



UFCW Local 7 has worked over the last year to resolve issues regarding vacation and time off coverage for APPs within Primary Care.

We hear you! The current practice doesn't work. It is simply unjust. It is contributing to provider burn-out. It is eroding the trust you have of company leadership and whether they value what you bring to the company. UFCW Local 7 leadership has been working to advocate to address these issues including filing grievances (which are on track to go to an arbitrator), invoking an interest-based process (issue resolution), and meeting with management about it. While we believe we have a strong case for arbitration, it will not resolve the issue expeditiously enough.

Therefore, we are asking you to make your voice heard by taking the following actions:

- **Sign our Petition – and Please have your Family and Colleagues (including physicians and other staff).** No later than 3/4/2021, sign our petition, which will go to Mike Ramseier and Kelli Kane: https://www.change.org/p/ufcw-members-kaizer-app-staff-time-off?recruiter=943809545&recruited_by_id=fcaa7480-4b5a-11e9-b905-ad0be24e7d07&utm_source=share_petition&utm_medium=copylink&utm_campaign=petition_dashboard.
- **Directly Email Company Leadership – and Please have your Family and Colleagues (including physicians and other staff) do the Same.** No later than 3/4/2021, directly email Mike Ramseier (Michael.S.Ramseier@kp.org), Kelli Kane (kelli.kane@kp.org), and CC Nate Bernstein (nbernstein@ufcw7.com) (in no more than 250 words) sharing how the company's change in practice directly affects your life. Please include the following information where relevant: Does this mean you are going to miss an important life event (wedding, family reunion, important child event)? if so what is it and what does it mean to you? How many accumulated hours of vacation do you now have? Any other important information.

In solidarity,

Nate Bernstein
Director – UFCW Local 7 Healthcare Division