



Today, our UFCW Local 7 members ratified the four-year labor agreement with Kaiser Permanente that was tentatively agreed to in November. The labor contract includes across-the-board wage increases each year of the contract, maintenance and improvements in healthcare benefits, maintenance of pension and other retirement benefits, and critically, the unions were successful in defeating the company's two-tier wage proposals.

Over the last eight months, Kaiser Permanente was intent on implementing a divisive two-tier wage system that would have been bad for workers and bad for patients. Union members throughout the country resoundingly stood up for their patients – and stood up for one another.

The new labor contract achieves other important improvements, including:

- Better staffing language
- A more robust commitment to patient safety practices
- A greater commitment to equity, inclusion, and diversity
- Increased vacation amounts for long-term employees
- Improvements in wage and shift premiums
- Other key improvements

We held three contract ratification townhalls, and our members responded favorably to the contract we reached.

We would like to thank you all for your hard work and staying engaged throughout the negotiations process.

Except where explicitly stated otherwise, the economic terms of the agreement will be back-dated to October 3, 2021 (e.g., wage increases, wage premiums, vacation amount increase, etc.). We will update you on implementation details as we get them. As you know the Company's payroll system is dysfunctional, and you can expect that the changes will take some time to put into effect.

Regarding the non-economic terms, these will take effect on a going-forward basis except where there are explicit terms that provide for a different date. For a summary sheet on the agreements reached:

<http://ufcw7.org/files/2021/12/Kaiser-Local-Bargaining-Summary-for-Ratification-11242021.pdf>

In unity,

Nate Bernstein
Director - UFCW Local 7 Healthcare