

direct mail piece



The Power of Partnership

HOW CAN IT MAKE
A REAL DIFFERENCE
FOR OUR WORK
AND OUR PATIENTS?

(L+M)^P

The Power of Partnership

Through our
Labor Management Partnership,
we're making fundamental changes
to improve the way we work.



Through our Labor Management Partnership, union members and managers are sharing information, responsibility, and decision making—so that together, we can make Kaiser Permanente the best place to receive care and the best place to work.

When the people who do the work have a real voice in how the work gets done, together we can solve problems, and create more satisfying jobs for union members and supervisors alike.

Creating a true Partnership will require each of us to work in new ways. That will take education and practice. In our vision shared by labor and management, our work groups will move as quickly as possible to address all the issues that affect our jobs and patient care — issues like service, staffing, budget, and organizational performance.

Unions and managers across Kaiser Permanente have agreed to use the Power of Partnership to improve workplace safety – helping our co-workers and patients.

Why focus on safety?

- More than 20,000 employee injuries are reported at Kaiser Permanente each year.
- That's an average of two injuries an hour—24 hours a day, seven days a week.
- These injuries force more than 1,000 productive workers off the job on any given day.

When we reduce these injury rates, we will improve staffing and patient care.

And each year, more than 10,000 workers' compensation claims are filed. On top of the suffering created by these injuries, we spend \$400 million a year helping workers recover—draining resources we could otherwise use for care and service.



We can use our Partnership
to improve safety for
employees and patients.



Join us—

We CARE!

Working together to improve workplace safety is a good way for union members and supervisors to launch the Partnership in our own work groups. Across Kaiser Permanente, frontline workers and supervisors are doing just that.

The people who do the work can determine the best ways to prevent injuries. We're experts about our own jobs and we can make our own workplaces safer. By working in Partnership in our work groups, we can share information and decision making about safety to greatly reduce injuries, with the eventual goal of eliminating injuries altogether.

By using the Power of Partnership, we can solve some safety problems in our work groups immediately, using existing resources. Solving others will require that employees and supervisors work together to understand the department budget process, and plan for the future. Additional interventions may be approved and funded by the local or Regional LMP Teams. In California, for example, lift teams are being implemented in medical centers to reduce patient-handling injuries.



More information, including the *Workplace Safety Jump Start Guide* will be made available to help work groups tackle safety issues in Partnership.

We CARE!

About our Labor Management Partnership

- Our Partnership goes far beyond labor-management committees or labor-management cooperation. Partnership means including employees and unions in all stages of decision making.
- In 1997, Kaiser Permanente and the Coalition of Kaiser Permanente Unions, AFL-CIO, signed the Labor Management Partnership Agreement. In 2000, unions and management signed the 2000 National Agreement (five-year union contract). Union members voted by overwhelming margins to ratify each of these two agreements.
- Our Partnership means that instead of limiting our work to traditional 'union' issues like wages and benefits, we are expanding our work to try to jointly define and solve problems important to both labor and management – issues like staffing and organizational performance. Neither the unions nor management have surrendered any of their traditional rights or responsibilities.

Want more information about our Labor Management Partnership?
Go to www.LMPartnership.org.

Contact your union steward, supervisor, local union, or your work group, local, or Regional LMP Team.