

**Alliance of Health Care Unions**  
*Special Assignment Agreement – Trust Funded Position*  
 Posting for Alliance Partnership Representative (APR)

<b>Role Title</b>	<i>Alliance Partnership Representative (APR)</i>
<b>General Description</b>	<i>APR will support building Alliance union capacity and UBTs</i>
<b>Locations Available:</b>	<i>Downey</i>
<b>How to Apply:</b>	<i>See How to Apply section on page 2 of this document</i>
<b>Posting dates:</b>	<i>Posting open through April 9<sup>th</sup> 2021</i>

**Overview:**

The LMP Trust Fund allocates resources for both labor and management to have people whose role is to focus on the success of the Partnership. The *Alliance Partnership Representatives (APR)* are on Special Assignment Agreements (SAA) to provide the support that is needed for union members, managers and physicians to have an effective partnership.

In this role selected applicants will be accountable to both labor and management. They will be working with front line union members, union leaders, Alliance Director and management to promote the values, practices and programs of the Partnership and implement the National Agreement. They will have the opportunity to directly impact the success of the Partnership where it really counts...in the places we work.

**Role and responsibilities:**

The Alliance Partnership Representative's role is to advance the value compass and achieve the goals of the Partnership in the following ways:

- Assess and support LMP teams at assigned service area, including UBTs
- Build Alliance capacity to participate fully in Partnership, by identifying, recruiting and developing front line leaders
- Develop and facilitate relationships across boundaries, i.e. labor and management, departments and projects
- Provide training, coaching and mentoring to labor and management
- Support Alliance and Partnership initiatives and activities including deliverables of the National Agreement
- Collaborate with the local and regional UBT resource team and support UBTs along the Pathway to Partnership (P2P)
- Support LMP Education and Training to assist UBTs with meeting P2P requirements (Train classes, KP Learn system, Build trainer capacity, etc.)
- Ensure there is appropriate communication and information exchange
- Monitor progress against goals
- Model Partnership behaviors and lead by example
- Additional responsibilities as needed

## **Qualifications:**

This role is intended to develop leadership ability and knowledge so that one would return to their role in Kaiser Permanente and their union with valuable skills. The following qualifications are required for consideration:

- A Kaiser Permanente employee who is a member of an Alliance union in good standing;
- A demonstrated commitment to LMP's vision and goals;
- Must have own transportation and be willing to travel;
- Have taken basic partnership trainings;
- A work history that demonstrates dependability and initiative;
- Basic proficiency with computers;
- Enthusiasm for the Labor Management Partnership

## **Preferred not required qualifications (please list in your resume any and all that apply):**

- Basic or advanced knowledge Performance Improvement (PI) systems and tools
- Completed Associate Improvement Advisor (AIA) training
- Efficient use of UBT Tracker
- Experience in delivering training, preferably LMP classes
- LMP and or UBT co-lead

## ***How to apply: MUST***

- Via email; **Send your resume AND a one page cover letter explaining why you are interested in doing this work;** to [George.Doctorian@AHCUnions.org](mailto:George.Doctorian@AHCUnions.org) and [Janet.C.Manrique@kp.org](mailto:Janet.C.Manrique@kp.org)
- **MUST put "APR application Downey" in the subject line**
- **Include your current job title, current work location and current union affiliation.**
- **The position Location you are applying for**
- Applicants can apply for locations other than those they are currently working in
- Any Alliance union member can apply at any location
- You may apply for more than one location but must list on your application which locations you are applying for

## **Additional important information:**

- *Position is funded on an annual basis, renewable twice for a total of three years.*
- *This is a full-time position; part-time employees may apply if they are willing and able to work five days a week, full time hours. Working full-time in this role will not affect an employees' part-time status or qualify them for full-time status upon return to their prior position.*
- *Shift is generally Monday through Friday, daytime hours with some flexibility needed to meet members and teams on varying shifts*
- *APR's are "kept whole" meaning all wages and benefits are maintained at their current level.*

Send questions to Alliance Director Renee LaPointe [Renee.LaPointe@AHCUnions.org](mailto:Renee.LaPointe@AHCUnions.org)