



Hello All,

As you know we have escalated the issue of time off to the regional president. Many of you emailed the president as well as signed a petition regarding the time off practice. All of this was presented to Mr. Ramseier.

Kelli Kane responded to those who emailed her with the same canned response:

Over the past several weeks, Mike Ramseier, Mena Yaft, and I have discussed your concerns and reviewed our current vacation approval guidelines. We want to honor requests while still maintaining necessary staffing to serve our members. This can be a delicate balance, especially during peak holidays or popular vacation weeks (e.g. spring break), and we must adhere to union seniority. While we tried to accommodate all vacation requests as much as possible, there are times when we can't approve every request for the same day/week off. We have an obligation to provide care to our members.

We are fortunate that we were able to accommodate over 95% of the 1st and 2nd choices for most months of the year. I know that your 1st, 2nd choices and several others were approved, but many of your requests could not be accommodated. Please take a look at the calendar as there are many other weeks throughout the year that are available for additional time off.

We will continue to review our processes and do what we can to balance the needs of our members and staff.

Obviously, her email misses the point. The company cuts a significant number of staff, which strains their ability to follow their own agreements; and then they don't listen to their own staff when they say 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.

What Comes Next. We have contract negotiations coming up, we have grievances filed on this issue, and we have a meeting scheduled for Local 7 members TONIGHT over Zoom to discuss our on-going efforts and what you can do to help out. Details for the meeting are as follows:

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

Where: Zoom Meeting

- <https://zoom.us/j/97373945248?pwd=RS9OMjIPMzhRdVZPWkRqK0I5MENhdz09>
- +16699006833,,97373945248#,,,,*199660#

Thank you for all of your efforts and for speaking up for each other.

In unity,

Nate Bernstein

Director – UFCW Local 7 Healthcare Division