



ALLIANCE UBT NATIONWIDE VIRTUAL GATHERING HIGHLIGHTS AND TAKE ACTION

JANUARY 18, 2024 RECAP



Check out the top 3 things we covered on the January 18 UBT Virtual Gathering on the results of the Alliance Psychological Safety Survey.

1

We shared our official definitions of “Just Culture” and “Psychological Safety,” which were recently adopted by the National Health, Safety, & Well-Being Committee (NHSWBC) — a national KP-Alliance group tasked by our National Agreement to create a Just Culture framework at KP.

- » **Just Culture** is a values-supportive model of shared accountability that drives continuous improvement; a culture that holds organizations accountable for the systems they design and for how they respond to behaviors fairly and justly; Just Culture holds individuals accountable for the quality of their choices within a framework that considers human capacity, human fallibility and demand improvement, not perfection.
- » **Psychological Safety** refers to the shared belief that individuals will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk-taking.

TAKE ACTION:

- » Share these definitions with your UBT and discuss what ways these concepts show up in our department, and where there may be gaps.
- » Connect with your UBT Co-leads and Labor sponsors and ask how you can promote Psychological Safety and Just Culture in your team/department.

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2

We reviewed key results from the Alliance Unions Psychological Safety Survey Results. Survey questions measured the degree to which Alliance-represented KP employees feel psychologically safe in their work environments. One key finding revealed that every KP region scored low in the “taking risks” category. This asked people how comfortable they feel in their team to express themselves, share unconventional ideas, or take actions that might involve uncertainty or potential failure without fear of retaliation. Across KP, departments such as Insurance, Pharmacy, Accounting, Lab and Materials Management struggled in this area as well.

TAKE ACTION:

- » Look for an email from the National Committee in the coming weeks with the full results of the Psychological Safety Survey. Find out the scores for your region and department and review the data with your UBT. If your department scored low, determine areas of improvement and tests of change. Make it a project.

3

We are escalating our *Wage Up, Staff Up, Partner Up* campaign to DEMAND KP increase pay and improve working conditions by delivering thousands of signed demand letters to KP leadership. Staffing is now impacting KP’s ability to retain and grow members and maintain their quality ratings. While other health systems are offering historic pay increases, Kaiser Permanente has refused to raise our wages to address inflation and the staffing crisis.

TAKE ACTION:

- » Sign the Demand Letter to KP here: <https://qrco.de/SignDemandLetter>
- » Share the Demand KP letter with 5 Alliance co-workers and ask them to sign.



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, March 14, 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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