**Frequently Asked Questions Population Health Addendum 6.9.2020**

When will we have timeline for placement process to include when there will be informational meetings, when the employee can notify the company that they wish to take severance, when the employee selects the position they wish to have?

- We are hoping to having a timeline with each step in the process available by early next week (6/15/2020).

When will we have a list of future positions, job descriptions, job roles, and facility assignments for each role?

- We are hoping to have this information available next week, so that staff can start mulling this information over by early next week (6/15/2020).

Will the reorganization reduce the number of staff members from what it is today?

- The company will have the same number of regular positions (full-time and part-time employees).
- They will no longer utilize on-call/per-diem employees (see below for more information).

Will the company still have part-time FTEs?

- Yes – the company will maintain some part-time staff, the specifics of which will be included in information provided in the next week or so (see above).

Will the company consider allowing employees to work from home on a longer-term basis?

- The union has long advocated to allow employees who can effectively perform their jobs from home to do so, including for employees in population health.
- While company leadership is open to this conversation, they will not commit at this time to allow employees to work from home on a long-term basis. They would prefer to see how the reorganization is working on-site, and then to assess the feasibility of allowing employees to work from home.
- **Work from Home in light of COVID.** Those who are working from home due to high risk status or the COVID pandemic may be permitted to stay at home but we have not yet come to any blanket agreement on this. The company will work to accommodate those who are higher risk.
- **Accommodated Employees.** Some employees have accommodations through the integrated disability management team, and employees will continue to work with the IDM team to assure they can secure reasonable accommodations. It is recommended that if you are being accommodated currently, you should reach out to them as soon as you can.

Pediatrics and “Social Worker” teams will be dispersed throughout the region. How can we assure that they keep their historical collaboration and teamwork intact, develop workflows for referrals and other processes, stay connected, and assure adequate cross-coverage for PTO and other time off?
• We will schedule workgroup meetings with those current team members in the coming weeks to work through these questions. After all, who best to determine the best way to accomplish this work than the teams themselves.

Will the company consider flexible schedules for some or all of the teams (including flexible start times, nine- or ten-hour shifts, etc.?)

• The company is considering this request. They want to make sure that there is adequate coverage for the hours needed.

**Per Diems.** Will the company continue to utilize per diems in some departments?

• The company does not intend to use per diems in the future model at this time. Per diems are not guaranteed a schedule and are not covered by the Employment and Income Security Agreement and some of the other job protection language.

• Should the per diems wish to remain with KP, they should apply for available positions starting now.

How are we going to make sure that the future model has reasonable workflows, working conditions, referral processes, training for employees new to the work, and the like?

• We will convene the workgroups to address outstanding issues. Timeframes for such meetings are TBD.

**Staff Currently in Transition Status.** Normally staff members who were affected by a prior reorganization would be integrated into the placement process for newly initiated reorganization like this one. How do they fit into the process?

• There are two employees who fit into this process; one is a short hour and will be permitted to bid on available jobs after the population health staff have that opportunity. Another is from the Mountain Colorado area and is not yet sure whether she would like to participate in this placement process.

• Either way, there should be sufficient positions for all regular staff members in population health to secure permanent employment through the placement process.