



Dear PC and Peds APPs,

As we previously mentioned, Local 7 won the vacation arbitration grievance against the company. The arbitration award ruled in the union's favor and directed Kaiser to follow the contract language required 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
3. Reinstating the processing of APP appeals of denials of time off to the Primary Care Leadership Team or Operational Leadership Team (not RSO).

The award is to take effect **immediately**.

As you know 2023 bidding has already occurred for the APPs and Physicians have already bid for their time off for April, May, and June as well as high demand times like the holidays. Local 7 leadership and APP Representatives met with the company to discuss how to implement this decision for 2023. We have come to the following agreements:

- APPs will have the opportunity to amend or let stand their annual bids.
- The APP can amend those bids from 3-1-23 to 3-8-23. **APPs must submit finalized requests by 3-8-23 to the MOA. Please submit the bids to the MOA even if you are making no changes.**
- The MOA will approve/deny requests by 3-17-23.
- Appeals to PCLT/OLT will be resolved within 2 weeks of submission.
- The APP can continue to request time off throughout the year per the contract.

The above agreements are for 2023 only.

We need your help: Please pass this information along to your colleagues who may not have seen this email.

Local 7 is working on a process for 2024 and beyond to ensure the APPs are collaborating with their physician colleagues as stated in Article 13, section 3, O.

Please outreach your Local 7 Union Representatives, Stewards, or Local 7 Leadership if any concerns arise with this process.

Sincerely,

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