.

You can find the details here:

- <http://ufcw7.org/files/2021/03/UNION-COVID19-MOC-COVID-Leave-Extension-032421.pdf>
- <http://ufcw7.org/files/2021/03/UNION-All-Markets-COVID19-Childcare-Grant-Extension-032421.pdf>

Time Off Issues

We have had a myriad of issues related to the company's failure to follow our agreements and their commitments regarding Local 7-member time off. This has been felt throughout the organization.

Bottom line: The company has cut a significant number of staff over the last few years, which strains their ability to follow their own agreements; and then they don't

listen to their own staff when the staff says it's not working. They will also tell us in bargaining that the wages and benefits are too high, even though they rely unnecessarily on the highest paid classification of workers (doctors) to administer care.

What Comes Next. We have much work ahead of us – and it will depend on all of us to improve the situation. We have contract negotiations coming up, we have grievances filed on this issue, and we have a meeting scheduled for Local 7 members next week over Zoom to discuss our on-going efforts and what you can do to help out. Details for the meeting are as follows:

When: Wednesday April 7, 2021, 7:05PM

Where: Zoom Meeting

- <https://zoom.us/j/97373945248?pwd=RS9OMjlPMzhRdVZPWkRqK0l5MENhdz09>
- +16699006833,,97373945248#,,,,*199660#

Pharmacy Reorganization

The company is doing another reorg in the pharmacy, moving staff from outpatient into the float pool. You can find more info here:

<http://ufcw7.org/pharmacy-reorg-materials/>

Thank you for your continued hard work.

Unity,

Nate Bernstein

Director -- UFCW Local 7