



Dear Local 7 Members,

Thank you for the many who attended (or attempted) to attend the Town Hall Thursday night. We apologize for our technical difficulties for those who were not able to get into the Town Hall. We also heard your calls for more details and wanted to respond with more specifics.

First, let's address the National vs Local bargaining. Local 7 is part of the Alliance of Health Care Unions. It is 21 local unions all banded together to bargain with Kaiser Permanente. As an Alliance we bargain for a National contract that covers such things as our wages, benefits, pension and other benefits. There is incredible strength in numbers and its beneficial for us to join the Alliance to bargain issues such as wages.

Our local contract covers things such as time off (vacation), CE benefits, use of sick time, wage premiums (evenings, weekends), Float pool, Holiday pay, job posting and bidding, overtime, working conditions, severance, and many other issues.

We are bargaining both National and Local contracts this year. For the Local agreement we have made over 20 proposals to the Company over the last 4 months. All of these proposals come from items you have brought forward, some of which include (these are NOT agreed to, these are some of what we have proposed to the company):

- A certain percentage of our workforce being part time;
- Using sick time to care for an adult child
- Wage premium (for example night and weekend premium) increases
- Inclement weather – that the employer should notify employees by a certain time that the clinic will be closed not unlike school districts do
- Telecommuting (Mental Health)
- Floating/Float Pool premium, including premium for staff that floats to multiple locations but are not in the Float Pool
- Improvements in Use of CE time (for example virtual CE can be done at home and does not have to be done in the clinic and just getting to use your CE time)
- More notice if an employee's schedule will change
- And many more

The Company's response was "NOT INTERESTED" under the assumption that the issues would somehow disappear and not need to be dealt with in order to reach an agreement. The Alliance remains united and we spent a significant amount of time this week addressing and advancing our local bargaining issues among the 20+ unions across our Alliance to the Company.

The Company only made a couple of proposals at the end of bargaining. These included:

- Shorten the notice for staff reorganizations
- The significant limitation of severance options for staff going through a reorganization.
- 24 month bid lid on Float Pool employees
- The ability to float an employee to any location
- Less notice if an employee's schedule will change

At the National Table (i.e., National Bargaining with the Alliance), the Alliance of Unions have proposed the following:

- Strong across-the-board wage increase for every year for every Region

The Company has proposed:

- 1% wage increase for every year and a two tier system (new hires paid up to 20-30% less for the same job)

What do we need from you?

This is a negotiation. We need to remain strong and united. Our strength at the bargaining table is directly related to the amount of unity our members show for a strong labor contract. How do we do that?

- **Sign the petition** and get at least five others to do the same: https://actionnetwork.org/petitions/invest-in-patient-care-and-healthcare-workers?clear_id=true&source=UFCW7
- **Share posts on Facebook** from the Alliance of Health Care Unions and UFCW Local 7 Healthcare. We want to flood social media. We want people to ask what's happening at Kaiser.
 - <https://www.facebook.com/ufcwlocal7healthcare>
 - #bestjobsbest care #safestaffing #Alliancestrong #essentialworkers.
 - Please do not post independently about the company.
- **Wear your Local 7 T-shirt.** Wear the Local 7 shirt every Monday until we get an agreement. ***Labor Day week you will want to wear it on Tuesday if you're not working Monday.*** Send us a photo of you and your team wearing the shirt: 303-588-2282.
- And..... we will do some informational outreach to the Colorado community. We are still under our local agreement until next spring so we will not be striking.

We want to push to get our contract by September 10th!!! That's one week!!!

Share on social media, talk to people, show up for our informational outreach to the Colorado community (details to follow).