



Topics Covered

- **Stop the Merger / Take Action:** Kroger-Albertsons-Safeway – **Take Action Today**
- **\$500 additional bonus pays out this week!**
- **Victory:** \$3.9m in disbursements in DC Accounts (Alliance Update)
- **Physician Assistant Doctorate Program:** Now Offered through Ben Hudnall.:
<https://bhmt.org/rocky-mountain-doctorate/>
- **Union Contract Guidance**
 1. Approved Vacation and Conversion to other PTO: Respect Timelines
 2. Continuing Education Time ~ Pay is for Lost Time not Credit Hours
 3. APP Continuing Education: 40 Hours Paid Time Per Year plus \$1,650
- **Discounted Colorado Rockies Tickets**

Stop the Merger – Kroger-Albertsons-Safeway

On October 13th, 2022, it was announced that Kroger and Albertsons would pursue a \$24.6 billion mega-merger, joining together two of the largest standalone grocery chains in the United States.

This merger would be devastating for workers and consumers alike and must be stopped.

A merger of two of the largest grocery companies in the nation will no doubt create a monopoly in the grocery industry, leading to store closures, thousands of lost jobs, and higher food prices. The merger also poses a huge threat to farm producers and other suppliers as well as smaller independent grocers.

Union grocery workers, consumers, elected officials, and community members are standing together to fight for access to nutritious food, safe shopping experiences, and investment in good jobs in our communities.

Take Action Now – Send a Message to the Federal Trade Commission:

<https://actionnetwork.org/letters/tell-the-federal-trade-commission-stop-the-kroger-albertsons-mega-merger-now?source=NoGroceryMerger.org>

\$500 Additional Bonus Pays Out this week!

The Alliance of Health Care Unions advocated strongly to address issues related to the performance sharing plan. Specifically, none of the regions reached the financial gate, which reflected a perhaps overly rosy view of the company's finances last year. We were able to secure an additional \$500 bonus which was announced a couple of months ago. That \$500 should be paid out on this week's paycheck.

Taken together with the \$1000 PSP payout, this meant \$1500 in bonus payouts for UFCW Local 7 members.

Victory: \$3.9 million in disbursements for 19,000 Alliance members' defined contribution accounts –

We have been working hard to address errors resulting from HR Connect, and have had some important successes, even though far too many problems continue. Here is some good news: In a long-awaited correction to one of HR Connect's flaws, almost \$4 million will be disbursed to 19,000 Alliance members' defined-contribution accounts. These accounts were underpaid because of pay code errors originating with PeopleSoft. Affected active and terminated employees have received letters from KP.

Physician Assistant Doctorate Program: Now Offered through Ben Hudnall.

Ben Hudnall Memorial Trust is now providing support for Physician Assistants to obtain a Doctorate Degree through Rocky Mountain University. Find out more at: <https://bhmt.org/rocky-mountain-doctorate/> and below.

Contract Guidance

1. Convert Vacation to other PTO: If you are approved for vacation and wish to convert it to a different type of paid time off (PTO) please make sure you adhere to contractual timelines for this. Example: if you wish to convert vacation to continuing education time, Article 15 of the contract requires that you make the request to convert this time 8 weeks in advance if you are schedule to see patients or 4 weeks in advance for all other employees.
 2. Continuing Education Time is for Time Missed from Work: Under the local contracts your pay for continuing education time is based on the hours you missed from work, not the number of credit hours you receive. We have seen an uptick of cases in which Kaiser erroneously seeks to pay employees only for the number of credit hours rather than what is so clearly stated in the contract.
 3. Continuing Education and APPs: APPs and several other classifications of workers receive continuing education of 40 hours per year and \$1,650 of expense reimbursement. This rolls over, so you can carry up to two years' worth of CE benefits. We have seen cases in which employees are coded incorrectly and are not getting the correct CE benefit amounts.
- For more information about Continuing Education: <http://ufcw7.org/files/2020/07/Continuing-Education-Tuition-Reimbursement-Guidelines-Grid.pdf>

Please contact your union representative if you have experienced any of the issues mentioned above.

Discounted Rockies Tickets

One of the benefits of UFCW Local 7 membership is discounts. We were able to secure discounted Rockies tickets for several games this year. The games are as follows:

- June 29, Dodgers
- July 30, Athletics
- August 19, White Sox

For more information: <http://ufcw7.org/2023/04/19/discounted-rockies-tickets/>