

## RESOURCES (CONTINUED)



### ESCALATION PATHWAY

Use this escalation process to resolve barriers during the joint staffing process. In the spirit of partnership, use this pathway only after efforts are made to resolve the barrier at the UBT level. This process does not apply to the decisions of regional budget-makers.

#### **Notify UBT Sponsors and Facility LMP Council (where applicable)**

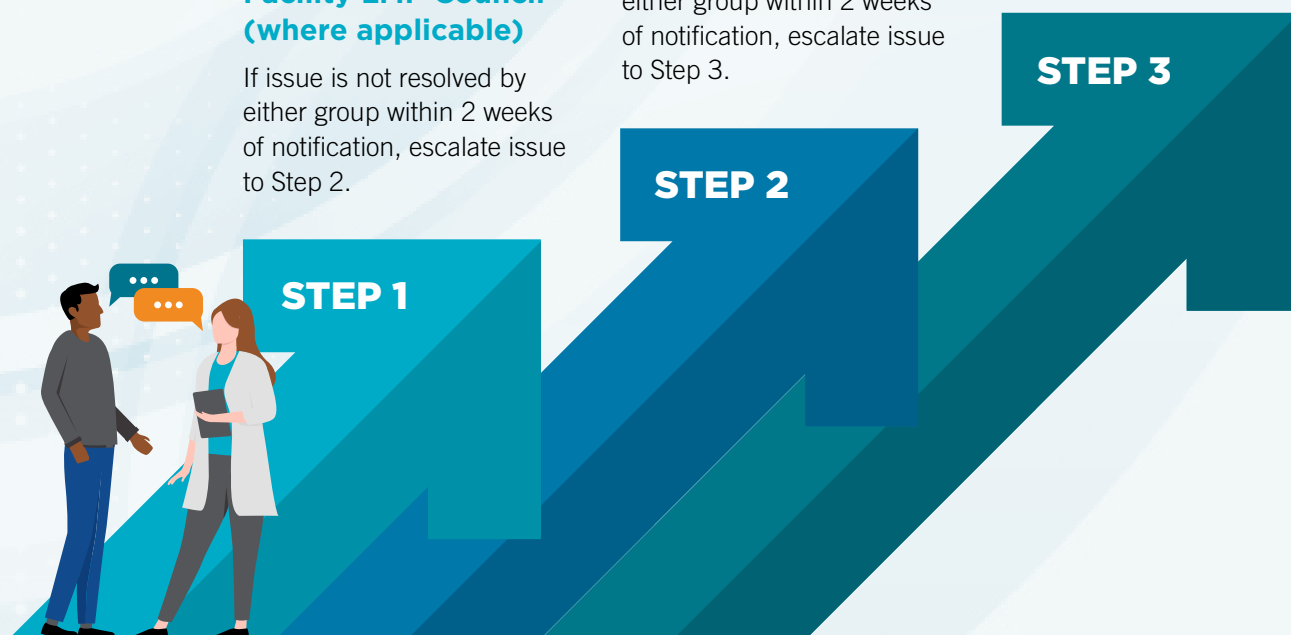
If issue is not resolved by either group within 2 weeks of notification, escalate issue to Step 2.

#### **Notify Regional LMP Council and Regional Joint Staffing Implementation Team**

If issue is not resolved by either group within 2 weeks of notification, escalate issue to Step 3.

#### **Notify National Staffing Oversight Committee**

Issue to be resolved within 2 weeks of notification.



**NOTE:** This escalation process does not preclude a local union or the Coalition of Kaiser Permanente Unions from pursuing other avenues for remedy before, during, or after this process.