

Alliance of Health Care Unions

Special Assignment Agreement – Trust Funded Position Posting for Alliance Partnership Representative (APR)

Role Title	<i>Alliance Partnership Representative (APR)</i>
General Description	<i>APR will support building Alliance union capacity and UBTs</i>
Location Available:	<i>Riverside Service Area</i>
Posting dates:	<i>9.20.24 – 10.3.24 please see “How to apply” section below AND list of required items.</i>

Overview:

At Kaiser Permanente, equity, inclusion and diversity are inextricably linked to our mission, and we aim to make it a part of everything we do. We know that having a diverse and inclusive workforce makes Kaiser Permanente a better place to receive health care, a more supportive partner in our communities we serve, and a more fulfilling place to work. Working at Kaiser Permanente means that you agree to and abide by our commitment to equity and our expectation that we all work together to create an inclusive work environment focused on a sense of belonging and wellbeing.

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 Representative (APR)* is on Special Assignment Agreement (SAA) to provide the support that is needed for union members, managers, and physicians to have an effective partnership. **While working under an SAA the employee maintains their current employment status with Kaiser Permanente.**

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 APR role is to advance the value compass and achieve the goals of the Partnership in the following ways:

- Assess and support LMP teams and committees as assigned including UBTs
- Build Alliance Unions 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 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, utilize the 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
- While some of this work can be conducted virtually, the APR is expected to present themselves in person to round and attend meetings as directed.

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Required 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 in good standing of an Alliance union
- A demonstrated commitment to LMP's vision and goals
- Must have own transportation and be willing to travel
- A work history that demonstrates dependability and initiative
- Basic proficiency with computers
- Enthusiasm for the Labor Management Partnership
- Willingness and ability to work on site in a Kaiser Permanente facility
- Must not have completed three years in any APR role in any market/region.

Preferred not required qualifications (please list in your resume all that apply):

- Have taken basic partnership trainings
- Basic or advanced knowledge Performance Improvement (PI) systems and tools
- Efficient use of UBT Tracker
- Experience in delivering training
- LMP committee or UBT co-lead or sponsor
- LMP trainer
- Active in your union.

HOW TO APPLY: to be considered please follow these instructions completely:

- Applicants can apply for locations other than those they are currently working in
- Any Alliance union member can apply at any location (drive time and distance should be similar to or less than current commute).
- This position is for the Riverside Service Area and selected applicant will be expected to be available to be present at the Riverside Medical Center Campus and all Medical Office Buildings that are part of the Riverside Service Area.
- **Via email;** Send your resume AND a one page cover letter explaining why you are interested in doing this work; to Norma.Gonzales@ahcunions.org **and** Janet.C.Manrique@kp.org

REQUIRED ITEMS:

1. "*APR application Riverside 2024*" in the subject line of your email
2. Resume
3. Cover letter – one page cover letter explaining why you are interested in doing this work, include any LMP and union experience you have
4. **MUST** Include
 - Name, personal email address, cellphone number, home address
 - current job title,
 - current work location,
 - current union affiliation – what union do you belong to?

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 UBTs. Applicants should not expect to work their current schedule.
- APR's are "kept whole" meaning all wages and benefits are maintained at *their current level based on straight time hours*.
- *If you have any questions, please reach out to Alliance director Simone Zimmer 909.962.9442*
Simone.Zimmer@ahcunions.org