



Primary Care APPs:

KP leadership has decided to change its practices related to APP attendance of CPMG-hosted continuing education. The Union met with the company about this topic on a couple of occasions. We did not reach agreement on the company's decision. In fact, we disagree with this change, as it is further erosion of its investment in its own providers. We noted that they have utilized this forum to share important information about specialty referrals, HealthConnect changes, and other important matters specific to KP practice.

The Union is assessing whether this change in practice constitutes a breach of our contract. As such we are requesting that you fill out the following survey by Tuesday May 31st COB preferably sooner:

<http://ufcw7.org/members/healthcare/app-in-house-cme-questionnaire/>

In addition, we are including below key elements of the communication that KP leadership sent for the APPs to review, as well as some UFCW Local 7 notes. While we are assessing our next steps with the information you provide in the above survey, the union will take appropriate steps based on the results. In the meantime, as you decide from the options that KP has offered, you will want to make your request for accommodation to attend the CME in writing (i.e., via email) to the MOD.

For background, **the company announced the following changes** to CME attendance for Care Delivery APPs, starting on August 1st, 2022.

- APPs can choose to voluntarily attend the CPMG CME over lunch. Therefore, lunch would be uncompensated, and another blocked lunch would NOT be provided. UFCW7 NOTE: It's important to also understand that should you decide to attend the CME you are forfeiting your 45 minute unpaid lunch and a fifteen minute paid break.
- If templates necessitate blocking appointments after a lunch break in order to attend the full/remaining CPMG CME event, APP templates can be blocked for a maximum of 3 appointment slots noting additional time for lunch may NOT be blocked.
- If an APP voluntarily attends the CPMG CME and will need the blocked time to attend the full CME event, he/she/they will need to inform their MOD they will be attending at least 3 months prior to the CME. This shall allow the MOD to partner and coordinate with master schedules for blocking up to 1-3 slots, depending on template style. If APPs would like to attend any August CMEs please let your MOD know asap. UFCW7 NOTE: Please do this in writing via email.
- If a template is blocked to accommodate attending full CME event, the APP is responsible for attending the full CME on that requested CME day including the lunch portion. Failure to request schedule holds 3 months in advance will result in no blocked time for CME. However, an APP can still volunteer to attend the lunch portion at any time.
- CMEs will not cover operational specifics of the organization. If operational information is shared during these sessions, we will ensure that critical operational updates are also shared in other forums (team huddle, PC bulletin, other send emails, etc.)
- Organization operational needs and education will be covered in meetings and/or email communication including, but not limited to the PC Bulletin. The PC Bulletin will continue to be sent to physicians and Healthplan leaders specifying what topics should be shared with APPs. Healthplan leaders will ensure that information is provided to APPs. APPs should read this information during schedule down time such as when they have no shows or cancellations. UFCW7 note: if you do not get the key information you need, please let a Local 7 union representative/steward know. Example: if you attend the CME and find that key information was not shared in another forum, Local 7 will need to know so that we can address that issue.
- The link to the CPMG CME calendar is located here - please bookmark this for future reference and schedule updates: <https://sp-cloud.kp.org/sites/CPMG-Education/SitePages/Calendar-of-Events.aspx>