

## New Roles in the Transformation of KP

### Evolving Leader Roles

Although a lot is changing, many things are staying the same. For management, the duty to manage is still a key component of the job, which includes performance management, hiring and firing authority and ensuring safe working conditions. Physician sponsors/leaders retain ultimate responsibility for clinical decision making, and union leaders retain the responsibility to represent. You retain these individual responsibilities, while working in a more collaborative way to solve problems.

All three constituencies are responsible for:	
[ ✓ ]	Success of the department
[ ✓ ]	Success of Kaiser Permanente and the unions
[ ✓ ]	Involving employees in effective decision making
[ ✓ ]	Supporting the Partnership
[ ✓ ]	Securing LMP and UBT training for employees
[ ✓ ]	Establishing effective labor management relations
[ ✓ ]	Making sure employees provide a superior health care experience for health plan members



Each retains the following constituency-specific responsibilities:

Union Leaders/Stewards	
[ ✓ ]	Duty of fair representation
[ ✓ ]	Grievance filing/handling
[ ✓ ]	Contract enforcement/negotiation
[ ✓ ]	Building solidarity within the union
[ ✓ ]	Organizing

Physicians	
[ ✓ ]	Ultimately accountable for clinical decision making for care of member/patients
[ ✓ ]	Clinical supervision of allied health personnel
[ ✓ ]	Responsible for clinical quality

Managers	
[ ✓ ]	Personnel responsibilities (final authority for hiring and firing)
[ ✓ ]	Performance management (goals, reviews, rewards, development)
[ ✓ ]	Safe work environment

This tool and many others may be found **online** at the [Sponsor and Leader Resource Guide for UBTs](#).

# Roles Of The Labor Leader

**RS Peters**



## **Roles Of The Labor Leader:**

Delve into the emotional tapestry woven by Crafted by in **Roles Of The Labor Leader** . This ebook, available for download in a PDF format ( PDF Size: \*), is more than just words on a page; it is a journey of connection and profound emotion. Immerse yourself in narratives that tug at your heartstrings. Download now to experience the pulse of each page and let your emotions run wild.

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