

2021 Alliance National Bargaining – Tentative Agreement

Subcommittee: Patient and Worker Safety

Revise Section 1.H. Total Health, as follows:

First sentence p.35, add highlighted phrase:

H. TOTAL HEALTH

Kaiser Permanente and the Alliance are committed to the total health and well-being of employees and to work-life practices, programs and services that balance work, mental health, and lifecycle challenges.

Section 1.H.2. Total Health Agreement, p.36, add highlighted language and delete strikethroughs:

2. TOTAL HEALTH AGREEMENT

Kaiser Permanente (KP) and the Alliance of Health Care Unions (Alliance) share the goal of creating the most resilient, thriving healthiest workforce in the health care industry by improving the quality and length of employees' lives and enhancing the effectiveness and productivity of the organization.

The parties, through the Labor Management Partnership, commit to creating a psychologically safe workplace environment and culture that supports employees' health and well-being, ~~helps employees to collectively stay healthy~~ and helps them to collectively reduce their health risks, including their risk of occupational injury and illness.

The parties share a commitment to measure and regularly report aggregate data for the employee population with respect to clinical indicators of the health and wellness well-being of all employees, in keeping with our joint tradition of being a continually improving, learning organization that responds to data and evidence.

The parties agree to jointly create and promote a healthy and psychologically safe workplace environment. The parties shall address, but are not limited to, the following issues: mental health and well-being, a healthy physical workplace environment; healthy and affordable food options at the workplace; and opportunities for employees to engage in healthy activities at the workplace on non-work time. (See Exhibit 1.H.2.)

Add new Section 1.H.1.a.:

a. National Health, Safety and Well-Being Committee (NHSWBC)

The LMP Strategy Group will empower the National Health, Safety and Well-Being

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

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Committee to address the issues of psychological safety and creating a just culture through an integrated and collaborative approach. Members of the committee will include representation from all markets and national functions, as well as subject matter experts. Committee members will be identified and convene within three months of ratification, a charter will be finalized within six months of ratification and develop a national framework/program that integrates psychological safety and Just Culture into the workstreams that impact safety and wellness of patients and workers through its strategies, principles and goals within one year of ratification.

KP and the Alliance will work together in Partnership to 1) adhere and uphold the Alliance National Agreement, 2) develop a National framework/program that integrates psychological safety and Just Culture into the workstreams that impact safety and wellness of patients and workers through its strategies, principles and goal which could inform policies, and 3) standardize practices across the enterprise to ensure consistency in areas of education, data collection, reporting and evaluation.

Charter guidance and project management support to be provided, and tasks of the committee include:

1. Develop action plans which includes the goals, tools, education and training, communications, and mechanisms for monitoring and evaluation to create a standardized approach across KP
2. Develop a "Just Culture" framework: identify the key elements, tools and resources
3. Conduct a Gap analysis at local and regional levels
 - a. Identify and utilize best practices
 - b. Identify opportunities for improvement
 - c. Catalog existing applicable training and identify new areas for development
4. Maximize use of existing resources
5. Conduct regular reviews of the work of existing national committees
6. Identify suggestions regarding what, where and how communication should be applied

Renumber existing subsections to 1.H.1.b., c, and d. Revise new section 1.H.1.b. as follows:

b. Educating and Engaging Employees as Active Leaders in Their Health and Well-Being

In order to achieve the vision of the most resilient, thriving healthiest workforce in the health care industry, the parties agree that employees be educated about their health and well-being wellness so they can make knowledgeable, healthy choices.

The parties will evaluate successful practices that allow the parties to provide consistent education for employees across Kaiser Permanente.

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Revise new section 1.H.1.c. as follows:

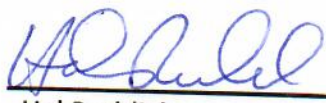
c. Alliance and Management Leadership

In order to achieve the **vision goal** of creating the **most resilient, thriving healthiest** workforce in ~~the~~ health care ~~industry~~, the parties acknowledge the necessity of thousands of rank-and-file union leaders and their management counterparts playing an active and ongoing leadership role in creating a transformative culture of health **and psychological safety** at Kaiser Permanente.

d. Health Assessment Tools

To engage employees in their own health **and well-being**, and provide them information and action steps, the parties will promote the use of online ~~personal~~ **physical and mental** health assessment tools available to Kaiser Permanente Health Plan members.

Agreed:



Hal Ruddick
Executive Director
Alliance of Health Care
Unions

11/11/21
Date



Steve Shields
Senior Vice President
National Labor Relations, Kaiser
Permanente

11/11/2021
Date

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