



Local 7 Registered Nurses,

The Career Ladder was bargained in 2000 and implemented in 2003. Detailed information on applying for the career ladder can be found on the KPCO Nursing One page. Link here: [RN Career Ladder \(kp.org\)](http://kp.org) [access from KP computer]. Our collective bargaining agreement, Article 21 section 10 Career Ladder provides leadership opportunities and recognition that we are very proud of, and we have advocated steadfastly to maintain and improve upon. It also means improved pay for participants.

As of now over 150 UFCW Local 7 RNs participate in the career ladder, and RNs across the region engage in inspiring work to advance nursing and improve care.

In February 2022 we announced some updates to the requirements for career ladder, and we'd like to give more information regarding the career ladder committee verification requirement.

To serve on a committee in Kaiser Permanente you must receive a union leadership appointment as you are representing UFCW Local 7. We are now requiring a verification letter for this process. The letter can be found on the Nursing One Page career ladder link.

It is important when serving on a committee in the role of a UFCW local 7 RN to know the scope of the committee, what decisions can be made, knowing how to serve on a partnership committee, who do you escalate concerns to and what responsibilities as a UFCW member do you have. The LMP program offers a great training on effective stakeholding, which will soon be offered again. More information to come on this.

Our intention is to make sure we are connected to our members serving in this committees and being able to support you to do so.

If you are currently a career ladder nurse we will want to connect with you about your current committee work. In cases where you were not appointed by a local 7 leader to serve there is a process to apply to do so.

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UFCW Local 7 Members of the RN Career Ladder Committee also Include:

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