

**Test Your Partnership IQ**

# **20<sup>TH</sup> ANNIVERSARY LMP TRIVIA**

## **10 Questions to Test Your Partnership IQ**

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### Question 1

The Partnership is celebrating its 20<sup>th</sup> anniversary this year. How long has the original agreement that started the LMP been in place?

- A. 15
- B. 9
- C. 3
- D. 20

## D - 20 years



Since 1997, the Coalition of KP Unions has worked with Kaiser Permanente in the largest and longest-lasting labor management partnership in the United States

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### Question 2

What does LMP stand for?

- A. Labor Maternity Paternity
- B. Lemon Mango Pineapple
- C. Labor Management Partnership
- D. Like Minded People

# C - Labor Management Partnership



Kaiser Permanente and the Coalition of Kaiser Permanente Unions

Management, Coalition unions and physicians report to and are guided by the highest levels of their respective organizations. Together they form the Labor Management Partnership.



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### Question 3

What symbol helps guide the work of Unit-Based Teams?

- A. Value Compass
- B. Peace Sign
- C. Handshake
- D. Skull and Crossbones

### A - Value Compass



It guides the work of unit-based teams, putting the needs of members and patients at the center of decision making and problem solving.



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### Question 4

Which U.S. President lauded Kaiser Permanente and the Labor Management Partnership?

- A. Trump
- B. Wilson
- C. Kennedy
- D. Obama

### D – Obama



President Barack Obama said Kaiser Permanente is “considered one of the premier health organizations in the country,” because it’s a place where union workers have a voice to improve quality and service.

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### Question 5

What's the operational strategy shared by Kaiser Permanente and the Coalition?

- A. Knights of the Roundtable
- B. Labor Management Partnership
- C. Peace, Love and Ukulele
- D. If it feels good, do it

# B – The Labor Management Partnership



Through the partnership, coalition unions, physicians and management work together to deliver high-quality care and service, continuously improve performance, involve coalition unions and frontline workers in decisions to make Kaiser Permanente more affordable and work to preserve and improve upon benefits and working conditions for all workers.

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### Question 6

How many international unions are in the Coalition of Kaiser Permanente Unions?

- A. 150
- B. 29
- C. 11
- D. 999

### C – 11



The Coalition is comprised of locals from 11 international unions, representing more than 116,000 KP health care workers.

### Question 7

What's a fun  activity teams are encouraged to do at meetings?

- A. Eat pizza
- B. Play on your phones
- C. Use outcome-based agendas
- D. Hold an Instant Recess



# D - Hold an Instant Recess



A bit of exercise can help your team work better, reduce the chance of workplace injury and make the day more fun... instantly!

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### Question 8

What's a sure-fire way to help a Unit-Based Team be successful?

- A. Ensure the team has support from sponsors
- B. Put it on their Annual Review
- C. Hold a Picnic
- D. Offer Days Off for Participation

# A – Sponsorship Support



Sponsors provide UBT co-leads resources, guidance and oversight.

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### Question 9

What approach is used in bargaining and problem solving?

- A. Tug-of-War
- B. Coin flip
- C. Interest-based
- D. My way

### C – Interest-based

Both parties:

- identify shared interests
- propose ways to meet those interests
- agree on solutions



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### Question 10

How many National Agreements have been bargained since the partnership was formed?

- A. 20
- B. 1
- C. 3
- D. 5



## D – 5

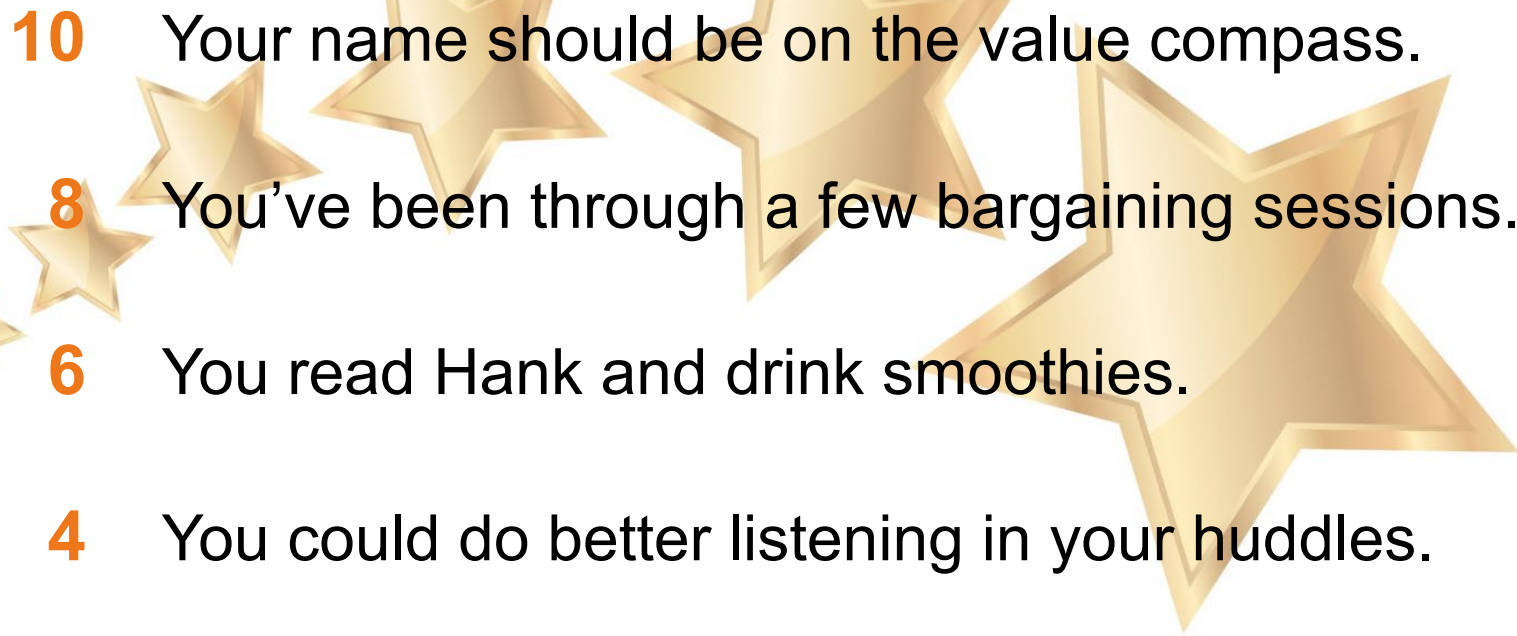


Since 2000, there have been five National Agreements, each building on the success of the previous one and developing fresh innovations.



# Are you an LMP Star?

## Number of Correct Answers:

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- 9 – 10** Your name should be on the value compass.
- 7 – 8** You've been through a few bargaining sessions.
- 5 – 6** You read Hank and drink smoothies.
- 3 – 4** You could do better listening in your huddles.
- 1 – 2** I'm in a UBT and so are **YOU**. Let's get to work!

To learn more about the partnership  
visit [lmpartnership.org](https://lmpartnership.org)