



Dear UFCW Local 7 Members:

This 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 and taken the following positions:

- The company will reduce the FTE in pharmacy, including Operations, MRP, ITC, CMT, cardiac risk, and clinical float;
- The company will reduce staff in Behavioral Health, including on-going Therapists, Crisis, Chemical Dependency and Care Coordination (despite the fact that the company continues to outsource overflow);
- The company will reduce MTs in the MOLs and Regional Reference Lab;
- The company will reduce Women's Health at Southwest, Baseline, and PHHC;
- The company will reduce RNs in the ACT, Cardiac Rehab (RNs), and Catastrophic Care departments;
- The company will reduce staff in the Physical Medicine and Rehabilitation department.
- The company will reduce the FTE of APNs/PAs at Lakewood, Lone Tree, and ACP in the Urgent Care department;
- Staff in the urgent care departments will need to have whole FTEs (e.g., no longer 0.775, 0.875, etc.) and have eight-hour shifts (no longer permitting ten-hour shifts).

Local 7 disagrees intensely with the company's decisions in these areas, as our members are the professionals that Kaiser patients pay to see. 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
Joan Heller
Karla Langer