

OUR UPDATED LMP AGREEMENT

An Overview from the Alliance of Health Care Unions

On May 22, our Alliance Unions reached agreement with Kaiser Permanente on an updated version of the original 1997 founding LMP Agreement. The updated LMP Agreement fully preserves our employment security and union rights, while reflecting today's priorities, structures, and challenges.

IN 1997, our unions and management negotiated a founding Labor Management Partnership Agreement (LMP Agreement) that initiated our Labor Management Partnership. The LMP Agreement is not a collective bargaining agreement that we renew every 3-5 years, but rather a broad, standing statement of our LMP founding principles and working agreements. Until now, this agreement had not been updated since 1997.

On May 7, 2018, management proposed a set of updates and changes to the LMP Agreement. We met with management over three days (May 17 and May 21-22) to negotiate an updated LMP Agreement that protects our employment security and union rights, while reflecting the priorities, organizational structures, and challenges we face today. Immediately after reaching the new LMP Agreement on May 22, we kicked off negotiations for a new collective bargaining agreement.

For more detailed information on the changes, as well as the text of the new LMP Agreement, please see the Alliance website at ahcunions.org.