



ALLIANCE UBT NATIONWIDE VIRTUAL GATHERING HIGHLIGHTS AND TAKE ACTION

MARCH 14, 2024 RECAP



Check out the top 3 things we covered during the March 14 UBT Virtual Gathering on our 2023 Alliance Performance Sharing Program results across the regions.

1

Alliance Union members across KP received significant 2023 Performance Sharing Program payouts while generating historic savings for KP in the first year affordability comprised 2/3 of the payout. Through your hard work on affordability projects, Alliance members saved KP more than \$114 million last year, exceeding our affordability goal by \$38 million. You and your Alliance colleagues directly contributed to KP's success — our savings made up about 25% of Kaiser's total national profit margin for 2023.

 **TAKE ACTION:**

- » Learn more about your Alliance PSP payout by checking out the region-specific flyers [here](#).
- » Keep the momentum going! Ask your UBT Co-lead or UBT Consultant about current affordability projects your UBT is working on. If your UBT hasn't started an affordability project for 2024, bring it up at the next UBT meeting. For ideas on how other UBTs have saved money, check out this [presentation](#) and the [LMP website](#).
- » Use the 2024 Alliance PSP Toolkit [here](#) to communicate with fellow UBT members on 2024 Alliance PSP goals and help them understand how they contribute.

2

YOUR participation and your Alliance co-workers' participation in the Staff Up! Wage Up! Partner Up! campaign led to significantly improved PSP payouts in Washington, the Mid-Atlantic States, Colorado, and Southern California — regions that didn't meet the financial gate or in SCAL's case, where KP tried to unilaterally add a new condition to the financial gate. We were able to pressure KP to improve minimum payouts of \$750-\$916 to \$2000 for members in those regions. Alliance members showed Kaiser Permanente that we were united — through button and sticker-wearing, union color days, demand letter signatures and more — and we were not backing down.

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TAKE ACTION:

- » Stay active in the upcoming **Staff Up! Wage Up! Partner Up!** campaign actions! Participation = power = change.
- » To get the latest on our campaign actions, join the **Alliance UBT Nationwide Virtual Gatherings every 2nd Thursday of the month** (registration info below) and check the [Alliance website](#).

3

Our National Agreement empowers YOU and your Unit-Based Team to work on staffing in PARTNERSHIP with management. The next step of our Staff Up! Wage Up! Partner Up! campaign asked Alliance UBT co-leads to sign commitment cards agreeing to add staffing to their UBT agenda as a standing topic to review and discuss staffing, budget and backfill information, and the status of vacant positions; to educate fellow UBT members on the National Agreement staffing language; and to attend the Alliance UBT Virtual gatherings every month to get updates.

TAKE ACTION:

- » Start the staffing conversation at your next UBT meeting — whether you signed a commitment card or not — and IMPORTANTLY, follow-up with your Alliance Partnership Representative to report what happened and anything that resulted from the conversation.
- » Use the [Staff Up toolkit](#) to help you have those staffing conversations with your UBT. It includes a quick reference sheet on the National Agreement Staffing Language, scripts for how to raise staffing with your management co-lead, tips for what your UBT can do with the staffing info, and more.

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, May 9, 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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