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Happy Labor Day!

Labor Day has been a national holiday for over one hundred twenty years to commemorate the awesome contribution of working people and our labor unions to this country. Many people celebrate with an extra day off; others who are working receive negotiated premium pays. We thank all of you for making UFCW what it is and for delivering high quality and compassionate health care to our Colorado community. In KP, workers and unions built the company into what it is today and continues to be key to KP's sustainability. UFCW families across the country are some of the largest groups of members that get care at KP.

If you get the opportunity to do something special this holiday weekend, please acknowledge each other as well as the many people in the many industries that UFCW represents (like at King Soopers and Safeway). You may also wish to attend the [86th Annual Labor Day Parade in Louisville, CO on Monday, September 5th at 10am.](#)

Union Contract Implementation Update

Last year, despite a forceful yet unsuccessful effort by KP to implement concessionary contract terms like hiring new workers at considerably lower wages, we were successful at achieving a historic and strong union contract. For example, we negotiated wage premiums that had not been increased in almost thirty years as well as strong wage increases each year of the contract.

Wage premium increases have been implemented. If you qualify for a wage premium make sure you have been receiving it, and also be sure to verify that you received back-pay for the last year for the premium increases. Those wage premiums include:

- Evening Premium \$2.50/hr à \$3.25/hr
- Night Premium \$4.40/hr à \$5.25/hr
- Weekend Premium \$2.60/hr à \$3.25/hr
- Per Diem/Short Hour Premium \$1.25/hr à \$2.50/hr
- Float Premium \$1.25/hr à \$1.75/hr
- Bilingual Premium \$1.00/hr à \$1.50/hr
- Distant Traveler Premium \$50/shift to \$75/shift
- Crisis Premium (mental health only) \$1.15/hr à \$1.90/hr

5th Week of Vacation. According to company representatives the *new* target date for implementation of the fifth week of vacation for those with twenty-five or more years is **9/15/2022**. Since implementation has occurred almost a year after the effective date, many people with twenty-five or more years will receive up to two additional weeks of vacation time.

Across-the-Board increases are around the corner! Next month you will receive a 3% negotiated wage increase. This is the first contract in a number of years that we were able to secure uniform wage increases across all KP regions. Our unity as workers and the power of collective bargaining made this happen!

Contract Books Coming Soon! Paper books are coming soon.

- In the meantime, please find **updated** electronic versions here: <http://ufcw7.org/files/2022/08/KP-Multi-Professional-Book-2022.pdf>; <http://ufcw7.org/files/2022/08/KP-Mental-Health-Book-2022.pdf>

The Alliance LMP Affordability Task Force appreciates your ideas

No one knows better how to make this organization successful than the people doing the work. That's why, in late July, KP Colorado's Affordability Task Force — which includes UFCW Local 7 and Alliance members as well as management— asked for ideas that could help KPCO reach its affordability goals. You came through. In fact, **more than 250 ideas were submitted** from all across KP Colorado. Thank you!

Task Force members have been diligently reviewing each idea and are impressed with the creativity and quality of submissions. While not every idea can be implemented, Task Force members are working in partnership to discuss the ideas and investigate them for feasibility. Once consensus is reached, top ideas will be submitted to the National Alliance Affordability Task Force for review. We'll continue to keep you updated as this exciting work unfolds.

You may continue to submit ideas as you consider new ways to help in this important work: https://forms.office.com/pages/responsepage.aspx?id=xHuKPzfpUeg_A1RLA4F8U-5_dhq08dFmPyjM5RMyBZUQ1hWQzBFTUcwQUtGtK9LNkNJU0FIM0EyNiQIQCN0PWcu

Action: Solidarity Tuesday September 20th – Recharge Your UBT

Our next #SolidarityTuesday will take place on Tuesday September 20th. Please wear UFCW Local 7 gear on that day.

Throughout the month we are highlighting the importance of UBTs for union members to have a voice in the work we do. We are asking all members to sign up for the following classes to help recharge our UBTs:

- Labor Management Partnership Orientation
- Preparing Union Members for Partnership

Work with your manager and other team members to get signed up.

In addition, on the 22nd, we'll be holding our first, 30-minute, monthly **Alliance UBT Nationwide Virtual Gathering**. The calls will be at 10 am, 4 pm, and 7 pm. They will be short, interactive, and informative sessions for UBT leaders, stewards, and any Alliance members who want to reboot and recharge their UBT. We'll keep supporting our UBTs with monthly town halls, learning materials, talking points and other tips.