

THE BEST PLACE TO WORK AND GET CARE: YESTERDAY, TODAY, TOMORROW

The 2015 National Agreement, in effect Oct. 1, 2015, through Sept. 30, 2018, was crafted through the joint efforts of 150 union, management and physician representatives. It enables Kaiser Permanente to continuously improve performance and deliver the best quality, service and affordability—and remain the best place to work. Here are highlights of the agreement. For more information, visit LMPPartnership.org.



PREPARING FOR CHANGES IN CARE DELIVERY

REMOVE BARRIERS TO CAREER DEVELOPMENT AND MOBILITY

- + Regions will work with unions to identify training opportunities to help employees meet minimum experience requirements
- + Collaborative, transparent redeployment process
- + Preceptor programs and mentorships
- + Enhanced opportunities for career mobility with joint system to capture skills, education, licensure, certification and work experience

MORE RESOURCES FOR WORKER TRAINING

- + Ben Hudnall Trust Fund and SEIU-UHW Joint Employer Education Fund increased by 33 percent
- + An additional \$1 million per year to each fund to support workers going through redeployment
- + Tuition reimbursement raised to \$3,000 per year (applies to all regions)

STRONGER HEALTH AND SAFETY

FLU PREVENTION FOR PATIENT SAFETY

All health care workers will be required to get the seasonal flu vaccine or wear a surgical mask during flu season while working in patient care areas

TOTAL HEALTH INCENTIVE PLAN: REVISED FOR 2016

- + Joint expert team to analyze current program
- + Still voluntary and confidential, with collective rewards, no penalties

FRONTLINE LEADERSHIP DEVELOPMENT

- + Total Health and Workplace Safety integrated into UBTs
- + Union engagement in Community Benefit programs

PREVENT WORKPLACE INJURIES AND VIOLENCE

- + Assess current workplace safety investments and provide guidelines for regional and local implementation
- + Enhanced tracking of safety hazards
- + Organization-wide workplace violence analysis and prevention efforts

IMPROVING PARTNERSHIP AND PERFORMANCE

BETTER ACCOUNTABILITY

- + Improved learning system for frontline management and labor
- + Scorecard to track partnership performance at the facility and regional level

PLAN FOR FLEXIBILITY

- + Regional subgroups to address issues related to flexibility, to address patient and KP member needs
- + Commit to operational flexibility while relying on regular full-time and part-time staff to greatest extent possible

STRONGER UNIT-BASED TEAMS

- + Face-to-face assessments to ensure accurate ratings

- + Increased support for UBT sponsors
- + New criteria for high-performing teams to include spreading successful practices, working with a health and safety UBT champion and getting input from customers
- + New Path to Performance targets through 2019 for percent of teams rated Level 4 and 5
- + Launch UBTs of the Future program

IMPROVED DISPUTE RESOLUTION PROCESS

Streamlined steps to resolve partnership issues at lowest appropriate level, starting with facility representatives*



* 30-day limit to resolve issue at each level before it is passed along
 ** Panel to include a neutral third party



HIGHLIGHTS OF THE 2015 NATIONAL AGREEMENT

★★★★★

EXCELLENT WAGES AND BENEFITS

ACTIVE MEDICAL

Co-pays for ER visits (\$50 in the California regions and the Northwest; \$100 in all other regions); no other changes.

RETIREE MEDICAL

LONG-TERM SOLUTION PROTECTS CURRENT AND FUTURE RETIREES

- + Health Reimbursement Accounts will cover most out-of-pocket expenses

- + Retirees and spouses to be enrolled in KP Medicare Advantage Plan, to reduce liabilities for KP while maintaining high-quality benefits
- + No change for California retirees until 2028; retirees in ROCs start new plan in 2017

PENSIONS AND 401(k) PLANS

No change to existing benefits

DENTAL AND LIFE INSURANCE

Dental, orthodontia and life insurance benefits improved, to provide same basic coverage across all regions

ACROSS-THE-BOARD WAGE INCREASES

	10/1/15	10/1/16	10/1/17	9/1/18
Regions Outside California	+2%	+2%	+2%	+1%
California	+3%	+3%	+4%	n/a

