

2021 Alliance National Bargaining – Tentative Agreement

Subcommittee: Patient & Worker Safety

Recommendation Programs and Services revisions; Retain EAP Line 24/7

Revise Section 1.H.4., Programs and Services, as follows (add highlighted text, delete strikethroughs):

4. PROGRAMS AND SERVICES

a. Health and Well-Being Promotion

Health and well-being promotion focuses on keeping people healthy and thriving. Kaiser Permanente will offer services to enable its employees to focus on prevention by actively promoting a healthy and balanced lifestyle. To achieve this, local facilities will in Partnership implement and coordinate health and wellness well-being activities aimed at improving the wellbeing of all employees. ~~Health promotion services and wellbeing p~~Programs and services may include, but are not limited to, mental health resources and training, self-help classes, mindfulness courses, and support groups.

b. Employee Assistance ~~Services~~Program (EAP)

The Employee Assistance Program is ~~services are~~ intended to maximize employees' ability to cope and remain productive during stressful events and life crises. Such services should be sponsored nationally and implemented locally. They may include, but are not limited to, work-life problem assistance, such as support for work and family relationship difficulties, drug and alcohol assistance assessment and referral, short-term family counseling and manager/union consultation services. Life crisis services include emergency financial aid and grief counseling. Promoting EAP resource awareness will be integrated into LMP processes.

c. Referral Services

Referral services provide a caring environment that is sensitive to the variety of employee needs. Company sponsored, -arranged or -subsidized services may be provided, including discounts for goods and services. This should benefit employees with minimal added cost. Examples include mass transit incentives, financial counseling services, concierge services and computer discounts. Some of these services are provided currently through regional employee activity programs. Expansion of these services nationally may be evaluated by the Strategy Group during future years of the contract.

The parties agree to explore opportunities for a strategic approach, leveraging KP market reach, to voluntary ~~wellness~~ health and well-being benefits/discounts (e.g., discounts for gym membership, weight management programs), and provide recommendations and best practices to regions and facilities within 12 months of ratification. The parties will explore recognitions that could be provided to UBTs who attain Levels 4 and 5 on the P2P. The recommendations may

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include a phased approach to leveraging KP market reach, bringing best practices in line over time.

Agreed:



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4/11/21

Date



Steve Shields
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4/11/2021

Date