



## Topics Covered

- **Quick Updates.** Building Nurse Resilience: Program Offered. Fifth Week Vacation Update.
- **More KP Employees are Eligible for Loan Forgiveness:** Prompt Action may be Required.
- **Solidarity Tuesdays ~ Wear Your UFCW Local 7 Gear on July 19, September 20, November 22, and January 24.**

## Quick Updates

- **Program Offered: Building Nurse Resilience.** A program is being offered to KP registered nurses through Chamberlain University. Please find details to sign up here: <http://ufcw7.org/files/2022/06/2022NursingResilienceSeries.pdf>
- **5th Week of Vacation.** The company still hasn't implemented the newly negotiated 5<sup>th</sup> week of vacation for those with 25 or more years. Supposedly their new target date for implementation is 8/4/22. Implementation will include a recalculation of accruals retro to 10/3/21 and an audit for any employees who reached the ceiling limit of 320 and give additional awards if needed. We are still working to get other economic terms of the new contract implemented, and we have filed grievances to address this as well.
- **Electronic Contract Books Available:** <http://ufcw7.org/files/2022/05/Kaiser-Multi-Professional-CBA-2022.2026.pdf>; <http://ufcw7.org/files/2022/05/Kaiser-Mental-Health-CBA-2022.2026.pdf>

## Victory: More Alliance members are now eligible for Loan Forgiveness

Student loan debt is one of the biggest challenges facing union members. Recently, OFNHP (one of our Alliance Unions in the Northwest KP region) won an important victory which will benefit KP employees across the program, by expanding access to the Public Service Loan Forgiveness (PSLF) program. This federal program forgives the loans of those who have spent ten years (120 monthly loan payments) employed in the nonprofit or public sector.

Eligibility for the program is limited to full-time employees – defined as working an average of 30+ hours a week or as defined by the employer, *whichever is greater*. Depending on the bargaining unit, Kaiser Permanente defines full-time status above 30 hours a week up to as much as 40 hours a week. Therefore, many employees averaging hours between 30 and the employer's definition of full-time have been ineligible for the program - till now. **OFNHP secured a commitment from KP that the employer will now recognize employees working an average of 30 hours or more per week as "full-time"** ([http://ofnhp.aft.org/sites/default/files/letter\\_to\\_randi\\_weingarten\\_from\\_steve\\_shields\\_re\\_federal\\_public\\_service\\_loan\\_forgiveness\\_pslf\\_program62.pdf](http://ofnhp.aft.org/sites/default/files/letter_to_randi_weingarten_from_steve_shields_re_federal_public_service_loan_forgiveness_pslf_program62.pdf)), for the purposes of qualifying for the Public Service Loan Forgiveness program. **This commitment will apply to all eligible KP employees, regardless of union, and allow many more employees to qualify.**

**Please note:** This does not change the employer's definition of full-time status for the purposes of any employer-administered benefits or programs. The PSLF program - as defined by the federal government - also requires employment at a nonprofit, so members working for SCPMG and TMPG are not eligible.

At the national level, our unions have been advocating for student loan relief. The Biden administration approved billions of dollars in funding for this program. The administration has created a limited waiver which will be in effect until October 31, 2022, which will make it easier to qualify for the 120 monthly payments.

With Kaiser Permanente's agreement to certify PSLF applications at 30+ hours per week, more of our members will now be eligible for this important benefit. As noted above, some federal program rules which increase eligibility are set to **expire in October:** <https://www.forbes.com/sites/adamminsky/2022/06/09/this-huge-temporary-student-loan-forgiveness-expansion-ends-in-a-few-months---advocates-urge-biden-to-extend-it/?sh=7a5d89284d01>. We encourage everyone eligible to apply as soon as possible.

We have reached out to Kaiser to get more details on the validation process to best guide our members through the process of certifying their full-time status through Kaiser Permanente. Stay tuned for more information.

**Our next Solidarity Tuesdays are on July 19, September 20, November 22, and January 24 ~ Wear your UFCW L7 Gear**

For #SolidarityTuesdays on July 19, we are asking Alliance members to share their commitment to #racialjustice. You can share this commitment by either posting a selfie with a caption or a written sign with their commitment or by commenting on our posts during Solidarity Tuesdays.

For example: "My commitment to racial justice: Signing up for Belong@KP. #SolidarityTuesdays" OR "My commitment

to racial justice: [Working with my UBT on a health equity project](#) #SolidarityTuesdays

**For #SolidarityTuesdays on July 19, Alliance members across all KP regions are expressing their commitment to racial justice by:**

- Signing up to take [Belong@KP](#)
- Checking our biases
- Working on a UBT health equity project
- Reading "How to Be An Antiracist"
- And much more

Don't have Local 7 Gear? No Problem. Request here: <http://ufcw7.org/members/healthcare/kp-shirt-button-request-2>