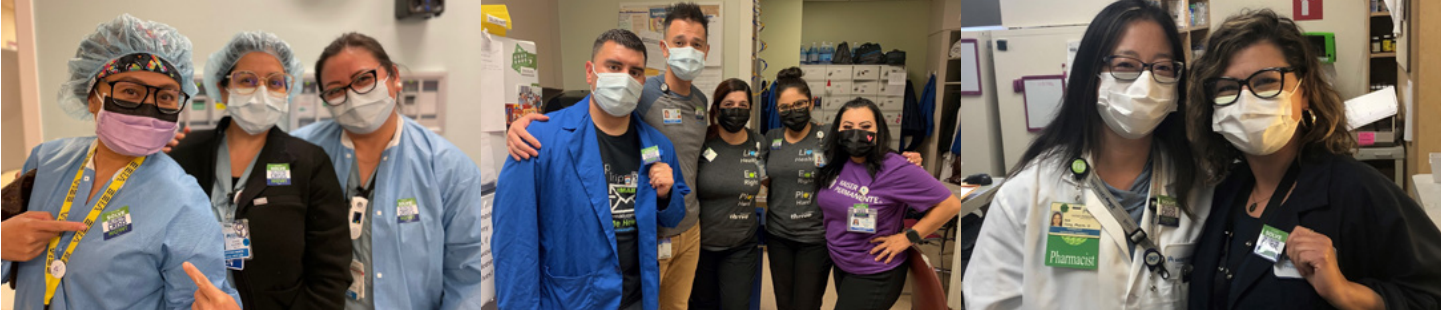




ALLIANCE UBT NATIONWIDE VIRTUAL GATHERING HIGHLIGHTS AND TAKE ACTION

JANUARY 12, 2023 RECAP



Top 5 things we covered during our January 12 Virtual Gathering, and actionable things you can do today.

1

Recommitted to our unified Alliance strategy to put pressure on KP to solve the staffing crisis. Each Alliance member should talk about the staffing crisis and the need for solutions at *every meeting* and in *every conversation*.

TAKE ACTION:

- » Every time you talk to a manager or supervisor, remind them of the staffing crisis, and ask them to commit to taking action.
- » At every UBT meeting, ensure that staffing is on the agenda.

2

Reviewed ways you can work on staffing issues in your department.

- » UBTs have the right to receive certain staffing information monthly and quarterly, and to work on staffing. You can find a summary of the kinds of information and sample scripts for how to ask for the information [here](#).
- » Check out ideas for how your UBT can use staffing information to make change in your department, [here](#).

TAKE ACTION:

- » Arm yourself with knowledge: Review the staffing information available to UBTs per our National Agreement, [here](#).
- » If you're a co-lead or sponsor, try using the tips and scripts to request the staffing information from your management partner.



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3

Highlighted the [backfill language](#) in our 2018 and 2021 National Agreements that provides clear guidance for departments to allocate funds for covering staff while they are out sick, need to complete trainings, attend meetings, take vacation or are out for other reasons.

 **TAKE ACTION:**

- » Request a copy of the department’s budget — payroll *and* non-payroll — and review it to see if there are funds allocated for backfill.
- » If there is no backfill line item in the budget, ask your manager what the department’s backfill strategy is and share a copy of the language from our [2018 National Agreement](#), Scan the QR code and go to page 31 for the Backfill Section.



4

Demonstrated how you can put all this information into action with a role-play on how a typical conversation with a management partner might go.

Highlights include:

- a. State simply your request for staffing information or ask for an update on a previous request for staffing information.
“Hey [manager name], any update on my request for the staffing information for this month?”
- b. Re-iterate why you’re requesting the information.
“Like I mentioned, we’re interested in getting this information so we can work together to come up with some solutions.”
- c. Ask for specific timelines.
“When will you hear back?” “Let’s check in next Friday.”
- d. Firmly but politely press them to follow-up.
“Could you follow-up with [manager of manager] with a phone call?”
- e. Direct managers to the National Agreement language if they challenge that UBTs have the right to this information.
“Our National Agreement has stated for many years that members of UBTs participate in budgeting, staffing and scheduling decisions. Here’s a copy of the backfill and budgeting section of our National Agreement.”

 **TAKE ACTION:**

- » If you’re a UBT co-lead or sponsor, try any of the above techniques when you request or talk with your management partner about staffing.
- » Ask your management co-lead to put pressure on their supervisor to take action on the staffing crisis.

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5

Shared the latest in the Alliance Staffing Campaign — A number of Alliance Unions are taking action to put pressure on KP to start implementing some real, lasting staffing solutions, now.

 **TAKE ACTION:**

- » Reach out to your local Alliance union to keep up to date on your local union's activities.

Join us for the Alliance UBT Nationwide Virtual Gatherings every second Thursday of the month during the following times:

SESSION 1

9 am Pacific, 7 am Hawaii,
10 am Mountain, 12 noon Eastern

SESSION 2

4 pm Pacific, 2 pm Hawaii,
5 pm Mountain, 7 pm Eastern

SESSION 3

7:30 pm Pacific, 5:30 pm Hawaii,
8:30 pm Mountain,
10:30 pm Eastern

From now on, you only need to register once and you'll get invited to all the Virtual Gatherings for the year. After you register, you'll get an email with the meeting link and a calendar invitation.

The next virtual gathering is Thursday, February 9.

To register please visit: <https://qrco.de/2023VGRegistration> or scan the QR code.



Haven't been able to join our Alliance UBT Virtual Gatherings?

Please take a moment to let us know why by taking this brief survey:

<https://forms.office.com/r/K11cmy7fFg>



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