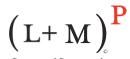


The Power of Partnership

NCAL LMP Workforce Planning & Development Meeting
September 10, 1950 Franklin St. C1800 Harrison Street, CR 15A Co-Chairs: Brett Knight, Management | Connie Savoy, Labor

## **Meeting Minutes**

| Topic   | Discussion  | Action  | Follow- up/Responsibility |
|---|---|---|---------------------------|
| Opening Introductions and Announcements       | <ul><li>Welcome</li><li>Introductions</li><li>Agenda Review</li></ul>   |   |                           |
| Meeting Minutes Review                        |   |   |                           |
| Medical Coding Apprenticeship funding         | Money for national apprenticeship was not granted for medical coding.   |   |                           |
| Claims Connect                                | We need to bring Ryan Esposito for un update on<br>Claims Connect   | Request an update report out at future meeting from Ryan Esposito                   |                           |
| Redeployment funds                            | <ul> <li>There is \$1,000,000 annually allotted in agreement for<br/>the purpose of redeployment support. \$3,000,000 in a<br/>general trust.</li> </ul>  |   |                           |
|   | Each redeployment effort could only access funds by negotiation.  |   |                           |
| Tuition Reimbursement                         | Upon the increase of the TR to \$3,000, there has been an 85% jump in enrollments; thus the reimbursement process may be revisited to be more efficient.  |   |                           |
| Innovation Team Overview and Responsibilities | Work with the frontline staff to review business processes, seek support and opinion to improve jobs at KP with training and organization, and bring information back to WFD/P meetings. There are no local WFP/D teams at local medical centers. | Potentially should request<br>Tim Wemple to come and<br>speak if there is a buy in? |                           |
|   | Effort is to keep employees noticed timely about what is going on nationally.   |   |                           |



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| Topic   | Discussion  | Action   | Follow- up/Responsibility |
|---|---|--|---------------------------|
|   | Need to integrate some kind of "link" to give to regions.   |  |                           |
| Review of Executive<br>Summary Meeting                | <ul> <li>How do we make jobs of the future become a reality?</li> <li>What resources are needed by teams?</li> <li>What are jobs/skills of the future and who do we need to be talking to?</li> </ul>   | LMP WFP/D Attendees should keep each other abreast about conversations they encounter throughout the month that impact the   |                           |
| Expanding Career Opportunities within KP              | <ul> <li>Technology is making some jobs redundant; more<br/>flexibility may be requested. Request for more training<br/>opportunities and closer review of near reached<br/>requirements to serve as approval of qualifications.</li> </ul>   | group's mission  |                           |
|   | <ul> <li>Coaching and mentoring opportunities as well as<br/>reciprocity opportunities within unions should be<br/>examined.</li> </ul>   |  |                           |
| National Agreement Items                              | Will receive deliverables tracker once agreement is<br>completely ratified. Colorado may be only regions where<br>ratification is outstanding. Effort will be to review what is<br>currently in agreement and what becomes newly<br>instated. |  |                           |
| Idea of software that might collect career experience | (Potential) software can collect career experience,<br>noteworthy training or experience, offered voluntarily,<br>which may be used as a career development tool.   | Reach out to Daniel Goldberg and/or Laura Long regarding specifics of what this (potential) software it is and what it does. |                           |
| Request for an all-day LMP<br>WP/D working event      | <ul> <li>Plan agenda and venue for a proposed all day LMP<br/>WP/D Working event.</li> </ul>  | Begin planning at October<br>1, 2015 LMP WFP/D<br>meeting  |                           |