

2020 KP Colorado-Alliance (UFCW Local 7, IUOE Local 1) PSP AGREEMENT FINAL STATUS UPDATE

	Weighting	Status 1/5/2021	Threshold	Target	Stretch
Most Affordable					
Percent of UBTs with *qualified Affordability Projects Management and Labor will collaborate to create a tip sheet for UBTs to improve care delivery expense trend.	15%	57% \$6.43M	35%	39.26% (80 Teams)	45% \$90K in documented ROI on projects in 2020
Best Service					
Patient Likelihood to Recommend, based on actual interaction with provider in MOB	20%	55% YTD	54%	56%	58%
Best Quality					
Decrease the <i>number</i> of open care gaps per thousand active KP members (conditioned upon OIP, MOU, AND Coalition sharing the the same goal)	20%	599 care gaps per thousand members	190 care gaps per thousand members	380 care gaps per thousand members	570 care gaps per thousand members
Safety					
AHRQ completion rate for Alliance members. ## (See Below)	25%	74.0%	60%	65%	70%
Attendance					
1. The Union and the Company will establish a joint committee to promote and develop a framework for healthy attendance at work, while tracking and supporting backfill; meetings will occur no less than quarterly; and there will be no more than four people on each side.	10%; if management doesn't meet, then automatic payout to all L7 members on attendance goal at 20%				
2. Any employee with an active level 4 for attendance on 1/1/2020, and whose level 4 does not expire by 12/31/2020 will be disqualified from obtaining the payout under Attendance- Individual Performance.**	10%; if management doesn't meet in above group; then weighting at 0%				

THE FINANCIAL GATE ISSUE IS NOT RESOLVED (WITH THE EXCEPTION THAT WEIGHTED AVERAGE RATE IS BASED ON ALLIANCE MEMBERSHIP AND TIERED APPROACH, SEE BELOW), AND THE PARTIES WILL FOLLOW THE NATIONAL DISPUTE PROCESS TO REACH RESOLUTION

Financial Gate: Established at (___ to \$___) margin for 2020. If the financial gate of ___ is not met then the eligible max payout is identified as the amount below per category at Target.

Equal or less than ___ = full payout Weighted Average Rate Based on Alliance Membership;

Greater than \$___ to equal or less than \$___ = \$___ payout;

Greater than \$___ to equal or less than \$___ = \$___ payout;

Greater than \$___ to equal or less than \$___ = \$___ payout;

Greater than \$___ to equal or less than \$___ = \$___ payout;

Greater than \$___ loss = \$1,000 payout.

<p>*Qualified UBT Project Definition: -Projects started by 12/1/19 and completed by 12/31/2020 at Threshold or Above. -One documented PDSA/test of change in UBT Tracker. -Denominator for goal (#of UBTs) is 203 teams, which are the teams with Local 7 and Local 1 members in them. -Projects aligned to regional and departmental goals agreed to by UBT in partnership. -Health Plan Executives will require managers of represented staff to include at least one goal aligned with a PSP-related UBT Goal on their own set of individual performance goals</p> <p>Separate from Qualified UBT Project Definition: Management will guarantee that UBT will meet a minimum of once per month.</p>	<p>**This agreement shall not be construed as the union's consent to the company's attendance policy. The Company understands that the union does not agree with the Company's attendance policy.</p>		<p>## Alliance unions and management will jointly review the results and develop a plan to improve safety, denominator: number of alliance members as of 1/1/2020</p> <p>AHRQ completion rates are based on the majority of questions being answered; labor and management encourage full completion.</p> <p>Survey will be available for staff to fill out no later 8/15/2020 and the survey will close no earlier than 11/10/2020; should this prove to be unfeasible, the employees shall have no less than 75 days to complete the survey.</p> <p>The company will assure that employees have time held on their schedules and/or off the floor (where schedules are not present) to complete the survey within the above timeframe.</p>
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