

# 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

YES

Are you a member of a Partnership union?

NO

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 in spirit!

Are you a manager of employees represented by a Partnership union?

**YOU ARE IN A UBT**

NO

YES

**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!

Are you a physician working with employees represented by a Partnership union and their manager(s)?

NO

YES

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

**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 unions work together. Learn more at [LMPartnership.org](http://LMPartnership.org).

