



Position title	Alliance Partnership Representative (APR)
Posting	Closes September 15
If interested in this position, please email resume with KPWA APR Position in the subject line to: ivanwormer@ufcw3000.org , cmacphail@ufcw3000.org , betelhem.michael@ahcunions.org & becky.t.peterson@kp.org	

Overview

The Labor Management Partnership 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 to provide the support that is needed for workers represented by the Alliance of Health Care Unions, managers and physicians to have an effective partnership.

The focus of the work of the APR is to support the development of the LMP to achieve performance improvement results while mentoring, supporting and empowering labor, therefore, ensuring that they become successful partners in the LMP environment.

In this position you will be working with regional union and management as well as front line union members and management to promote the values, practices and programs of the partnership. You 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:

- To recruit, develop, assess and support LMP teams
- To build labor capacity to participate as a full partnership, Identifying, recruiting, to ensure that Alliance Labor participation is in all LMP Committees.
- To develop and facilitate relationships across boundaries, i.e. labor and management, departments and projects, and across geographies.
- To monitor progress against goals, provide reports and analysis
- To model partnership behavior and lead by example
- To provide training, coaching and mentoring to union members and management
- To work effectively as a liaison in labor and management system
- Support Alliance and Partnership initiatives and activities including deliverables of the National Agreement
- Support LMP Education and Training to assist Unit Based Teams (UBTs) with meeting Path to Performance (P2P) requirements (Train classes, KP Learn system, Build trainer capacity, etc.)
- Collaborate with the local and regional UBT resource team to support UBTs along the P2P.
- Additional responsibilities as needed

Qualifications

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

- A member of an Alliance union (UFCW Local 3000) in good standing.
- A demonstrated commitment to your union and the LMP's vision and goals;
- Must have own transportation and be willing to travel;
- Have taken partnership trainings*;
- A work history that demonstrates dependability and initiative;
- Proficient and comfortable with local data interpretation and process improvement
- Basic proficiency with computers and MS Office
- Strong written and oral communication skills.

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

- Experience or interest in performance improvement
- Experience in leading or delivering training
- Experience in committee membership
- Current UFCW steward

The APR position is renewed annually, with a maximum of three (3) years, at the discretion of the AHCU. Employees that function as the APR will work under Kaiser Permanente and the AHCU, Special Assignment Letter of Agreement for Partnership Positions. The APR reports to their Local union designee, the Alliance and the Regional LMP Manager.

This role is based at the Renton campus and will work remotely. An important part of the role is meeting and visiting with UFCW members and teams in all medical centers or administrative buildings where they work. This requires the ability to drive to all western Washington medical centers and occasionally travel to Spokane.

The APR is a Special Assignment role subject to annual LMP trust budget approval. The APR special assignment term is through the end of the calendar year, ending on 12/31/2024. All trust funded roles are anticipated to be renewed upon approval of the budget each year, with a maximum term of three years.