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Updates: UFCW Local 7 Continues to Advocate for Worker Safety

After the recent Thanksgiving holiday we are well aware that Colorado and the rest of the country will almost certainly experience new spikes in COVID cases. Therefore, we ask that every healthcare worker be an exemplar of safety practices including wearing masks at all times over their nose and mouth when working in KP facilities. On November 20th, I sent an update on some of the areas of advocacy we have focused on with KP leadership. You can find that email here:

- <http://ufcw7.org/files/2020/11/Important-UFCW-Local-7-Update-11.20.2020.pdf>

If you do not see an update from those topics below it means we don't have an update.

- **We call on KP to Expand Remote Work.** Local 7 continues to make progress to expand remote work for those whose role can be performed from home. We also advocate for those in higher risk categories who can work from home.
 - **The temporary remote work document can be found here:**
<http://ufcw7.org/files/2020/11/Temporary-Remote-Work-TRW-Agreement.docx>
 - Please email the following individuals if you'd like us to be aware of your high-risk situation and seek temporary remote work: Desiree.Gonzales@kp.org; Karla.Langer@kp.org
- **We call on KP to Expand the Nurse Visit Appointment Lengths for COVID Testing.** We continue to advocate in this space, but so far the company has not been open to increasing appointment length times for COVID testing within Primary Care. At this time, we ask you to stay focused on the patient in front of you and adhere to the standards of care under your license.
- **Local 7 Calls Upon KP to Suspend Non-Critical JODs and Attendance Reviews.** Local 7 has advocated for Kaiser to suspend all non-critical JODs and attendance reviews. Instead of the company doing what's right they continue to hold joint-objective discoveries and attendance reviews. If you have been called upon to have one of these meetings, please contact a union steward.
- **Local 7 Calls Upon KP to Scale Back Non-Urgent Medical Care.** The company feels that they need to continue to provide non-urgent/routine medical care for KP members/patients. They do have some messaging both through the phone systems and KP.org to discourage symptomatic patients from coming into the MOBs. We do not agree with the decision to continue routine care.
- **The Alliance and Local 7 Advocate for KP to Extend and Improve COVID Benefits.** We continue to advocate around this, and we will update you when we have more information.
- **More Robust Protections through the Public Health Emergency Whistleblower Law:**
 - Local 7 has advocated with the company to allow expanded N95 use beyond aerosolizing procedures. The company remains firm with their current guidance.

- The **Public Health Emergency Whistleblower (“PHEW”)** law provides as follows:
 - A worker must be allowed to voluntarily wear their own PPE , such as a mask, faceguard, or gloves, if that PPE:
 - (1) provides more protection than equipment provided at the workplace;
 - (2) is recommended by a government health agency (federal, state, or local); and
 - (3) does not make the worker unable to do the job.
 - Please let your union representative know if the notice of this law is not posted in your breakrooms.

Reminder: Retirement Seminars Coming Up!

The Alliance and Local 7 are offering *virtual* retirement seminars for Local 7 members; the dates and times are as follows:

- December 6, 2020 – 1-3pm
- December 12, 2020 – 1-3pm
- Details for the meetings are as follows: <http://ufcw7.org/files/2020/11/Kaiser-Pre-Retirement-Seminar-Flyer.pdf>

Please join us! These classes are offered for all who wish to join from Local 7.

Part-Time Workers Needed for Special HEDIS Medical Review Project

Background: As part of the annual HEDIS Regulatory submission, the Quality department recruits **part-time clinical staff** (RN’s, MA’s etc.) to work additional hours for the HEDIS Medical Record Review (MRR) process. The extra hours are paid at the employees’ current pay rate not to exceed 40 hours per week (ie. if they normally work 32 hours per week they could work an additional 8 hours for HEDIS). We begin recruitment in December each year and then conduct the actual MRR work from February – April. We currently recruit staff through several avenues including Newsbreak and direct communications to our Medical Office leaders.

Please find the form to fill out and further information here:
<http://ufcw7.org/files/2020/11/2021-Hybrid-Recruitment-Form.docx>

Thank you as always for your continued work and care for the Colorado community!

In unity,

Nate Bernstein

Director – UFCW Local 7