

Coalition National Bargaining Partnership Facts at a Glance

A best place to work means employees are connected to what they do and why they do it.

More than
90%
of employees

say they are **proud** to work at KP, citing **workplace engagement, opportunity,** and **satisfaction**, among other reasons.

Partnership unions have gained **industry-leading wages and benefits** as well as **employment and income security**.

More than 3,600 unit-based teams are empowered to **innovate, problem-solve,** and **improve performance** at KP.

In the past **18 months**, teams initiated

17,000
projects to improve performance



Encouraging open communication and employee feedback leads to positive team outcomes:



fewer patient falls



fewer lost workdays



fewer workplace injuries



higher patient satisfaction

The Labor Management Partnership is a model for how management and labor can leverage the knowledge and commitment of front-line staff to accomplish our shared goals, improve the health of members and communities, and **make KP a best place to work.**

8 national agreements*

Since 1997, negotiated by KP and its union partners

During that time, the number of Coalition-represented employees has **grown to nearly**

87,000 workers**

Workforce development supports employees' continued education.

In 2022, **more than**

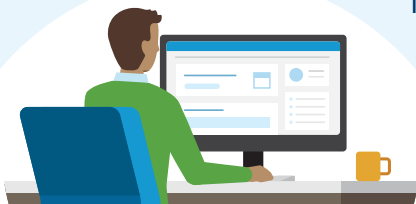
36,600
employees

used the 3 LMP-supported educational trusts to pursue **career counseling, degree programs, educational courses, and team trainings.**

Since 2018, KP employees have received more than

\$157 million

in tuition reimbursement, creating **opportunities for career advancement** and a workforce that can use technology in the rapidly changing health care field.



40%

of prescriptions are delivered by mail.

Working in partnership to increase mail-order pharmacy use, Coalition members kept their low copays, with most at **\$10/in-person pickup and \$5 mail delivery.**

The LMP is designed to support YOU and the work YOU do.

Through **interest-based bargaining**, we work together on issues like performance, education, training, and wellness. Our **speak-up culture** supports our working partnership.

Scan this QR code to learn more or talk to your manager.



* 6 national [agreements](#) with the Coalition & 2 national [agreements](#) with the Alliance

** Coalition-represented employee population is 86,610 as of 12/31/2022