



Local 7 leadership sent out the following message to KP Leadership. Our Primary Care/Peds APPs have spoken up. Does KP leadership listen, though?

Message to KP Leadership, Friday May 26, 2023

Dear Leadership,

On May 19, 2023, Local 7 sent a survey to Primary Care and Pediatric APPs. The survey contained several questions. As of today, the majority of PC and Peds APPs have submitted responses and Local 7 has received a 60% response rate to this survey. The survey will stay open with hopes of continued submissions.

The answers reveal the dire state of the Primary Care and Pediatric APP at KPCO. This is truly a crisis that if not immediately addressed has ramifications for all of Primary Care. **As you will see below, 89% of PC and Peds APPs are seeking employment outside of KPCO!! 52% plan to leave the organization within 6 months!!** Primary Care and Pediatric APPs provide essential access and care to patients in our medical office buildings. PC and Peds cannot withstand a mass exodus of APP providers. The loss of these providers will cause a vacuum in access and care delivery that will take KPCO weeks and months to fill and recover from. Our patients will feel the effects of a mass exodus. This could cause further loss of membership due to poor access and service.

I have also included comments below that were submitted on the survey. KPCO stands on a tipping point. We are asking for leadership to immediately act by reducing the Primary Care and Peds APP template volume and reducing the amount of same day appointments.

#### **Overtime**

Our APPs self-report accruing 141 hours a week in overtime which would equate to 564 hours a month.

#### **Missed Lunches**

55% of PC and Peds APPs report missing lunch every day and 88% report missing lunch greater than 50% of the week.

#### **Missed breaks**

92% reporting not receiving their breaks every day

#### **Safety**

96% report having safety concerns due to the volume on the new templates

#### **Looking for positions outside of Primary Care but still within KPCO**

55% report looking for internal positions in KPCO but outside of Primary Care

#### **Seeking positions outside of KPCO**

89% of our PC and Peds APPs are seeing positions outside of KPCO

8. Are you looking for positions outside of Kaiser?

[More Details](#)

● Yes	24
● No	3



---

### Planning on leaving KPCO within 6 months

52% of our PC and Peds APPs are planning to leave Kaiser within the next 6 months

9. Do you plan to leave KPCO as an employer within the next 6 months?

[More Details](#)

● Yes	14
● No	13



### Comments submitted on the survey

“For the first time I don’t like my job, dread going in. I can’t keep up. Stressed and crying.....we need help”

“This template is unsafe and unsustainable”

“This is what they want, to drive us out .....get rid of APPs”

“If this unsafe template continues, I will start looking for employment outside of KP in the next 3 months”

“I will leave”

“This is ridiculous”

“I will make plans to leave KPCO”

“The company doesn’t care”

“Nobody seems to care about putting patients at risk, employees quitting or job satisfaction”

“Everyone at Kaiser gets a break expect the person in the trenches”

“Possibly leaving KP in next 6 months”

“This is not sustainable”

Sincerely,

Amy Inglis, PA-C  
UFCW Local 7 Steward, Contract Specialist