

Affected	Facility or GL Code	Step 1 Date	Complaint / Grievance
UNION ALL AFFECTED	KAISER WATERPAR K III	12/03/2018	The employer is adding a new position covered by the bargaining unit. The new job available shall be considered a vacancy and shall be posted for bidding.
UNION ALL AFFECTED	Kaiser Regional	12/06/2018	The Company has violated the CBA by not honoring the full notification periods required for reorganizations and consolidation.
UNION ALL AFFECTED/PAR RC/MOP	KAISER CENTRAL SUPPLY	12/06/2018	The Company is consolidating MOP/PARC services with National KP Services, and will have work currently performed by bargaining unit members performed by non-bargaining unit members, and/or (sub)contracted entities.
UNION ALL AFFECTED	KAISER WATERPAR K III	12/12/2018	The Company did not fit the contractual guidelines (Article 9, Section 1B) of sixty (60) day notice to the Union and sixty (60) day notice to the staff. The Union considers notice to have been give on December 11, 2018 for the NAL and VST only.
Union All Affected/Regi onal Treadmill	KAISER FRANKLIN	01/10/2019	Management has implemented a staffing change that will lead to staff members having to float to multiple locations across the region.
UNION ALL AFFECTED	KAISER WATER PARK I	01/30/2019	The Company is violating Article 8, Section 1B by altering the employee's time card for the purpose of avoiding paying overtime.
UNION ALL AFFECTED	KAISER WATER PARK I	01/31/2019	The Company is violating Article 7, Section 5 ABC and 6 ABC and not allowing employees to cancel their rest and meal periods for purposes of avoiding paying overtime.
UAA/FRANKLI N/LONE TREE	KAISER ROCK CREEK	02/08/2019	The Company is violating the CBA by allowing drive time to meetings as break and lunch time, then removing the canceled break and lunch from kronos.
UAA/CATAST ROPHIC CARE	KAISER FRANKLIN	02/11/2019	The Company has transitioned bargaining unit work previously performed by bargaining unit members to non-bargaining members.
UAA/ACT	KAISER FRANKLIN	02/11/2019	The Company has eliminated bargaining unit positions and transitioned work previously performed by bargaining unit members to non-bargaining unit members.
UNION ALL AFFECTED/OP TICAL	KAISER WATER PARK I	02/14/2019	The Company is requiring staff to float to multiple locations without providing float premium.

UNION ALL AFFECTED/M RP	KAISER CENTRAL SUPPLY	02/19/2019	The Company is moving bargaining unit work and will accomplish the work through automation. The Company never bargained the effects of automation.
UNION ALL AFFECTED/CA RDIAC RISK	KAISER CENTRAL SUPPLY	02/19/2019	The Company is shifting work performed by bargaining unit members to non-bargaining unit members and/or subcontracted entities.
UNION ALL AFFECTED/CP CC	KAISER CENTRAL SUPPLY	02/19/2019	The Company is shifting work performed by bargaining unit members to non-represented clinical pharmacy specialists and/or other staff members.
UNION ALL AFFECTED/C MT	KAISER CENTRAL SUPPLY	02/19/2019	The Company is reducing CMT roles in a manner that violates the collective bargaining agreement. The Company is eliminating staff by the region and then rearranging location assignments.
UNION ALL AFFECTED/C MT	KAISER CENTRAL SUPPLY	02/19/2019	Non-bargaining unit staff will be taking over the management of 5500 diabetic patients that were previously managed by Local 7 represented staff RNs and Pharmacists in the CMT Department.
UNION ALL AFFECTED	KAISER CENTRAL SUPPLY	02/19/2019	The Company is shifting work performed by bargaining unit members to non-bargaining members.
UNION ALL AFFECTED/PARC	KAISER CENTRAL SUPPLY	02/19/2019	The Company has failed to make newly created positions available to qualified staff in accordance with the CBA.
UAA/PHARMACY SALES	KAISER WATER PARK I	02/19/2019	The Company is shifting work performed by bargaining unit members to non-bargaining unit members.
UNION ALL AFFECTED/URGENT CARE	KAISER LONGMONT	02/22/2019	The company is directing work performed by bargaining unit members to non-bargaining unit members or subcontracted entities.
Union All Affected	KAISER CENTREPOINT	03/12/2019	The company has not replaced six open positions caused from retirement and termination resulting in being short staffed causing workload distribution and replacement issues.
UAA/Behavioral Health Regional	KAISER LONE TREE	03/12/2019	The Company is using non-bargaining unit members and/or (sub)contracted entities to perform bargaining unit work.
UAA/Regional Pharmacy	KAISER CENTRAL SUPPLY	03/15/2019	The Company is requiring employees to work schedules not recognized under the local CBA.

UNION ALL AFFECTED	KAISER WATER PARK I	04/03/2019	The Company violated a letter of understanding by denying the Lab employees the opportunity to elect to receive the severance package offered.
UNION ALL AFFECTED/PHARMACY	KAISER EAST	04/09/2019	Management has not followed the principles of responsibility concerning treating one another with dignity and respect. Equal Treatment: Are work rules applied consistently?
UNION ALL AFFECTED	KAISER CENTRAL SUPPLY	04/12/2019	The Company is denying vacation requests, CE days and other PTO to Pharmacists across the region, in violation of the collective bargaining agreement and the 2019-2020 Local 7 Time Off Agreement.
UNION ALL AFFECTED	KAISER LONGMONT	04/15/2019	The Company has been out sourcing Local 7 bargaining unit work. Subcontracting will not be used to diminish the Professional Health Care Staff Members currently on the payroll as of the date of this agreement.
UAA / PALLIATIVE CARE DEPT.	KAISER LONE TREE	04/17/2019	The Company has created and/or fostered a hostile working environment.
UNION ALL AFFECTED	KAISER WATERPARK II	04/29/2019	The Company has violated the CBA by not notifying the Union of a total location change of the IP Department and not following the reorganization CBA process.
UNION ALL AFFECTED/REGIONAL	Kaiser Regional	05/03/2019	The Company has denied employees the opportunity to bid into the PACU positions that were posted.
UAA/WESTMINSTER PC/UC	KAISER WESTMINSTER	05/04/2019	Subcontracting will not be used to diminish the professional health care staff members currently on the payroll as of the date of the agreement, All bargaining unit work must be performed by bargaining unit members except as follows. Physicians and supervisors may perform bargaining unit work in emergencies, for sick calls, for training when agreed.
UNION ALL AFFECTED/REGIONAL PHARMACY	KAISER WATER PARK I	05/09/2019	The Company has failed to identify any acceptable solutions for workload distribution, staffing, and backfill, as outlined in the collective bargaining agreement.
UNION ALL AFFECTED/MENTAL HEALTH	Kaiser Regional Highline	05/13/2019	The Company has implemented a staffing policy around holidays that is in violation of contractual agreements regarding vacation requests and staffing.

UAA/Primary Care Extended Hours/Westminster/Longmont	KAISER WESTMINSTER	05/13/2019	The Company has decided to use disparate treatment by not allowing all employees to keep their FTE.
Union All Affected/URGENT CARE	KAISER CENTREPOINT	05/14/2019	The Company is not ensuring consistent and equitable treatment of all employees. Company has allowed a reduction in FTE for some employees and not all.
UNION ALL AFFECTED/URGENT CARE	KAISER CENTREPOINT	05/30/2019	The Company has fostered and/or permitted a hostile working environment and conditions.
UNION ALL AFFECTED/OMS	Kaiser Regional Highline	05/31/2019	The Company is having an un-represented LCSW on the OMS team perform bargaining unit work.
UAA/FRANKLIN, LONETREE, RC, AUDIOLOGY	KAISER FRANKLIN	06/10/2019	The Company is violating the CBA by having managers perform bargain unit work.
UAA/FRANKLIN, ACP-OBGYN, VIB	KAISER FRANKLIN	06/11/2019	The Company is violating the CBA by allowing managers to perform bargain unit work.
UNION ALL AFFECTED/SCHEDULES	KAISER WESTMINSTER	06/19/2019	The Company is violating the CBA by not posting work schedules five (5) weeks prior to the commencement of the shift for the employees scheduled to see patients.
UAA/REGIONAL KASC	KAISER LONE TREE /FRANKLIN	06/25/2019	The Company has not honored the CBA in regards to job posting, bidding and selection in the surgical centers (KASC).
UAA/PIC REGIONAL	KAISER CENTRAL SUPPLY	06/25/2019	The Company is failing to provide PICs who came over directly from supervisory roles, the CE benefit as outlined in the CBA.
UNION ALL AFFECTED	KAISER WESTMINSTER	06/26/2019	The Company in Primary Care started sending out diabetic foot care services. This is bargaining unit work, which is a violation of our Local 7 contract Article 1.
UAA/PAIN REGIONAL	KAISER FRANKLIN	06/27/2019	The Company has direct bargained with union members without Local 7 involvement regarding hours of work and other terms and conditions of employment.
UNION ALL AFFECTED	KAISER PERMANENTE	06/27/2019	The Company has implemented a staffing policy that violates contractual agreements regarding vacation and holidays.
UNION ALL AFFECTED/NAL	Kaiser Water Park 1	06/28/2019	The Company failed to follow contractual obligations for scheduling changes.

UNION ALL AFFECTED/NAL	Kaiser Water Park 1	06/28/2019	The Company failed to provide pay to all employees required to work on their day off as outlined in the CBA.
UAA/NURSE ADVISE LINE	Kaiser Water Park 1	07/05/2019	The manager has created a hostile work environment by retaliatory behavior against her department.
UNION ALL AFFECTED	Kaiser Water Park 1	07/05/2019	The Company has not honored the National Agreement by not making a commitment to partnership.
UAA/SPRING CREEK	KAISER FORT COLLINS	07/11/2019	Management is allowing harassment and retaliatory behavior from another employee to continue to fester, causing a hostile work environment.
UNION ALL AFFECTED	KAISER REGIONAL	07/11/2019	The Company is not ensuring consistent and equitable treatment for all employees from the Float Pool for coverage.
UNION ALL AFFECTED/PC	KAISER WESTMINSTER	08/02/2019	The employer has not addressed the workload distribution and replacement issues as quickly as possible.
UNION ALL AFFECTED / NAL	Kaiser Water Park 1	08/02/2019	The Company is violating the CBA by not addressing workload distribution and replacement issues as quickly as possible.
UNION ALL AFFECTED / NAL	Kaiser Water Park 1	08/02/2019	The employer recognize their mutual and ethical responsibility to provide sufficient staffing to meet quality standards of patient care, workload and other issues affecting patient care, including but not limited to, assuring adequate coverage, sick replacement, overtime.
UNION ALL AFFECTED/CC HR	KAISER WATERPARK III	08/02/2019	The Company is planning on out sourcing or subcontracting bargaining unit work. Job security considerations.
UNION ALL AFFECTED/PC	KAISER LONGMONT	08/04/2019	The employer has broken the agreement to address workload distribution and replacement issues as quickly as possible.
UAA/CYTOLOGIST	KAISER REGIONAL	08/07/2019	The employer has not addressed the workload distribution and replacement issues as quickly as possible
UAA/CYTOLOGY	KAISER REGIONAL	08/07/2019	The employer recognize their mutual and ethical responsibility to provide sufficient staffing to meet quality standards of patient care, workload and other issues affecting patient care, including but not limited to assuring adequate coverage, sick replacement and overtime.

UNION ALL AFFECTED	KAISER WESTMINSTER	08/15/2019	The Company changed the regular hours of operation and did not notify the Union first.
UAA / URGENT CARE	Kaiser Lakewood Medical Offices	08/16/2019	The Company has failed to provide sufficient staffing in Urgent Care to meet quality standards for patient care, workload and other issues affecting patient care, including, but not limited to assuring adequate coverage, sick replacement, overtime and to assure no employee is required to work in any situation in which his or her license is threatened or places an employee or patient in danger.
UAA /Regional Urgent Care	Kaiser Lakewood Medical Offices	08/16/2019	The Company has created and maintained a working environment that fails to meet quality standards for patient care, and requires employees to work in a situation in which their license is threatened and places employees and patients in danger.
UAA / URGENT CARE	KAISER LONE TREE	08/16/2019	The Company has failed to provide sufficient staffing in Urgent Care to meet quality standards for patient care, workload and other issues affecting patient care, including, but not limited to assuring adequate coverage, sick replacement, overtime and to assure no employee is required to work in any situation in which his or her license is threatened or places an employee or patient in danger.