



UFCW Local 7 has noticed a number of staff members in the mental health bargaining unit who may not have been paid correctly for Holidays and Float Holidays since HR Connect went live (we are aware of many other issues beyond this). You are receiving this email because you are on a 9, 10, or 12 hour profile, and it appears for some of your holiday/float holiday pay you were paid as an 8-hour employee. Generally as a person with a different profile you should be paid for the corresponding shift length (9, 10, 12) for your float holidays and regular holidays when you don't work on those days.

### **Float Holidays**

When we have investigated this issue with the company, it appears that staff were paid the hours they or the manager requested when they submitted their request in HRConnect (often the wrong number of hours). We encourage you to examine your pay to make sure that you were ultimately paid correctly for float holidays and actual holidays during 2021. Review carefully the number of hours you were paid for use of float and actual holidays.

***If you feel you were not paid appropriately for your Float Holidays and the issue has still NOT been resolved, please do the following:***

- ***Report the pay issue to the HR Service Center; get a case number; and seek resolution on the same;***
- ***If the issue is still not resolved, please report the issue to Local 7 here: <http://ufcw7.org/members/healthcare/kp-pay-issues/>***

### **Holidays (Memorial Day, 4<sup>th</sup> of July, Labor Day, Christmas and New Year's**

If you check HR Connect under Existing Absences you will see Holiday pay loaded into the system for 2022. Be sure the Holiday pay matches your profile (8, 9, 10 or 12 hour)

Absences		+ Add
Last 6 months	Search by type or status	Sort By Date
Holiday Christmas Day: 9 Hours 12/26/2022 - 12/26/2022	Scheduled	
Holiday Thanksgiving Day: 9 Hours 11/04/2022 - 11/04/2022	Scheduled	
Holiday Labor Day: 9 Hours 9/5/2022 - 9/5/2022	Scheduled	
Holiday Independence Day: 9 hours 7/4/2022 - 7/4/2022	Scheduled	
Holiday Memorial Day: 9 Hours 5/30/2022 - 5/30/2022	Scheduled	

***If you feel you were not paid appropriately for your Holidays or Float Holidays and the issue has still NOT been resolved, please fill out the link below:***

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

Local 7 continues to advocate for pay discrepancies both at the Local and National level for its members. It has been an arduous process as your Union attempts to address the numerous issues with the company's subpar payroll system. Please fill out the above survey so we can continue to advocate for you