



## Topics Covered

- **Vacation and Time Off - Arbitration Victory!**
- **PC Templates and Townhall February 2023, 7pm**

Dear Primary Care APPs,

### **Vacation and Time Off - Arbitration Victory!**

As you know Local 7 has fought hard against the Primary Care regional vacation bid process that is a violation of our contract. This fight has taken a long time and was tried before an arbitrator in October 2022. Local 7 learned last night that the arbitrator found in our favor and ordered the company to cease and desist from further violations of our contract language. **We won!!** The arbitrator directed KP to comply with the contract by:

1. Allowing APPs to coordinate their vacation schedules with their physician colleagues at the clinic level;
2. Reinstating the MOA/MOD as the individual in each clinic responsible for ensuring fairness in the vacation scheduling; and
3. Reinstating the processing of APP appeals of denials of time off to the Primary Care Leadership Team or Operational Leadership Team (not RSO).

We want to thank everyone who supported and contributed to ensure the vacation process for the APP was following our contract. The next step will be implementation of this judgment. We are setting up a time to meet with management to address the specifics of implementation. We will provide details once we have them.

### **Primary Care Templates and Townhall February 2023, 7pm**

Local 7 continues to advocate for work life balance and a sustainable workload for the APP. Our initial request for an Issue Resolution (IR) concerning the template changes was declined by the company. The company believes the IR should occur after the template changes are made so before and after data can be compared.

Local 7 had made many requests for overtime data and recently received overtime information for the PC APPs. We have filed for another IR based on current overtime usage. When the templates are changed, overtime will be even greater. We are awaiting the response on this request.

We have had many calls for another Primary Care and Peds APP Townhall to exchange ideas and support. The next Town Hall will be 2-28-23 at 7pm.

- **Who:** UFCW Local 7 Union Members Only
- **When:** February 28 at 7pm
- **Where:** Zoom
- <https://us06web.zoom.us/j/89286669890?pwd=Z2M3R0pISDhRZWNxMDN5ZGxWcnA3dz09&from=addon>
- +17193594580,,89286669890#,,,,\*926372#

Local 7 knows all the hard work you put into making KPCO successful and appreciates the care you provide very day to our patients.

Sincerely,

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