



Topics Covered

- ICYMI: Union Negotiated Wage Increase, 3%, next week
- PSP Update
- Continuing Education Reimbursement and Approval Issues on the Rise
- Address the Staffing Crisis: National Update and Action
- National UBT Gathering: Register Today (Deadline is tonight)!
- Workforce Planning and Development (WFPD) Update
- PUMP Trainings Offered in Oct/Nov/Dec: National Update and Action

In Case you Missed it: Union negotiated wage increase will be reflected on next week's pay check. This is a 3% wage increase and was a hard-fought battle during 2021 negotiations when the company wanted to institute a two-tier wage system.

PSP Update

The Unions and the company are finalizing an agreement regarding the Performance Sharing Plan for 2022. Focus areas include:

- **Affordability:** Increase the Percentage of UBTs with cost-savings/revenue capture projects and demonstrate specific savings amounts across the region.
- **Service:** Increase the number of medical office buildings with a google star rating of 4.3 or better
- **Quality:** Increase the percentage of patients with HbA1C of less than 8%.
- **Safety and Well-Being:** Increase the Percentage of UBTs with safety and well-being projects
- **Financial Gate:** the company has set the financial gate at \$28m; the union disputes whether this can be met.

The full dashboard and status will be available on our website in the coming weeks:

<http://ufcw7.org/members/healthcare/>

Address the Staffing Crisis

Watch and share our #staffingcrisis video to learn more about the steps we're taking to address the staffing crisis.

[Comprehensive Action Plan: Alliance Letter to KP CEO Greg Adams - YouTube](#)

Share this important video on social media.

Continuing Education Reimbursement and Approval Issues on the Rise

The union has negotiated strong continuing education benefits for UFCW Local 7 members that include paid days off and reimbursement for expenses. We are proud of these important benefits that assure our members have the education and training needed to continue to work effectively in a dynamic healthcare environment.

Recently, the union has become aware of a number of issues, where the company seeks to erode this benefit. Issues include the company disapproving paid days and expense reimbursement on days the employee does not normally work; paying employees for education days only to the number of hours that the employee received education credits (e.g., employee attends a full day CE conference but receives only six CE credits; KP only pays the employee for six hours even though the employee attended the full day and even though this directly contradicts language in the contract).

Please report any issues you are having here: <http://ufcw7.org/members/healthcare/continuing-education-problems/>

Join us for the next Alliance UBT National Virtual Gathering on Thursday, October 13.

The Alliance UBT Nationwide Virtual Gathering is an interactive 30-minute meeting for all Alliance UBT members across the country to join us to:

- Hear an update on the #staffingcrisis letter we sent to KP CEO Greg Adams
- Gain an understanding of how you can ask for staffing information for your department using our new staffing language and interest-based skills
- Be among the first to hear about our new campaign to address the staffing crisis

You can join us at the time that is most convenient for you: Please register with the following links.

- **Session 1:** 9 am Pacific, 6 am Hawaii, 10 am Mountain, 12 noon Eastern
 - Register: [Microsoft Teams | Microsoft Teams](#)
- **Session 2:** 3 pm Pacific, 12 pm Hawaii, 4 pm Mountain, 6 pm Eastern
 - [Microsoft Teams | Microsoft Teams](#)
- **Session 3:** 6 pm Pacific, 3 pm Hawaii, 7 pm Mountain, 9 pm Eastern
 - [Microsoft Teams | Microsoft Teams](#)

The deadline to register is Wednesday, October 12, at midnight.

You can catch up on what we covered in the last townhall with our activity flyer. **Download and share our Highlights & Take Action flyer [here](#).**

Workforce Planning and Development Update

Colorado Technical University has acquired HIPPO Education and now the following bootcamps are available to UFCW represented employees free of charge through BHMT (<https://bhmt.org/ctu-bootcamps/>).
<http://ufcw7.org/files/2022/10/FL-CTU-Bootcamp.pdf>

National PUMP trainings available weekly from October to December!

The Preparing Union Members for Partnership (PUMP) training is a completely revamped version of UBT Member training for today's Alliance UBT members and the virtual environment. To ensure that as many stewards, UBT members, union staff, and other Alliance members have a chance to participate in this training, we've scheduled national virtual sessions every week from October to December.

The October classes are expected to be filled mostly by union leaders, stewards and staff, since frontline workers will need more lead time to secure release. **Click on the blue links to register for the October sessions!**

October

- **Wed. 10/19, 8:30 am – 12:30 pm**
pst: <https://us02web.zoom.us/meeting/register/tZltcuCgqDkoHNEg9b92JbhclMhvOGt-Uh3Z>
- **Thurs. 10/20, 1:00 pm – 5:00 pm pst:** [Meeting Registration - Zoom](#)
- **Tues. 10/25, 8:00 am – 12:00 pm pst:** [Meeting Registration - Zoom](#)
- **Thurs. 10/27, 1:00 pm – 5:00 pm pst:** [Meeting Registration - Zoom](#)

November

- Wed. 11/2, 8:00 am – 12:00 pm
- Thurs. 11/10, 10:00 am – 2:00 pm
- Wed. 11/16, 8:00 am – 12:00 pm
- Wed. 11/30, 10:00 am – 2:00 pm

December

- Wed. 12/7, 1:00 pm – 5:00 pm
- Thurs. 12/15, 8:00 am – 12:00 pm
- Wed. 12/21, 1:00 pm - 5:00 pm