



Message Management RNs,

Kaiser Permanente has decided to do yet another reorganization, which will affect the Message Management department Registered Nurses. The Company provided us information yesterday at 4:30 p.m. on a call, and sent official written notice this afternoon. They are removing all of the RNs working in message management from the department. Management explained that there will be a position available for all of the affected Registered Nurses, either in the Nurse Advice Line department or in the primary care clinics.

The planned implementation date of this reorganization is August 21, 2022, which meets the contractual timelines under Article 9 of our collective bargaining agreements.

Management also explained that this reorganization does not affect the APPs working in Message Management.

A seniority list and frequently asked questions will be posted on our website tomorrow morning:
<http://ufcw7.org/members/healthcare/>

Changes are on the way.

In the meantime, we encourage you to stay focused on the patient in front of you. Do not work faster than you are safe to work. The company's broken system is not something you individually can solve, and all staff are encouraged to work safely. We have many times represented Local 7 members who are trying to work quickly, but they are then called into a meeting due to alleged charting errors, patient complaints, patient concerns not addressed through triage, etc. Safe care is better than quick care.

I would like to thank you all for the work you do every day, and I would also like to thank the courageous stewards in the department who have been advocating for improvements throughout the last two-and-a-half years.

In unity,

Nate Bernstein
Director – Healthcare Division UFCW Local 7