



2021 Alliance National Bargaining – Tentative Agreement

Subcommittee: Problem & Dispute Resolutions

Recommendation 6 (Deliverable 2):

- The National LMP Learning Staff, overseeing a small group of SMEs, will develop guidance on techniques to get unstuck in IR. The group would engage with other SMEs for input, as needed, including SMEs within the national learning group and representatives of this subcommittee.
- Output could include one of the following:
 - A “quick guide”: a short (1 page), narrowly focused guide on techniques to get unstuck
 - A virtual tool kit posted on the LMP website: resources/guidance that will help participants work through issues
 - FAQ’s
- Whichever option is selected, keep it short and simple.
- The group should start work within 3 months of ratification and finish within 6 months.
- The assumption is that we can rely on the knowledge/experience of SMEs and may not need to create new material.
- The Tri-chairs should review progress monthly. The timeline can be extended by mutual agreement.
- The Corrective Action process is out of scope for this group.
- The intended audience is people stuck in IR and facilitators.

Agreed:

	
_____ Hal Ruddick Executive Director Alliance of Health Care Unions	_____ Steve Shields Senior Vice President National Labor Relations, Kaiser Permanente
u/11/21 Date	Date

Note: The joint Contract Language Team will finalize actual language at a later date.