

2021 Alliance National Bargaining – Tentative Agreement


Subcommittee: Problem & Dispute Resolutions

Recommendation 4 (Deliverable 2):

Develop internal capacity to train/facilitate IR


- a. Regions jointly assess needs/resources/capacity/gaps
- b. All regions are expected to build capacity
- c. Leverage SCAL LMP resources, if/as needed, to help HI build capacity
- d. Primary candidate pool: UBT consultants, APRs, or other Trust funded staff as appropriate
- e. New resources expected to be LMP Trust funded
- f. If no agreement on added Trust funded resources – final decision left to LMP Trustees
- g. Develop criteria for selection (e.g., able to be neutral, experience with IBPS, acceptable to both labor and management, etc.)
- h. Provide training in how to facilitate IBPS and IR based on the IBPS/CDM training that is being redesigned by the Learning Team (include fair process)
- i. Provide for development: observation, feedback, mentoring and collaboration to build skills

Agreed:



Hal Ruddick
Executive Director
Alliance of Health Care
Unions

10/11/21
Date



Steve Shields
Senior Vice President
National Labor Relations, Kaiser
Permanent

11/11/2021
Date