



Dear UFCW Local 7 Members:

Last week the company informed Local 7 leadership that in order to meet its financial targets it will reduce the workforce in a number of areas. Specifically, the Company has decided to reduce FTE in the following areas:

BH Care Coordinator Restructure
BH CD RN Reorg
BH Crisis

***There are a total of four FTEs*** that will be impacted in these areas, but how the reduction takes place, and which individuals are ultimately affected have not yet been completely determined.

Local 7 disagrees with the company's decisions in these areas, as our members are the professionals that Kaiser patients pay to see. Further, the company could not satisfactorily answer how they can reduce the number of on-going therapists at the same time the Company is contracting out overflow referrals. Company representatives could not satisfactorily answer how they would ensure the work would get done in a safe, effective way. The company has not identified who specifically will be affected, and we will continue to meet with the company going forward to discuss the effects of these decisions and contest the issues for which we have contractual claims (there are many).

Local 7's core priorities throughout this process are to:

- Make sure that the company abides by the contract and all of our agreements;
- Ensure that our members (the care givers) have what they need to provide patients get good, safe care;
- Minimize disruption as much as possible;
- Escalate the most critical issues to senior leadership.

We have a foundation of strong agreements to protect our members:

- In 2018 we negotiated language that ensures **no staff will be laid off through 2019**.
- We also have industry-leading job security language that we will make sure the company follows as we have done for hundreds of affected employees over the years.
- However, even when we don't agree with management, the company has the right to reduce staff in individual departments and do reorganizations, but everyone must have a position to go to under our recent agreements.

As we have more information we will continue to share.

We have a follow up meeting scheduled with the company in the coming weeks.

In unity,

Nate Bernstein  
Patrick Brenner  
Joan Heller  
Karla Langer