



We Did It – Tentative Agreement Reached!

After seven months of negotiations UFCW Local 7 along with over twenty local unions throughout country who are part of the Alliance of Health Care Unions reached a tentative agreement on a four-year labor contract.

After frontline union members put it all on the line for our communities during the COVID pandemic, together we were able to fight back the Company's efforts to impose a two-tier wage system. You were activated, speaking out about working conditions, participating in Mobilization Mondays, attending our Rally to Save Lives, and importantly tens of thousands of union members across the country exhibited their willingness to strike this upcoming Monday. The strikes were cancelled in light of our tentative agreement.

Early Saturday morning, the Unions were able to secure a strong national contract, and we were able to get important improvements in our local agreements.

National Agreement highlights:

- Strong across-the-board wage increases, common to all Kaiser regions:

2021	2022	2023	2024
3% across-the-board increase	3% across-the-board increase	2% across-the-board increase + 2% lump sum bonus	2% across-the-board increase + 2% lump sum bonus

- Maintenance of benefits for all workers
- Maintenance of retirement benefits
- Better staffing, budgeting and backfill agreements
- Enhancements to our approach to patient safety
- No two-tier system at all

Local Agreement highlights:

- Improvements to many wage premiums
- Better vacation and time off process
- 5th week of vacation at 25 years of service
- Improved holiday pay practices
- A number of other key improvements

Next Steps

In order for the tentative agreement to take effect, the Alliance of Unions' delegate conference will meet to review and recommend the agreement. UFCW Local 7 will schedule meetings for our members to ratify the agreement. Stay tuned as we will provide details of the meetings (e.g., virtual, in-person, etc.).

The union will provide the details of all of the agreements at the ratification meetings.