



Hello KP Senior Lead RNs,

Thank you all for submitting your concerns and feedback regarding the reorganization of the SLRN role. We understand that this process is uncertain and triggers anxiety for our membership. We assure you that Local 7 advocates for all of our members related to reorganizations and making sure the company fulfills their contractual obligations.

We requested that a meeting take place as soon as possible to address preliminary questions, and representatives of Local 7 and management met today, so that Local 7 can better understand the aims and interests of management related to the recently announced reorganization of the SLRN role.

Our process is to have an initial meeting with management and a small group of Local 7 leaders to determine the interests, goals, and scope of any reorganization on the part of the company. With this information, we can then determine a group of stakeholders, including affected staff, to meet with the company and bring to bear the advocacy needed to address concerns.

Today, management informed leaders of Local 7 the following:

- The Company has decided to eliminate the Senior Lead RN role in all Primary Care locations as well as the Float Pool.
- The Company has decided not to eliminate any of the other RN roles within the PC clinic at this time.
- There will be additional RN clinic positions in many of the PC locations that will allow for some of the affected staff to be redeployed into those positions, but the company will not have positions for **all** RNs in the existing locations.

The Company based its decision on the following:

- Overall decline in KP membership.
- Variation among clinics of what the SLRN role does.
- The RN FTE can be better leveraged to support patient care with more RN clinic staff and less SLRNs.

Next Steps. There are still many questions to be answered, and Local 7 will include a small group of SLRNs to engage in these discussions. We need to make sure the company follows our contract and the processes we have put in place to address reductions in force and reorganizations.

Thankfully under our collective bargaining agreements the company does have many obligations that we have administered to hundreds and hundreds of employees over the years – with a large degree of success. In every single case, even when there have been job eliminations, we have been able to find transitional roles for people to go into so that not a single employee went without pay and benefits if they wanted to stay with the company. For more information about employees' rights when there is a reduction in force, please see these FAQs: <http://ufcw7.org/files/2022/03/Frequently-Asked-Questions-re-Reductions-in-Force-SLRN-032022.pdf>. Again, there are still many questions left to be answered.

This does not mean that the process is without challenges for all. This is a stressful process. Local 7 leaders are here for you. Communication is key, and we will do our best to communicate with you.

We will invite you to a virtual Zoom meeting with Local 7 leaders in the next few weeks as more information becomes available.

Sincerely,
UFCW Local 7 Leadership