



## Topics Covered

- **UFCW Local 7 Continues to Advocate for Safety**
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  - **More Remote Work**
  - **Increase the Visit Length for COVID Testing in the MOBs**
  - **Suspend Non-Critical Joint Objective Discoveries and Attendance Reviews**
  - **Scale Back Non-Urgent Medical Care**
  - **Extend and Improve COVID Benefits**
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- **Scholarship Opportunities – Union Plus**
- **PSP Status Update**

We are deeply aware that the COVID pandemic has reached critical numbers in the State of Colorado, the KP community, and the rest of the country. I would like to personally thank each and every Local 7 member for the continued work that all of you do each day to help restore and enhance health for all KP members and each other. Thank you!

### **UFCW Local 7 Continues to Advocate for Safety**

**Mask Wearing.** As this pandemic reaches even further into our communities, I would like to thank all who continue to do the hard work of wearing the appropriate personal protective equipment, including masks. Mask wearing at all times while at work remains one of the most simple and yet protective measures we can all take. Some KP employees continue to remain lax on this important piece. Please wear a mask at all times while in the MOBs, ***making sure it covers your nose and mouth.***

The covid pandemic has sickened some of our members, hospitalized KP employees, and killed members of our community. It is required of all of us to wear masks while at work, in our grocery stores, and other locations.

**ACTION:** If you would like to share your personal story with me about the importance of mask-wearing I would like to feature you in in our communications campaign around this. Please share with me your story.

**We call on KP to Expand Remote Work.** We are calling upon KP to expand remote work where possible, and we have achieved some success in doing so. If the important work of patient care can be done effectively from home, and employees wish to work from home we believe the company should enable it by procuring the needed technology and expanding the means to do so. We would like to thank Population Health management, surgical and specialty leadership, and other areas, for continuing to work through these opportunities. 80% of behavioral health appointments occur

virtually, and we strongly believe and advocate for the company to allow our behavioral health professionals to work from home. We will continue to advocate for remote work opportunities.

**We call on KP to Expand the Nurse Visit Appointment Lengths for COVID Testing.** The company has instituted expanded COVID testing for KP members, but at the same time they remain steady that COVID testing within the MOB's can occur safely within a ten-minute appointment slot. Local 7 strongly disagrees. While some COVID tests may be completed within a ten-minute slot, taking into account donning and doffing of PPE, sanitizing surfaces, and the duty our professionals have to triage and assess each patient, the ten-minute appointment time is simply insufficient. We have advocated for and will continue to advocate for sufficient time to administer the tests as well as perform the critical functions that our professionals are duty-bound to do by law and for their patients.

**Local 7 Calls Upon KP to Suspend Non-Critical JODs and Attendance Reviews.** We have asked KP to stop holding joint objective discoveries during this critical time. While you all continue to demonstrate courage each day in caring for KP patients and keeping each other safe, holding non-critical meetings like these should stop, including attendance reviews.

**Local 7 Calls Upon KP to Scale Back Non-Urgent Medical Care.** Local 7 leaders have also called upon KP to scale back non-urgent medical care occurring face-to-face. While much medical care is needed no matter what the conditions, some types of routine care should not be done in a face-to-face setting, or should be done on a more limited basis. We do not agree with having patients with compromised immunity unnecessarily coming into MOB's when this can further set back our efforts to contain a deadly virus. Similarly, we do not agree with the company's stance on seeing patients on quarantine/isolation for routine care, and we have advocated and will continue to advocate for this practice to stop.

**The Alliance and Local 7 Advocate for KP to Extend and Improve COVID Benefits.** As the COVID pandemic continues to rage, our Local 7 family continues to be impacted by quarantines, isolations, and school closures. We are advocating at the national level for childcare grants to be continued. In addition, we have requested that the company update the COVID leave benefit and increase them, as so many working people have had to quarantine and risk losing pay as a result of being quarantined/isolated multiple times.

**Local 7 Advocates for Working Parents.** Local 7 leaders advocate for working parents as you face unprecedented challenges, including such things as: no attendance occurrences for bona fide school related (and child-care-related) issues (successful); allow employees to utilize sick time at their discretion when there's a school closure or unavailability (successful); allow staff members to temporarily drop FTE (not successful); allow staff members to work 9s, 10s, and 12s shifts, especially in those clinics that have extended hours (work with supervisors); maximize opportunities to work from home (see above); swapping shifts (work with co-workers and supervisors); flexible hours for staffing working from home (work with supervisors).

### **Update Wage Tables / Pager Pay Improvement**

**Wage Table Update.** You can find updated wage tables here:

<http://ufcw7.org/files/2020/11/Updated-UFCW-Local-7-Wage-Tables-11.16.2020.pdf>

Please note that these tables do not reflect the career ladder steps for the RNs and RDs. Once we have those updated tables we will let you know.

**Pager Pay Update.** In addition, as a result of the most favored nations clause we secured in 2018 national negotiations, employees who have to carry a pager while not working will see an increase in their pager pay. The amounts go up to \$5.50 per hour, and \$6.00 per hour on holidays. These changes were available in Kronos as of November 13<sup>th</sup>, and the retroactive pay since 1/1/2020 should be reflected on today's paycheck.

### **Union Plus Scholarship Opportunity**

Union Plus Scholarship awards are presented annually to union members or members of their families who want to begin or continue their post-secondary education. In 2020, 215 union members and union family members were awarded \$300,000 in Union Plus Scholarships, ranging from \$750 to \$4,000.

These one-time cash awards are for study beginning in the Fall of 2021. Students may re-apply each year.

Please follow this link for further details and the application process.

<https://www.unionplus.org/benefits/education/union-plus-scholarships>

Applications are due by 10am MDT on January 31, 2021.

### **PSP Status Update**

Please find the most current update regarding the PSP here:

<http://ufcw7.org/files/2020/11/2020-KP-Colorado-PSP-Alliance-Status-Update-11202020.pdf>

UFCW Local 7 thanks you all for the good, smart work that you do every day. Please stay safe during the upcoming holiday week, and feel free to reach out anytime.

In unity,

Nate Bernstein

Director – UFCW Local 7