



COALITION OF  
KAISER PERMANENTE  
UNIONS

# WE SHOW UP!

**RIGHT NOW, SHOWING UP  
HAS NEVER BEEN MORE IMPORTANT!**

- ✓ **WE SHOW UP FOR OUR PATIENTS.** We are the front line of health care. Every year, more than 12.5 million patients count on Kaiser Permanente union members at the most critical and vulnerable moments of their lives.
- ✓ **WE SHOW UP BECAUSE THIS WORK MATTERS.** We take pride in being the front line of healthcare. Our personal sacrifices and selfless hard work have saved countless lives during the pandemic.
- ✓ **WE SHOW UP FOR EACH OTHER.** 85,000 strong, our solidarity helps us fight for respect for our work and decent treatment in our workplace.

## HERE'S THE LATEST on the 3% PERFORMANCE SHARING PAYOUT (PSP)

As part of our 2019 Coalition national agreement, we negotiated improvements to attendance policies and committed to improving our own attendance as part of our PSP. Our attendance PSP is triggered by a 2% attendance improvement, year over year, calculated by region. Because of the incredible challenges of the pandemic, the Coalition of Kaiser Permanente Unions successfully fought for a deferral of the deadline: **We have until December 31 to achieve the goal, which is an important part of earning significant bonuses.**

### PUSHING KP MANAGEMENT TO DO THEIR PART

When it comes to creating a workplace where everyone can show up, our national agreement says that KP management must do their part as well. We are pressing to hold managers accountable for:

- ✓ Improved response to worker requests for PTO.
- ✓ More flexibility in schedules.
- ✓ Increased staffing to ease unreasonable shortages.
- ✓ Better communication and involvement of frontline staff in decision-making.

**WANT TO KNOW MORE?**  
VISIT  
[unioncoalition.org/we-show-up](http://unioncoalition.org/we-show-up)

### HERE'S HOW WE DO IT:

**USE SICK DAYS WISELY** Using sick days only when you need them is not only the biggest factor in earning thousands of bonus dollars – it can improve your retirement health benefits AND grow the cash value of banked sick leave.

**CHECK THE DETAILS** Things like clocking in and out and tardiness may seem like small details, but they can have a big impact.

**MANAGE YOUR TIME** When possible, schedule routine appointments during off-hours or in conjunction with lunch or breaks when possible.

**KEEP TRACK OF THE STATS** Knowing how close we are to the goal makes it more likely that we will achieve it.



WE SHOW  
UP!

**TOGETHER WE WILL GET THIS DONE!**