



Attendance PSP Goal: A Road Map to Success

The Performance Sharing Plan (PSP) is part of the 2023 Coalition National Agreement negotiated between Kaiser Permanente and the Coalition of Kaiser Permanente Unions. The goals are organizationwide and run through 2027.



Attendance

The attendance improvement metric includes all absences except vacation, ETO/PTO, holiday, legally protected leaves, unprotected educational leave, unprotected military leave, flexible personal days/life balance days and unprotected union leave.

3 Actions to Take Now

- 1. Review attendance data:** Log in to the [Attendance Dashboard](#) [KP intranet].
- 2. Plan for leave:** Understand the types of leaves available in your region. If you don't know, ask your manager or supervisor. Questions about time coding? Visit [MyKP](#) [KP intranet] or contact the National HR Service Center (HRSC) at 877-457-4772.
- 3. List an action** you or your team will take to support attendance year-round. Note the owner and timeline.

Region Name:

2026 Target Attendance Goal by 12/31/26:

← Annualized lost days per PFTE

Region or UBT:

← Current annualized lost days per PFTE

As of (current date):

ACTION:

OWNER(S):

START DATE:

COMPLETION DATE:



Attendance UBT project? Start with a [SMART](#) goal.



KAISER PERMANENTE



LABOR MANAGEMENT PARTNERSHIP



COALITION OF KAISER PERMANENTE UNIONS