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.



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.

Encouraging open communication

and employee feedback leads to

positive team outcomes:

fewer patient falls

workplace injuries

fewer

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

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.

agreements* Since 1997, negotiated by KP and its union partners

national

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

fewer lost workdays

patient satisfaction

higher

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



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

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.

* 6 national <u>agreements</u> with the Coalition & 2 national <u>agreements</u> with the Alliance ** Coalition-represented employee population is 86,610 as of 12/31/2022 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.**

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



