

**KP+ALLIANCE 2025**  
**NATIONAL**  
**BARGAINING** >>>

# 2025 KP Alliance National Bargaining Subgroup Reports

Session 2  
July 17, 2025





# KP+ALLIANCE 2025 NATIONAL BARGAINING

## Staffing & Patient Care Subgroup

Status Update to CIC on 8-7-25

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# Recommendation #1: Flexibility (Deliverable 1 and 2)

Through substantial work done on the Flexibility section of the National Agreement, including development of Problem Statement and Interests, consensus of Subgroup is that current National Agreement language is acceptable. No recommended changes.

# Recommendation #2: Staffing Dashboard

(Deliverable 1 and 2)



In order to inform discussions to support the goals of Planned Replacement and Budgeting, Joint Staffing, and the Labor Management Staffing Committees (1.F.1.a-c), the parties will implement a universal, automated staffing dashboard (similar to the SCAL Staffing Dashboard) in all markets within Kaiser Permanente. The dashboard will be designed to have the capability for jointly determined additions or subtractions of automated data elements. The parties will collaborate to ensure market socialization / readiness.

Within ninety (90) days of ratification, the National Affordability and Competitiveness Task Force will begin exploration of implementation.

# Recommendation #3: Staffing Committee Training/Education and Toolkit (Deliverable 1 and 2)



The parties will jointly develop a National toolkit and educational materials with possible regional supplementation, to support the goals of the Labor Management Staffing Committees.

National toolkit and educational materials will be developed and distributed, with a target date of June 30, 2026 [this date is subject to alignment with the National Learning Group and LMP Communications].

*[Possible coordination between this Staffing and Patient Care Subgroup with the LMP Partnership Subgroup regarding training/education.]*

# Recommendation #4: Staffing Committee Sponsorship/Escalation (Deliverable 1 and 2)

The National Affordability and Competitiveness Task Force will provide executive sponsorship and will resolve any material issues with the implementation of the Staffing Committee language in the National Agreement.

The escalation pathway for open and/or unresolved implementation issues is as follows:

- Local/Facility LMP Council (as applicable)
- Regional LMP Council
- National Affordability and Competitiveness Task Force

This implementation escalation process does not apply to staffing or budget outcomes and/or decisions.

# Recommendation #5: Joint Staffing and Backfill Toolkit (Deliverable 1 and 2)

To facilitate the Joint Staffing Process, the parties will jointly develop tools, such as worksheets for:

- information gathering
- execution
- escalation when appropriate

# Recommendation #6: Hard-to-Fill Positions

(Deliverable 3)



1. National Workforce Planning and Development, within six months following the ratification of this agreement, shall identify factors/criteria that markets are expected to consider when identifying hard-to-fill positions. The parties acknowledge that the list is not exhaustive, and some identified factors may vary within markets.
2. The Workforce Planning and Development Committees and the Staffing Committees should collaborate as needed to support each other's goals.
3. "Hard-to-fill" shall be added as an agenda topic to the Sample Charter and Agenda (Exhibit 1.F.1.c.6)

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# 2025 KP Alliance National Bargaining Subgroup Reports

Session 4  
August 22, 2025



# Measurability Recommendation

- The Partnership group referenced in Partnership Effectiveness Recommendation #17 **will consider** measuring effectiveness in the implementation of Section 1.F.1.