



FOR IMMEDIATE RELEASE

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Contacts:

Alaina Berner | aberner@skdknick.com | 703-915-7032

UFCW LOCAL 7 HEALTH CARE WORKERS VOTE TO RATIFY LABOR AGREEMENT WITH KAISER PERMANENTE

The health care workers voted to ratify the agreement tentatively agreed upon in November.

DENVER – Today, approximately 2,000 [United Food and Commercial Workers \(UFCW\) Local 7](#) health care professionals in Colorado 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,” said **Kim Cordova, President of UFCW Local 7, which represents approximately 25,000 Essential Workers.**

Two-tier refers to a system in which new-hire employees are placed on a different wage table, making up to 40% less in wages than their co-workers hired just a day prior to implementation of the new wages. The employees successfully fought back against these company proposals.

“As healthcare workers, we have to look out for one another, even when our employers don’t. We are exhausted from how hard we worked throughout the pandemic, and

health care workers are leaving in droves from exhaustion and disrespect. We love our patients, and we are willing to do anything for them. We expected Kaiser Permanente to do the same, and we are happy that employees across the country were willing to fight to reach an agreement that means better care for patients,” said **Becky Sassaman, Lead RN for the UFCW Local 7 Kaiser membership.**

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

After health care workers throughout the country voted overwhelmingly to strike in October and furnished their intent to strike in November, negotiations started to progress. In mid-November, UFCW Local 7 and the Alliance of Healthcare Union reached a tentative agreement after seven months of negotiations with Kaiser Permanente, which was ratified today.

The Alliance of Health Care Unions is a labor federation that bargains on behalf of over 50,000 healthcare workers throughout all regions in which Kaiser Permanente operates.

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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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