

Dear Local 7 Member,

This letter is to let you know that despite having a National Agreement in force that requires the company to act in partnership with Local 7 we continue to see a lack of partnership in many areas of our region. One of our most recent examples was in the implementation of the Daisy award. A Labor Management Partnership Committee, consisting of UFCW Local 7 representatives, SEIU Local 105 Representatives and Health plan managers came together and did an excellent job partnering around bringing this prestigious award to the Colorado region. They modeled true partnership behavior aligning this award for the ambulatory space, setting up a blinded peer review process and a detailed plan to implement the award process. Senior Nursing Leadership, specifically the CNO decided to make a unilateral change regarding this award disregarding the work done by this committee. This was not the first time this total disregard for partnership had occurred rather a continued pattern taken.

Local 7 wishes to thank our Local 7 members who worked in partnership for an excellent job. We recognize the great work done with our SEIU and Management partners on this committee. The spirit of partnership is not to do the work collaboratively as defined by the national agreement and then unilaterally have it dismissed by one person for no legitimate reason. For this continued behavior UFCW Local 7 is withdrawing our participation on this committee as this is unauthentic partnership. We will not have our members put their heart and soul into meaningful partnership work only to have it dismissed, this is not a to do for us on a journey towards magnet, it was intended to be meaningful work that was to be done in partnership.

If senior leaders, including the CNO, decide to honor the national agreement and follow partnership we will re-engage in this discussion.

We want to congratulate ALL of those who received a DAISY award, this is not about the recipients, we are happy to celebrate with you for your excellent care to our patients, this again is about foundational partnership and agreements.

Thank you to all our UFCW Local 7 members for all that you do daily for each and every member, our gratitude for you is endless.

Please stay united in our effort to insist on partnership, following contractual agreements and fighting for fair contracts.

In Solidarity,

UFCW