



HIGHLIGHTS OF THE 2015 NATIONAL AGREEMENT



PARTNERSHIP AGREEMENT REVIEW PROCESS

Purpose: Process for resolving a disagreement over interpretation and/or implementation of Section 1 of the National Agreement, Privileges and Obligations of Partnership. The goal is to resolve disputes at the lowest level possible.

START HERE: Facility Level

Who: Representatives from labor and management who are immediately affected

What: Meet and use interest-based problem solving and issue resolution to reach consensus. Most issues should be solved at this level.

Was issue resolved at this level?

YES

Success!

NO

If the issue cannot be resolved **within 30 days**, refer it to the local LMP Council or equivalent.

Local LMP Council

Who: The facility or service area LMP Council or its designated representatives

What: Explore common interests and options to reach consensus no later than 30 calendar days after the referral from the facility level.

Was issue resolved at this level?

YES

Success!

NO

The local LMP Council will refer the issue to the regional LMP Council or equivalent.

Regional LMP Council

Who: Regional LMP Council or its designated representatives

What: Further explore common interests and options, and try to resolve the issue no later than 30 days after its referral.

Was issue resolved at this level?

YES

Success! **

NO

The council will prepare a short summary of the issue and its efforts to resolve the matter, and refer it to the national co-chairs of the Labor Management Partnership. NOTE: If the issue arises at a regional level, it may be brought directly to the regional LMP Council.

National Labor Management Partnership

Who: National LMP co-chairs

What: Appoint a labor-management fact-finding team to investigate the matter, and attempt to mediate the issue.

Was issue resolved at this level?

YES

Success!

NO

If consensus remains impossible, the labor-management team will submit a report within 30 days of their appointment summarizing the key issues, for submission to the LMP Executive Committee. If the issue remains unresolved, either Kaiser Permanente or the Coalition may request the appointment of a national panel to address the issue.

END: National LMP Panel

Who: National LMP co-chairs will appoint a national panel made up of union and management representatives and a neutral designee.

What: The panel will craft a solution within 30 days, unless that period is extended by mutual agreement.

The resolution will be final and binding.

**Any joint resolutions reached at the local (e.g., department or facility) or regional level will be non-precedential in interpreting or applying the National Agreement.