



The last eighteen months have been filled with a lot challenges. Local 7 heartily thanks all of you for your strong commitment to our communities, your patients, each other, and continuing to stay focused on serving all during the most challenging times our country has faced in several generations.

We became aware yesterday, at the same time as all of you, of KP's direction with regard to mandatory employee vaccination by September 30<sup>th</sup> across the program. In addition, Mayor Hancock of Denver issued a public health order that will mandate vaccinations for healthcare workers in private clinical settings like KP by 9/30 as well as a host of other types of workers in Denver. <https://www.denvergov.org/files/assets/public/covid19/documents/public-orders/ddphe-pho-8.2.21.pdf>. Jurisdictions throughout the country are taking similar actions, and others will likely follow suit.

**The Company has the duty/obligation to bargain under labor law with Local 7 and the Unions about conditions of employment, and we will demand the same.** It is indeed bizarre that the Company took such action without first bringing the issue to our attention and yet another indication of the Company's retreat from basic partnership principles that guided our relationship for many years. Notwithstanding this, judges have generally upheld vaccination requirements by employers.

All that said, it is evident that we are not out of the woods on COVID 19, even though **90% of our KP-employed UFCW Local 7 members are already vaccinated.** Safety of our members is paramount, and we have been advocating for and achieving results on improved safety in our clinics since COVID arrived, including enhanced masking and PPE practices, improved safety and sanitation protocols, required pre-op COVID testing when the company did not want to do this, and finding alternative work options including temporary remote work for employees, to name only a few.

In addition, we are in the midst of contract negotiations. We have important work ahead of us, and our members staying involved is a critical piece to that. If you have specific concerns about the vaccine requirement and any safety/health issues related thereto, please submit a concern here: <http://ufcw7.org/members/healthcare/kp-safety-concerns/>

We will update you on these things as we move forward.

In unity,  
Nate Bernstein  
Director – UFCW Local 7