



Topics Covered

- **Multi-Professional Local Bargaining Update**
- **Local Bargaining Virtual Townhalls and Key Actions you can Take**

Multi-Pro Local Bargaining Update - Two Months into Local Contract Bargaining Company Presents Take-Aways

Our first Local bargaining session was May 3rd and Local 7 has presented its interests and multiple proposals since that time. The Union and the Company met again on July 19th regarding the multi-professional labor contract. The Union presented its interests over two months ago. Instead of coming to the table prepared to meet any of our interests, the Company waited multiple weeks and presented concessionary proposals (TAKE AWAYS!!!) that would:

- **Remove tenure adjustments, shift premiums, and weekend premiums from short-hour employees;**
- **Remove shift premiums and weekend premiums from on-call employees;**
- **Require float pool staff to be waiting in the lurch to be called for same day assignment at the Company's day or night;**
- **Require greater notice for float pool employees to request time off**
- **Eliminate part-timers in the float pool**
- **Increase the length to up to 2 years before employees can bid out of the float pool.**

When confronted about the fact their proposal makes these positions unappealing, the company admitted they had not reviewed one of the important proposals we presented on June 25th until July 8th. The Union challenged the Company that our members have risked themselves and their families during a worldwide pandemic while KP Leadership stayed at home, which includes during bargaining as management has dialed in and refused to attend bargaining in person. While our members continued to share their experience about working during a pandemic, Management left bargaining.

Management's behavior is a far cry from Partnership or interest-based bargaining, and is highly disrespectful to the 1,800 healthcare professionals who risked their lives for the Colorado community and the patients you all served!! You have showed up risking everything during a GLOBAL DEADLY PANDEMIC while management dialed in but yet they can't be bothered to review your proposals or even listen to your concerns!

The next bargaining session is Friday July 30th.

Local Bargaining Virtual Townhalls and Key Actions you can Take

Show management that you're paying attention!!! You are the ones who care for our patients! You have risked your lives while saving the lives of our patients!

- Look out for details on our Action on **What #BestJobsBestCare Means to Me:**
 - **Share pictures of yourselves and your teams to 303.588.2282** to post on Facebook
- **Every Monday is Mobilization Monday.** Wear your UFCW Local 7 T-shirts, stickers and buttons on Mondays!!!
 - **Share pictures of yourselves and your teams to 303.588.2282** to post on Facebook
- **Local Bargaining Virtual Townhall Meetings.**
 - **1. When:** Saturday July 31st 10AM.
 - **Where:** Zoom Link:
<https://us06web.zoom.us/j/86509333349?pwd=emdnQkkyN3ZYaTJIUTFLMjIINTErDz09>
 - **2. When:** August 3rd 7PM.
 - **Where:** Zoom Link:
<https://us06web.zoom.us/j/88151827590?pwd=M2JOaVpyNWtQc1EyT1BU2xmemRVZz09>

This is your contract!!! Don't let the Company take away your hard-earned benefits!!
REMIND KAISER TO TAKE CARE OF THE PEOPLE WHO TAKE CARE OF THE PEOPLE!!!