



### Mental Health Bargaining Update

The local Union bargaining committee continues to advocate for and submit bargaining proposals that address the needs of our members. One of the critical needs we continue to seek improvement on relates to the poor access KP provides to patients needing mental health services. In order to address the need for better follow-up access we advanced a proposal that would decrease the number of initial intakes. We made it clear to the Company that its "More of the Same" approach simply will not cut it.

In addition to access the union continues to advance proposals that would:

- Make telecommuting more accessible for behavioral health therapists
- Increase wage premiums and shift differentials
- Improve time-off allowances
- Address Kaiser's lack of planning when inclement weather events occur
- Improve work-life balance by expanding part-time offerings
- Increase desk-top medicine time for providers
- Add a great number of other improvements to the local contract

At the national level, we continue press economic and other benefit needs of our members, including advancing proposals that would provide strong wage increases for our members, improve benefits and improve other working conditions.

### More on Access to Care

If you continue to experience access issues, please be sure to utilize the tools we have. Make a request from your manager to receive support through the "relief valve."

### Still Having Pay Issues?

It has been reported to us that many members continue to experience pay issues due to the HR Connect. Please make sure you submit a ticket through the HR Connect system. Get a reference number for the submission, and if you do not get resolution within a reasonable period of time, please submit the concern here as well: <http://ufcw7.org/members/healthcare/kp-pay-issues/>