



Dear Local 7,

We are emailing to help stop the spread of incorrect information that is occurring around the company concerning APP wages and benefits. This in particular is an issue we are hearing concerning APPs in Primary Care as compared to their physician peers. We want to provide you with the information we have to help combat this incorrect information.

We are receiving complaints from PC APPs that statements are being made at staff meetings that the APP is paid more than the Physicians. In addition, Local 7 has been informed by the company that the delta between APPs and Primary Care Physicians is very small, yet this math simply doesn't add up.

As you can see from the job posting below for a *newly hired* Primary Care Physician within CPMG, "Salary: Family Medicine \$262,658 and Internal Medicine \$276,756 *Salary will be based on FTE".

The **total compensation package** for our APPs at *Step 10* (our highest paid) is \$50K-\$60K less than the **salary alone** listed in the job posting for a *new* CPMG employee. For APPs below step 10 this difference would be even greater. This represents physician salary only and does not list the value of their benefits (their total compensation package, e.g. health benefits and retirement).

The value proposition of APPs is almost certainly much greater in favor of APPs when comparing to specialty areas like urgent care (where the company employees emergency medicine providers), OB/GYN, orthopedics, anesthesiology, and so many other areas, where physician salaries are even greater.

Since we have been told there is very little difference between the Physician and APP cost we have asked for the data on multiple occasions and in multiple venues and have yet to receive anything. If there is data to contradict our information we welcome that exchange of information and a healthy discussion.

We recommend viewing your own total compensation within HRConnect and viewing the value of your union negotiated benefits and salary. Follow the screen shots below and log into My Money. Click into My Total Rewards and then review My Rewards Summary. You will find your total compensation that includes, your wages, your PSP, your health benefits, and many other benefits included. You can click on the wages, benefits and my retirement benefits to see the value of each.

What can we help you find today?

- Benefits & Wellness
- Money**
- Performance
- Career
- Time
- Work@KP
- Manager Tools

Pay

- My Pay
- Pay calendar
- Taxes and W-2
- Direct deposit

Reimbursement

- Submit expense report
- Approve expense report
- Tuition reimbursement

Rewards and Recognition

- My Total Rewards New!**
- Rewards & recognition
- My Bonus Statement - Represented
- My Compensation Statement - Nonrepresented

Retirement Resources

- Benefits at a glance
- Retirement & Financial Wellness
- Financing & Loans**
- Income verification
- Education assistance

Financial Wellness & Support

- Financial tools & resources
- Get set for financial wellness
- Financial Assistance
- Save Money**
- Flexible spending accounts
- Employee discounts



My Total Rewards

See how your compensation goes beyond your pay. **New!**

- Home
- Rewards Summary**
- Health and Wellness
- Work/Life
- Career



Review My Rewards Summary
Explore your Kaiser Permanente Rewards Summary

Explore Kaiser Permanente Contributions
See how much Kaiser Permanente contributes toward your total rewards

Browse Work/Life Programs
Check out these other valuable total rewards programs

YOUR INFO

Physician Family Medicine or Internal Medicine

Full-Time Regular Physician Team Mbr

Lafayette, CO, US

12 days ago Requisition ID: 1782

Apply to Physician Family Medicine or Internal Medicine

FULL TIME OR PART TIME OPPORTUNITIES

Colorado Permanente Medical Group is seeking a top-notch Family Medicine or Internal Medicine physician to join our Rock Creek medical office in Lafayette, Colorado. We have a full time position available. This is a continuity clinic only position with no call. Pharmacy, radiology and lab on site along with specialty departments.

Our Mission

Colorado Permanente Medical Group (CPMG) has an exclusive, integrated partnership with Kaiser Foundation Health Plan of Colorado. While we are separate organizations complementing one another, our missions are the same--to provide high-quality, affordable health care services and improve the health of our members and the communities we serve.

By offering care and coverage together, we help Coloradans thrive. We serve communities throughout Denver/Boulder, Northern and Southern Colorado.

Our Culture

As a CPMG physician, you'll find fulfillment working alongside board-certified colleagues in a comprehensive array of specialties. Permanente Medicine allows you to practice evidence-based, patient-centered medicine in a culture that is collaborative, inclusive and committed to making a difference in people's lives.

Our system combines quality resources, state-of-the-art facilities, an Epic-based electronic medical records system, and true experts who collaborate. Free from the pressures of practicing fee for service medicine, you can focus on what matters most--caring for your patients.

Partnering closely with our physicians, CPMG professional staff use their expertise in business operations management, scheduling, analytics, human resources, communications, legal, finance and strategy to support high-quality care delivery.

Our team-based culture fosters a respectful and collegial environment where all people are treated with compassion.

Equity, Inclusion and Diversity

Colorado Permanente Medical Group (CPMG) is committed to Equity, Inclusion, and Diversity. CPMG has a focus on supporting all our physicians and professional staff in an inclusive environment, identifying community healthcare disparities, and providing education and tools in order to provide culturally responsive care in order to mitigate these disparities. If you have an interest in Equity, Inclusion, and Diversity, we encourage you to apply and become a part of our mission to improve the health of our members and communities that we serve.

All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, protected veteran status, marital status, physical or mental disability, age or any other protected status under federal, state or local law.

Benefits

CPMG offers a Market-leading benefit package, which includes:

- Medical and dental coverage
- Life insurance
- Short-term and long-term disability coverage
- Professional liability coverage (occurrence-based)
- 401(k) and Defined Benefit Retirement Plan (Cash Balance)
- Vacation, holidays, sick leave and educational leave with funds
- In-house CME opportunities
- Sign on bonus

Salary: Family Medicine \$262,658 and Internal Medicine \$276,756 *Salary will be based on FTE.

Sincerely,

Amy Inglis, PA-C, MS
UFCW Local 7 Contract Specialist
Cell 303-385-7832
<http://ufcw7.org/members/healthcare/>