



PUZZLES AND GAMES



TRIVIA: LMP Lore

DIRECTIONS: Test your knowledge of the history of unions and Kaiser Permanente—and have some fun, too!

1. **What federal law allows unions to bargain wages, hours and working conditions?**
 - a) The National Union Rights Act
 - b) The National Labor Relations Act
 - c) The National Collective Bargaining Act
2. **What percentage of the U.S. workforce was represented by a union in 2014?**
 - a) 6.6 percent
 - b) 11.1 percent
 - c) 35.7 percent
3. **When did the Coalition of Kaiser Permanente Unions form?**
 - a) 1990
 - b) 1996
 - c) 1997
4. **What is the Path to Performance?**
 - a) A performance improvement method
 - b) A grievance procedure
 - c) A programwide rating system for unit-based teams
5. **How many unit-based teams does KP have?**
 - a) More than 5,000
 - b) More than 2,500
 - c) More than 3,500
6. **What percentage of those teams are ranked as high-performing (as of March 2015)?**
 - a) 63 percent
 - b) 71 percent
 - c) 89 percent
7. **What is UBT Tracker?**
 - a) An online reporting system that allows UBTs to share information about their tests of change
 - b) An inventory management tool
 - c) A rating system for unit-based teams
8. **For employees to feel free to speak up and share ideas, they need a work environment that _____.**
 - a) is free of blame and ridicule.
 - b) pinpoints fault when a mistake is made.
 - c) values ideas from those in higher-status positions over ideas from those in lower-status positions.
9. **Which two unions played a big role in the Permanente Foundation Health Plan succeeding in its early years?**
 - a) International Longshoremen and Warehousemen's Union
 - b) United Steelworkers
 - c) Retail Clerks Union Local 770
10. **When did the Labor Management Partnership form?**
 - a) 1995
 - b) 1997
 - c) 2000
11. **What is the preferred problem-solving method used in partnership?**
 - a) Consensus-driven problem solving
 - b) Interest-based problem solving
 - c) Position-based problem solving
12. **Who is at the center of unit-based teams' decision making?**
 - a) The team's physician co-lead
 - b) The team's union and management co-leads
 - c) The KP member and patient

Use LMP puzzles and games to provide some fun in meetings while reinforcing partnership concepts. Visit LMPpartnership.org/tools/puzzles-and-games for puzzles, games, meeting icebreakers and more.

ANSWER KEY:
1. b; 2. b; 3. b; 4. c; 5. c; 6. b; 7. a; 8. a; 9. a & c; 10. b; 11. b; 12. c

