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UFCW LOCAL 7 HEALTH CARE WORKERS REACH TENTATIVE DEAL WITH KAISER PERMANENTE

UFCW Local 7 and 20 other local unions across the country reach a tentative four-year labor contract with Kaiser Permanente following seven months of strikes, lawsuits, and negotiations.

DENVER – Early Saturday morning, the [United Food and Commercial Workers Union Local 7](#) (UFCW Local 7) health care workers and their employer, Kaiser Permanente, reached a tentative four-year labor contract after seven months of negotiations. The tentative agreement includes twenty other local unions across the country who make up the Alliance of Health Care Unions.

Kaiser Permanente had originally proposed insufficient labor contract terms, including a two tier wage structure, that would only further burden the already strained health care system. The members expressed their dissatisfaction with the proposed labor contract terms at the Colorado State Capitol where they were joined by State Senator Jessie Danielson (D-24), Local 7 President Kim Cordova, and a Physician Assistant and cancer patient at Kaiser Permanente.

“After working so hard to keep their communities safe during the pandemic, we are so happy to be able to bring home this win for our health care workers, their patients, and their families. Because of their work and concern for their patients, UFCW Local 7 health care workers have prevented the adoption of a two tier wage structure, elevated the standard of care, and addressed deficiencies in the staffing process,” **said UFCW Local 7 President Kim Cordova.** “I thank the UFCW Local 7 bargaining team, specifically the workers who were activated to get a fair contract and stand up for their patients after such a difficult year. We will continue to fight to make sure companies like Kaiser Permanente put their employees and their patients above profits.”

In the coming weeks, the Alliance of Health Care Unions' delegate conference will meet to recommend the agreement and UFCW Local 7 members will vote to ratify the agreement.

"I am so proud of our local and national bargaining teams who fought for their patients and themselves over the last seven months. Health care workers on the frontlines know what their patients need, and they are better prepared to care for them with this contract" said **UFCW Local 7 Director of Health Care Nate Bernstein**. "This contract includes exactly what we at Local 7 have been fighting for: the maintenance of benefits, better pay, better staffing agreements, and no two tier wage structure. These improvements are a great starting point as we continue our relationship with Kaiser Permanente and work to give our patients the best care possible every single day."

In October, the UFCW Local 7 health care workers sued Kaiser for its failure to provide sufficient staffing to ensure quality patient care and safe workloads for medical providers. You can view the full complaint [here](#).

The national agreement includes:

- Strong across the board wage increases for all workers
- Maintenance of benefits for all workers
- Maintenance of retirement benefits
- Better staffing, budgeting, and backfill agreements
- Enhancements to the approach to patient safety
- No two-tier payments system at all

The local agreement includes:

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

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[Local 7](#), the largest Union in Colorado, is affiliated with United Food and Commercial Workers International Union which represents over 1.3 million workers in the United States and Canada and is one of the largest private-sector Unions in North America. UFCW members work in a wide range of industries, including retail food, food processing, agriculture, retail sales, and health care.

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