

Highlights of the 2021 KP-Alliance National Agreement

Update for Frontline Workers, Managers and Physicians Working in Partnership



IMPROVING PARTNERSHIP AND PERFORMANCE

Staffing

- » Regional joint staffing committees to address vacancies, hard-to-fill positions, traveler, and registry usage.
- » Data — including vacancy rates, backfill, budget, People Pulse and service scores — will be shared at the UBT and departmental level.
- » New safe staffing and workload language to ensure that every Kaiser Permanente patient receives extraordinary care every time and in every place.

Racial Justice

- » Joint national task force to address issues of equity, inclusion, and diversity.
- » Improves health equity for patients and employees by embedding inclusive practices into training, hiring, promotions, and unit-based team projects.

Patient and Worker Safety

- » Total Health section in the National Agreement to emphasize mental health and psychological safety as well as physical health.
- » Joint national committee to integrate the concepts of psychological safety and Just Culture, enterprisewide.

Problem and Dispute Resolution

- » Increased support for the issue resolution process.
- » Annual refresher training for members of unit-based teams and LMP councils to strengthen their interest-based problem-solving skills.



EXCELLENT WAGES AND BENEFITS

Across-the-Board Wage Increases

	2021	2022	2023	2024
Wages	3%	3%	2%	2%
Bonus	N/A	N/A	2%	2%

Health Benefits

- » Preserves low-cost family medical and dental coverage with the same low copays for prescriptions and office visits.

Retirement Benefits

- » Continues industry-leading retiree medical benefits.

Performance Sharing Program

- » Maintains the PSP, which provides annual payouts for achieving new mutually agreed-to objectives to address affordability.

Citizen Support

- » Provides funding for citizenship assistance.



AFFORDABILITY AND COMPETITIVENESS

National Task Force

- » Joint body to address affordability in partnership while continuing to work together to protect high-quality patient care.

Career Growth

- » Preserves \$3,000 yearly tuition reimbursement benefit.
- » Provides for an additional one-time contribution of \$15 million for Ben Hudnall Memorial Trust.