

# ARE YOU IN A UNIT-BASED TEAM?

**START**

Maybe next year!

**NO**

Do you work for Kaiser Permanente?

**NO**

Are you a KP member?

**YES**

Are you a member of a union belonging to the Coalition of KP Unions?

**YES**

**FACT:** Unit-based teams use the voice of the member/patient and our Value Compass to guide their work. You are part of a UBT!

**YOU ARE IN A UBT**

**FACT:** Through UBTs, all frontline employees and care providers are involved in decision making for their department. Have an idea to improve care for our members and patients? Speak up today!

**FACT:** The 2005 National Agreement called for the creation of unit-based teams. There are now 3,500 teams throughout Kaiser Permanente.

**NO**

**YES**

Are you a member of a union belonging to the Coalition of KP Unions?

**NO**

**YES**

Are you a manager of employees represented by a union in the Coalition of KP Unions?

**NO**

**YES**

Are you a physician working with employees represented by a union in the Coalition of KP Unions and their manager(s)?

**NO**

**YES**

**FACT:** Since 2005, each National Agreement has stated, "Unit-based teams are the operating model for Kaiser Permanente."

> *If your work group hasn't formed a UBT yet, now's the time!*

**FACT:** Labor Management Partnership is the way Kaiser Permanente and the Coalition of KP Unions work together. Learn more at [LMPartnership.org](http://LMPartnership.org).

