

PSP Dispute Victory Update – Payout Amount and Date Announced!

Topics Covered

- **Mobilization Mondays – Wear Your Union T-Shirt / Button with your Team each Monday!**
- **PSP Payout Amount and Date Announced!**

Mobilization Mondays – Wear Your Union T-Shirt / Button with your Team Each Monday!

Thank you to all who participated in the button and t-shirt days last month. As part of our drive for strong labor contracts Local 7 members throughout the region will engage in Mobilization Mondays. **Please wear your Local 7 t-shirts and the #BestJobsBestCare buttons** each Monday with your team **starting Monday May 12th**.

If you need either a button or a shirt please let us know:

<http://ufcw7.org/members/healthcare/kp-shirt-button-request-2>

PSP Payout Amount and Date Announced!

We recently let you know that UFCW Local 7 and the Alliance were successful at arbitration in addressing a PSP payout dispute. You can see the email that we sent out regarding this issue below my signature.

Good news! The payout details are as follows:

- Each full-time UFCW Local 7 member will receive a payout of **\$1,437.05** before taxes
 - Amounts are prorated based on FTE
 - Also, it only applies to those who received a psp payout for the 2020 program year (payout was in March 2021)
- Payroll check date: **7/16/2021**

We are proud of the work we have done, and this demonstrates the power of a collective bargaining agreement. We still have much work ahead of us.

Let's stay strong and united as we seek improvements in our contract negotiations this year. We know that the company has stated that our wages are too high, and we have our work ahead of us to secure key advances in our agreements.

In Unity,

Nate Bernstein

Director – UFCW Local 7 Healthcare Division

PSP Dispute Victory! (Email)

UFCW LOCAL 7 and the Alliance of Health Care Unions leadership scored an important victory regarding the PSP. Local 7 raised issue with the way in which the company calculated the payout amount under the PSP program. We have communicated to our members this issue on multiple occasions over the last

couple of years. We followed the National Agreement dispute process to resolve the issue, and a dispute panel ruled in our favor on Saturday.

Since we in Colorado were the only ones that raised the issue, the panel ultimately decided to order the Company to award the Colorado Alliance union members (UFCW Local 7 and IUOE Local 1) a revised payout for the 2020 PSP plan year according to the correct contractual formulation. In addition, the decision will apply to all Alliance members for the 2021 plan year and going forward.

The revised payout amount for our union members will likely be a meaningful amount. When we have more information about the payout amount and timing we will let you know.

We are proud of the work our Local 7 and Alliance PSP bargaining teams did in spotting the issue and pursuing it! We are also proud of the great work the Alliance leadership did in pressing this case.

To further explain the issue, the PSP payout is based on performance of the union members according to the goals. Importantly, it is also based in part on the weighted average rate (average wages of those in the Alliance in each region). The company instead was incorporating in its weighted average rate calculation a substantial number of employees that are not part of the Alliance, who on average make substantially less wages than the Alliance union members. The panel found that the Company's method of calculation to be a violation of the plain language of our contract. In short, your PSP checks were lower than they should have been for 2020.

We still have much work ahead of us as we continue to bargain our local and national contracts. A contract means something and the company has to follow the contract. The decision is a testament of that fact.

In order to secure strong labor contracts our members will need to exhibit unity for good, strong labor agreements this year.