



Topics Covered

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- **Memberships and Benefits of the Union – Utilize your Continuing Education Benefits to Become a Member in Professional Associations**
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PSP Update and Payout Dispute

PSP Update

The unions and the company continue to bargain over the performance sharing plan for 2022. While we do not yet have agreement with the company. We encourage you to focus on the following:

- UBT Projects relating to Affordability, similar to last year.
- UBT Projects focusing on safety and well-being
- Improving patient rating of service through Google. Increase the number of 5-star google ratings.

2021 PSP Payout Dispute

Some of you have asked about the SEIU Local 105 PSP payout that recently occurred. The 105 PSP language in the national agreement is different than ours. The Alliance National Agreement has a financial gate outlined in it, meaning if the Company does not reach its financial goal in the region our payout amount is maxed out at \$1000. We addressed our concerns with top leadership of the company related to their financial gates in light of covid, and what resulted was an additional \$500 “thank you” bonus. The Coalition agreement does not have a financial gate, but the company tried to unilaterally implement one. I am glad to see that SEIU Local 105 prevailed, but I can understand why there is confusion about it and perhaps some consternation.

If you recall we had a dispute with the employer last year about the PSP which resulted in a sizeable payout to our members above and beyond an already strong PSP payout last year. 105 did not get that additional payout. You can find our communications from last year about that here:

- <http://ufcw7.org/files/2021/06/PSP-Dispute-Victory.pdf>

That said, we have filed a dispute with the company regarding the reasonableness of the financial gate that they set, and we will work through our procedures to address this issue. We will not likely have anything to announce until much later this year.

Memberships and Benefits of the Union – Utilize your Continuing Education Benefits to Become a Member in Professional Associations

It's important to remember that you can utilize continuing education funds for professional association fees. This benefit is collectively bargained, and we encourage you to stay connected with professional associations that advance your careers and practices. A couple of options are as follows:

- Join American Holistic Nurses Association (AHNA) and enjoy a supportive community of nurses and other health professionals who have a common bond of wellness and a holistic (mind, body and spirit) approach to healthcare. Together, we seek a greater understanding and practice of holistic nursing. [Join AHNA by Thursday,](#)

[May 12, 2022](#) to save \$25 on your membership dues and receive a **free 1 contact hour** opportunity. Just use promo code **25Apr22**.

- Physician Assistants should consider joining the Colorado Academy of Physician Assistants. <https://www.coloradopas.org/>

Advanced Practice Nurse – Collaborative Practice Agreements

The Company has implemented new collaborative practice agreements (CPA) for advanced practice nurses in the Colorado region. We held a meeting with company representatives, and the company made some modifications based on our feedback. However, there are basic elements we disagree with, including the following:

- The Company requires a CPA as a condition of employment. The union disagrees with this requirement as it is a more robust requirement than what Colorado law compels.
- The CPA requires compliance with KPCO policies, protocols, guidelines, and requirements. While some of the policies and guidelines are benign, many of them are vague, change without sufficient notice, and the company's own structures make it difficult to comply with them.
- The CPA states that if you lose a signing physician you have 30 days to find a new signing physician lest your employment ends. If the company wishes to implement requirements greater than what the law maintains, the burden should be on the company to facilitate and secure a signing physician.

At this time, the Union recommends that you sign the document with the following note: "Under Protest – Concerted Activity"

In Case you Missed It

- Retirement Seminar Video Posted online: [KP Alliance Retirement Seminar](#); Passcode: 4*mPB2HH