

The Final Word on the PSP

The UPSC officers worked with Joe Guzynski, Executive Director of UNAC/UHCP on Wednesday 12/15/2021, to fine tune UNAC's message to our UPSC members. Each sentence is meant to be taken literally which avoids the "what if's." Pay particular attention to the last paragraph. Here is the UNAC message:

For any PSP overpayment, KP is waiving the first \$500.00. In addition, KP will not be collecting any amount that is \$24.99 or lower once the first \$500.00 is waived.

- Example A: If an employee was overpaid by \$518.00, KP will waive the first \$500.00 leaving a balance of \$18.00. As noted above, KP will also waive the \$18.00 leaving a balance of zero dollars. These employees will not receive a notification letter.
- Example B: If an employee was overpaid \$552.00, KP will waive the first \$500.00 leaving a balance of \$52.00. In this case the employee will receive a notification letter indicating the amount owed is \$52.00.

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Our members can repay the money at their convenience (installments over a period of time). It is ultimately the employee's choice whether to pay the money back - which from our perspective paying back the money is the right thing to do under these circumstances.

If not paid, the Employer's only recoupment efforts will be two additional notices requesting repayment.

If there are any further questions, please contact the LMP attendance mailbox SCAL-LMP-Attendance@kp.org. KP will track every inquiry that comes in and respond with an email follow-up response to our members.