



Unions with Expiring Local Contracts Prepare for Strike Votes

While bargaining over the union contracts have been largely at a stand-still, union members whose local contracts are close to expiration are **readying for strike votes**. This includes about 70-80% of the union members covered by the Alliance National Agreement across multiple KP regions (not UFCW Local 7). In addition, **local unions in southern California have decided to pause Partnership** in their region. We support the local unions in Southern California. Local 7 will not pause Partnership in Colorado as KP Colorado leadership abandoned Partnership two years ago, resulting in a laundry list of poor and chaotic decisions.

The company continues down its reckless path while you have put it all on the line for patients and one another during the COVID-19 pandemic!!!!

STAY UNITED!!! STAY STRONG!!!! We will win a strong union contract!!!!:

- Sign the petition and get five others to do the same: https://actionnetwork.org/petitions/invest-in-patient-care-and-healthcare-workers?clear_id=true&source=UFCW7
- Continue to engage in mobilization Mondays by wearing your union shirts
- We are in the planning important actions, so stay tuned. We will let you know soon what is to come.

Since our local agreements do not expire until the spring of 2022, we are unable to strike (until that point). Nevertheless, we will take further actions that will require all of you in the next few weeks – **details to come**.

Our Bargaining Environment Remains Strong for Union Members

Despite the Company's puzzling posture at negotiations the context is strong for union members to achieve a great contract, which include the following:

- The Company's finances are strong, making \$3 billion in the 2nd quarter of 2021 alone. This is not a company in financial distress. Wage reductions based on 'what might happen in the future' while Executives continue their pay is outrageous!
- The Company sits on over \$40 billion in reserves for a rainy day. If there was ever a rainy day one might suspect it would be the pandemic.
- Shortage of healthcare workers - healthcare systems across the country are providing wage increases and major hiring bonuses to attract talent. This makes KP's path even more baffling. Children's recently announced a scaling back of operations due to staffing problems. <https://www.9news.com/video/news/health/childrens-hospital-announces-some-temporary-closures-due-to-staffing-shortages/73-972c9439-6a64-4a4b-b1c0-a81c7ac45dbe>
- And the Company continues to spend unnecessary sums of money on outside medical services and Permanent Medical Group payments. The Alliance has offered several ways to reduce expenses besides taking it from the very heroes who care for our patients.

Please look at our **Facebook** page: @ufcwlocal7healthcare. In addition, please view these key videos and updates about national bargaining:

- VIDEO: IT'S GOING TO AFFECT EVERYONE THE TRUTH ABOUT TWO-TIER FROM WORKERS WHO HAVE LIVED IT: <https://www.youtube.com/watch?v=tgg-Z7-q-DU>
- VIDEO: KP DOUBLES DOWN ON DESTRUCTIVE PROPOSAL: TWO-TIER AND A 1% RAISE: <https://youtu.be/sxntL3INjpl>
- VIDEO: TWO-TIER: A TARGET ON OUR BACKS: <https://youtu.be/cro0uXdSaIA>

Other important information:

- Will there be an across-the-board wage increase in Sept/Oct 2021 like prior years? This is one of the things we are negotiating for and what our union members continue to fight for. With the unity of our union members across all KP regions we will get good wage increases and we need to stay united to achieve that. The Company currently has a 1% wage increase on the table, and we have proposed a 4% increase.
- What happens when the National Agreement expires on 10/1/2021? We are still covered by our local agreement and the most critical provisions of the National Agreement.

Local 7 are the Health Care Heroes of the Pandemic!!!! Let's remind Kaiser who actually does the work!!