



Some of our Local 7 members received a message from the company regarding overpayment by Kaiser, and now the Company wishes to recoup money for overpaying its employees.

While we do not agree with the Company's actions here, they are within their right to seek recoupment when they actually overpay staff members. The company did agree to forgive the first \$500 of the overpayments.

You have the right to find out if the company's analysis is correct. In one of the communications, the Company stated that you have a couple of weeks to make payment. It has been clarified to us that the Company wants you to take **some action** within the two-week period, which could include setting up the appointment to review the overpayment or setting up a repayment plan. There is also a way to request a pay audit. We have already heard some issues with the way the calculation was made, so it is worth doing a detailed review. Review the email that was sent to you and the linked information.

Feel free to set up an appointment with an HR Consultant to address any concerns you have. The link to set up such an appointment was on the email you received about overpayment.

Here is a link to FAQs that you should have already received:

[http://ufcw7.org/files/2021/07/Employee\\_FAQ\\_-\\_Overpayment\\_Recoupment\\_7-15-2021.pdf](http://ufcw7.org/files/2021/07/Employee_FAQ_-_Overpayment_Recoupment_7-15-2021.pdf)

If after speaking to the agent you still disagree with the amount please enter a submission here:

<http://ufcw7.org/members/healthcare/kp-pay-issues/>

#### A Little Background

The Company brought to our attention the issue of overpayment/recoupment in February or so. I pressed them to focus first on correcting employees' underpayments. That was the most critical issue; furthermore, all of the payment issues relate to a bungled roll-out of a new HR system, and they did this during a global pandemic.

It appears they waited a number of months to recoup for overpayments, but we continue to hear many issues about incorrect payment and accruals issues. We continue to press those issues.

In unity,

Nate Bernstein

Health Care Director – UFCW Local 7