

A Proposal for a Labor Management Partnership for the 21st Century

1 Provide the best jobs in the healthcare industry, leading on wages, working conditions, benefits and employment security

- Economics to be discussed in future sessions

2

Provide the staffing needed

to deliver superior patient care without burning out employees

- Hire 10,000 new people into Coalition positions by the end of 2023.
- Make permanent the Side letter on Subcontracting and Outsourcing.
- Commit to significant reductions in outside registry use, prohibit their use in classifications for which there is not market shortage and create an enforceable presumption against registry use wherever possible.

2

Provide the staffing needed

to deliver superior patient care without burning out employees

(cont'd)

- Plans developed for the investment of funds, training placement opportunities and preceptorship necessary to “grow our own” for all positions in the top 15 vacancy list for which there is an external market shortage.
- Significant funding increase for Taft Hartley Trusts to upskill current workers and labor/management non-profit entities to train the workforce of the future.

2

Provide the staffing needed to deliver superior patient care without burning out employees
(cont'd)

- Eliminate experience barriers for internal transfers for all remaining job classifications that are the entry level position for the job family.
- Ensure that graduates of joint labor/management training programs (internally and externally) can get into KP vacant positions.
- A re-commitment to and activation of the Joint Staffing provisions in the National Agreement.

2

Provide the staffing needed to deliver superior patient care without burning out employees
(cont'd)

- Identify a minimum of 4 service lines that are currently outsourced to complete the insourcing provision of the previous 1.K.4 provisions by the end of the 2023 agreement.
- Uniform process of vacancy reporting and joint decision making around the future of vacated positions.

3

Re-commitment to joint growth

- A re-commitment by both parties to activating the provisions in the National Agreement around growing Kaiser membership.
- Application of the LMP and organizing agreement to all entities for which Kaiser has majority ownership and/or operational control and/or governing control.

4

A PSP program that rewards our members for their performance

- Guaranteed payout if meet performance goal, regardless of margins.
- Shared goals and payouts between frontline staff and managers.
- Mutually agreed upon, attainable goals and gates that labor can truly impact.

5

Joint advocacy on legislative priorities

- Joint work to increase reimbursement rates on Medicare/Medicaid.
- Joint support of policies that support the growth of KP and Coalition unions.

6

National Agreement update

- Parties to review all committees and joint initiatives in the National Agreement by September 1, 2023, and mutually commit to full implementation or removal and clean up language to address dates that have already passed and other clean up matters.
- Restore LMP funding proportionately to pre-2019 levels.

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