

3.7 Labor Management Joint Committee

- A. Both the Union and the Employer recognize that the Employer's long-term operating strategy must include a genuine commitment to optimizing the total patient experience. Furthermore, both parties recognize the importance of aligning organizational health with the Employer's commitment to "total health" externally.
- B. In an effort to effectuate the objectives contained in section 3.7A, the Union and the employer commit to creating a platform for transformation and high performance that includes the creation of labor-management committees. These committees will also leverage their knowledge, skills and experience to ensure that the employer lives out its purpose and promise as stated by the employer as follows:

"Kaiser Permanente exists to provide affordable, high quality health care services and to improve the health of our members and the community we serve."

- C. The committees will seek to solve problems and make joint decisions that positively impact the work unit or department. Areas of focus will include but is not limited to:

- Quality of patient care
- Performance improvement design
- Service quality
- Proper staffing
- Workplace safety

Both parties will use their best efforts to reach decisions utilizing Interest Based Problem Solving (IBPS) techniques. The committees shall be comprised of all stakeholders, which may include frontline employees, physicians, managers and patients when appropriate. The Union will have the sole authority to select labor side members of any representational committee.

- D. The Employer will not unduly deny the Union the right to establish these committees when and where the Union demonstrates the capacity to recruit members to serve on said committees and to assist in facilitation and training.
- E. Where this section is silent with respect to the powers and implementation of labor-management committees, both parties agree to follow the UBT platform as closely as possible.
- F. These committees shall not add to, delete from, or modify any provision of this agreement.