## JOINT STAFFING A TIMELINE FOR SUCGESS

2023 COALITION NATIONAL AGREEMENT

The 2023 national agreement between the Coalition of Kaiser Permanente Unions and Kaiser Permanente includes a new implementation plan for our long-standing joint staffing language (1.F and Exhibit 1.F).
» By August 2025, and continuing annually thereafter, all departments, through their unit-based teams (UBTs), will have structured joint staffing and budget discussions.
" Achieving this outcome will require the full power of partnership with regional efforts driving results. From the highest levels of Kaiser Permanente leadership to the frontline work of UBTs, we are all committed to making this process a success.

PHASE 1:
Prepare for success

- Establish national and regional oversight and implementation committees through new or existing LMP committee structures
- Launch LMPartnership.org/joint-staffing
- Mid-Q3 2024: national training and toolkit available
- Gather regional information on budget timeline


## PHASE 2:

Build a strong foundation

- September 2024: Launch virtual, cross regional trainings for UBT co-leads
- Offer additional training for employees and regional budget-makers
- By March 2025: All UBT co-leads complete training


## PHASE 4:

## Use joint staffing models for 2026 regional budgets

- Use UBT staffing models and workforce plans for 2026 budgets
- Labor representatives provide significant input in regional budgets

- Include backfill/replacement line item in each unit budget
- By end of 2026: Communicate budget decisions and the rationale to UBTs

PHASE 5:

PHASE 3:
Apply the joint staffing process

- By end of August 2025:
- UBT co-leads facilitate joint staffing processes with UBTs
- Unit-level staffing models and workforce plans sent to regional budget-makers

Continue joint staffing work annually

- By end of Q3 2026: Annually repeat joint staffing process to inform following year's budget

For more information on joint staffing, please scan the QR code


LABOR MANAGEMENT PARTNERSHIP UNIONS

