



# ALLIANCE UBT NATIONWIDE VIRTUAL GATHERING HIGHLIGHTS AND TAKE ACTION

MAY 9, 2024 RECAP



## Check out the top 3 things we covered during the May 9 UBT Virtual Gathering on the Power of UBTs.

1

UBTs are a powerful engines for change. Despite disruptions from COVID, the staffing crisis and other challenges, UBTs continue to be an important driver for providing high quality, affordable care and for executing members' vision for change. We highlighted two UBTs that exemplified this:

- » **Downey Emergency Department in Southern California**, hit hard by COVID, was facing 50 FTE RN vacancies at one point, with nurses burning out and the department spending tons on nurse travelers. The team, desperate for solutions, brainstormed recruiting new nursing grads. The ED now has 5 vacancies. Staff morale recovered, injuries decreased and patient care improved.
- » **At San Diego Medical Center, one UNAC/UHCP member** had a vision of de-institutionalizing the dying process for patients and their families. It resulted in the creation of a memory keepsake box for the loved ones of patients who die in their care. It includes a lock of hair, a heartbeat rhythm strip, a signed card and more. The project created a more compassionate experience for families that has left a lasting memory of their experience at Kaiser Permanente.

### TAKE ACTION:

- » **What's your vision for change?** Post your idea on your UBT visual board or drop it in the department suggestions box if you use either method. Here's information on how to get started on creating and [using visual boards](#) to share ideas and updates on team projects. Or attend your UBT's next meeting to share your vision for change.

2

Last year, Alliance members worked hard on improving service, quality of care, KP's work culture, and in particular on cost savings, among other key areas. And it showed. Members across KP received impressive [2023 Alliance Performance Sharing Program payouts](#), while generating historic savings for KP. With affordability accounting for 2/3 of the PSP goal, it's not too soon to start working on 2024 PSP goals!

### TAKE ACTION:

- » Use the 2024 Alliance PSP Toolkit [here](#) to communicate the 2024 Alliance PSP goals with fellow UBT members on and help them understand how they contribute.
- » For efficiency and cost-saving project ideas, [check out this presentation](#) that includes tips, tools and best practices.

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## ALLIANCE UBT NATIONWIDE VIRTUAL GATHERING HIGHLIGHTS AND TAKE ACTION

3

We shared two exciting updates on our **Staff Up, Wage Up, Partner Up!** campaign that are a direct result of YOU and your Alliance co-workers turning out and participating. Our show of unity and strength led KP to agree to additional PSP money for Alliance members in Washington, the Mid-Atlantic States, Colorado, and Southern California, and to a wage increase for UFCW Local 3000 members in Washington.

- » We exceeded our goal and collected 29,000 signatures on our **Alliance Demand letter** calling on KP to increase pay and improve working conditions for our members. And delivered thousands of the signed demand letters to KP leaders in regions across the country.
- » **More than 500 Alliance UBT co-leads signed staffing commitment cards** agreeing to add staffing, backfill and budgets to their UBT agenda as a standing topic; to educate fellow UBT members on the National Agreement staffing language; and to attend the Alliance UBT Virtual gatherings every month for updates.

### TAKE ACTION:

- » If your team hasn't started talking about staffing, use the [Staff Up toolkit](#) to help you have those conversations. It includes a quick reference sheet on the National Agreement Staffing Language, scripts for how to raise staffing with your management co-lead, tips for what your UBT can do with the staffing info, and more.
- » Reach out to your Alliance union local to find out about upcoming campaign actions and like and share [this short video](#) highlighting our demand letter deliveries across the country on social media. Follow us on social media with the handle @ahcunions to learn more.

Join us for the Alliance UBT Nationwide Virtual Gatherings every second Thursday of the month.

**NEW IN 2024: Times for Sessions 2 and 3 have changed. See below.**

**SESSION 1:** 9:00 am Pacific, 6:00 am Hawaii, 10:00 am Mountain, 12:00 noon Eastern

**SESSION 2:** 3:00 pm Pacific, 1:00 pm Hawaii, 4:00 pm Mountain, 6:00 pm Eastern

**SESSION 3:** 6:00 pm Pacific, 4:00 pm Hawaii, 7:00 pm Mountain, 9:00 pm Eastern

You only need to register once and you'll get invited to all the Virtual Gatherings for the year. After you register, you'll get an email with the meeting link and a calendar invitation.

**The next virtual gathering is Thursday, June 13, 2024.**

To register please visit <https://qrco.de/UBTVirtualGathering> or scan the QR code.



**Haven't been able to join our Alliance UBT Virtual Gatherings?** Please take a moment to let us know why by taking this brief survey: <https://forms.office.com/r/K11cmy7fFg>



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