



Kaiser Permanente Thriving Schools

A partnership for healthy students, staff & teachers

Unions in Schools: Important Partnerships

November 17, 2016

Webinar Series for School Employee Wellness



All webinars will be recorded and posted on kp.org/thrivingschools

Our Objectives Today

1. Define a labor -
management
partnership for
wellness

2. Learn about
district approach to
leveraging
partnership to
support wellness

3. Uncover myths
and discover
opportunities for
working in
partnership

Introductions



Dr. Rosanna Mucetti

Deputy Superintendent,
Educational Services
San Leandro Unified School
District



Anita Waldron


Health Educator
Vice President of San
Leandro Teachers Association
San Leandro Unified School
District



Tamar Schnepf

Union Engagement
Strategies Leader,
Office of Labor
Management Partnership,
Kaiser Permanente

Poll- Who is joining us today?



Take a moment to
respond to the
first poll and let
us know your
role!

What is a labor management partnership?

A labor management partnership is a strategy for innovation and performance. It requires the inclusion and active participation of union members as well as district & school administrators: each bring diverse perspectives, knowledge, skills, and expertise



SOURCE: What is labor management partnership? (2016). Retrieved from http://www.lmpartnership.org/sites/default/files/what_is_lmp_2016_final.pdf

Create a partnership focused on wellness

Compared to other programs, wellness programs developed by labor management partnerships tend to be more sustainable, and better received by school employees



Unions make a Difference in Wellness Success



Union participation provides:

- Trusted negotiators & communicators
- Insight into employee perceptions
- Sustainable structures – participatory decision making, communications, leadership development, employee involvement

Risks of moving without union support:

- Higher risk of employee backlash
- Higher risk of resistance and rejection
- Lower levels of participation in activities
- Less diversity

At a glance: San Leandro Unified School District (SLUSD)

Diverse school district located in the San Francisco Bay Area- California

~1,200 employees*

8,712 students (TK-12)

24% English Learner students

63% of students on Free & Reduced lunch

15% of students in Special Education programs

**3 labor unions & 1 management association*



SLUSD Wellness Journey...



SLUSD phases of partnership to support wellness



Preliminary
Discovery



Plan
Together



Analyze



Implement
In
Partnership

Myths at each stage can cause potential roadblocks to your joint wellness work

PHASE One: Preliminary Discovery

MYTH #1

- Unions and management will struggle to agree on where to start

DISCOVERY

- Health and wellness is in the best interest of all



PHASE One: Preliminary Discovery

"The purpose of this committee is to explore ways to increase the wellness of San Leandro Teacher's Association (SLTA) members and to make recommendations to the SLTA Executive Board and School Board to promote a healthy environment."

- 2015/2016 Agreement between the Board of Education of the San Leandro Unified School District and the San Leandro Teachers' Association



PHASE One: Preliminary Discovery

Discuss opportunities for employee wellbeing:

1	How is the external environment impacting people's health (ex: long commutes, tight schedules, no time to shop for food, no place to exercise)?
2	How can the school environment support healthy behaviors?
3	Do you see signs that employees might be enthusiastic about wellness programs? What concerns would school employees have about participating in a wellness program?
4	What is a first step that we can take together to (further) develop our employee wellness program?

PHASE Two: Plan Together

MYTH #2

- Districts struggle to support employee wellness due to limited resources

DISCOVERY

- Through effective partnership and shared responsibilities with unions, districts can make wellness a priority and leverage relationships to allocate and identify resources.

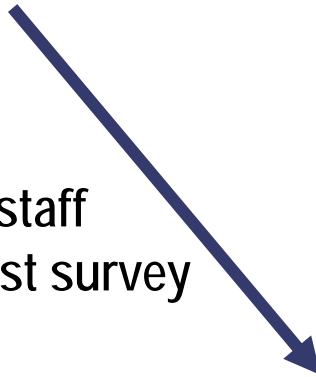


PHASE Two: Plan Together

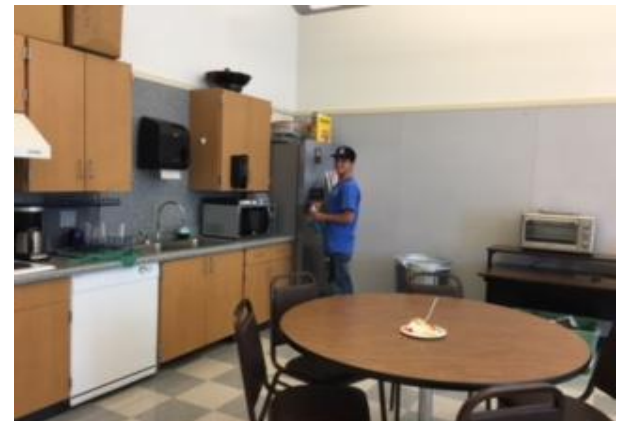


Labor Management Committee

School-level staff lounge interest survey



Staff Lounge Renovation



Phase Three: Analyze

MYTH #3

- Those who plan employee wellness initiatives know the best programs/activities to implement

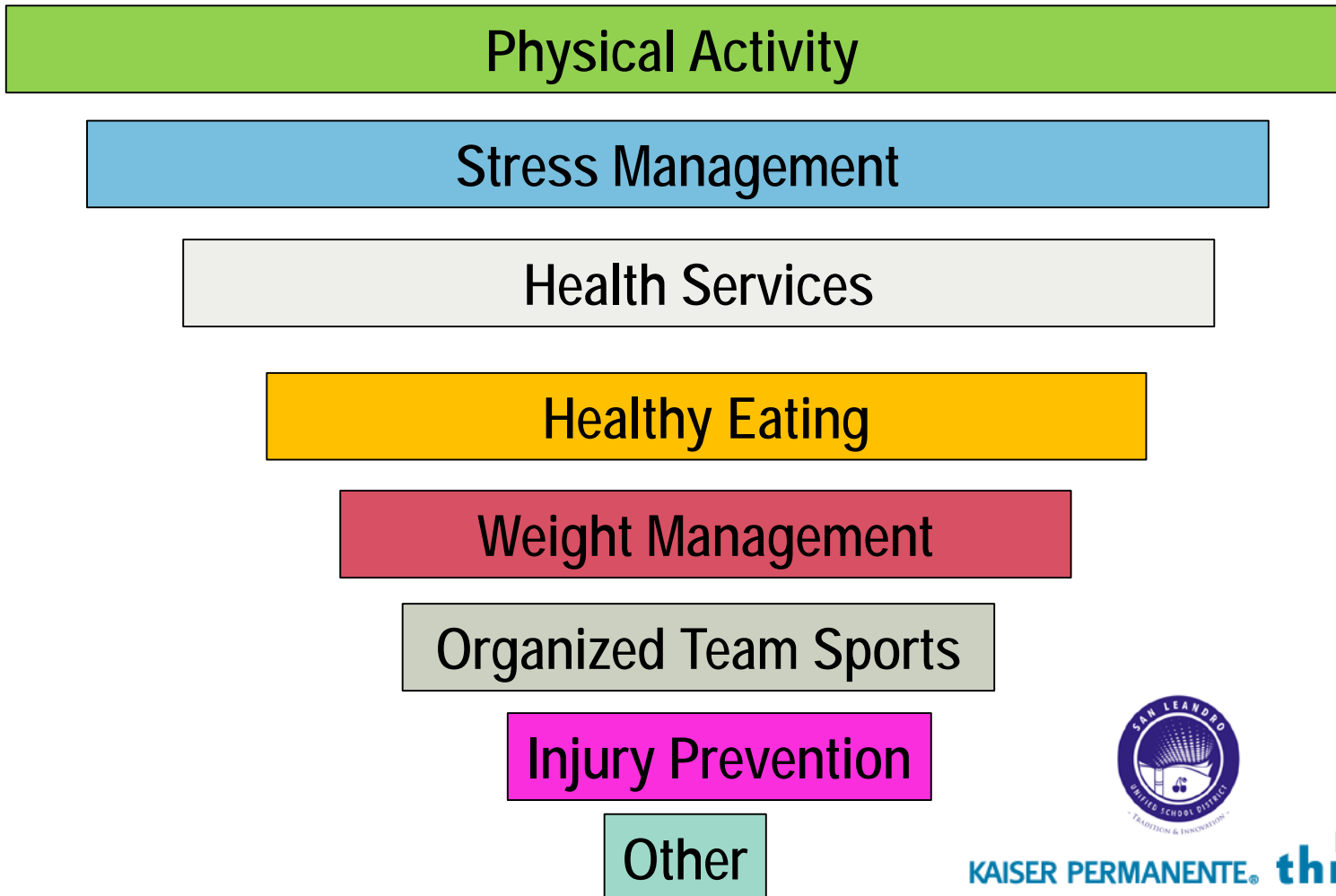
DISCOVERY

- Second employee survey (district-wide): communicated and coordinated through school administration and labor unions to encourage employees to share their expectations and perceptions about wellness. Also, employees are interested in ongoing rather than one-time activities/programs.



Phase Three: Analyze

Employee interest survey results showed a range of health topics that SLUSD employees wanted:



Phase Four: Implement in Partnership (new round of wellness efforts)

MYTH #4

District does not value
wellness efforts

DISCOVERY

- School administrators in close partnership with unions are committed to promoting health and wellness for students, families, and employees.

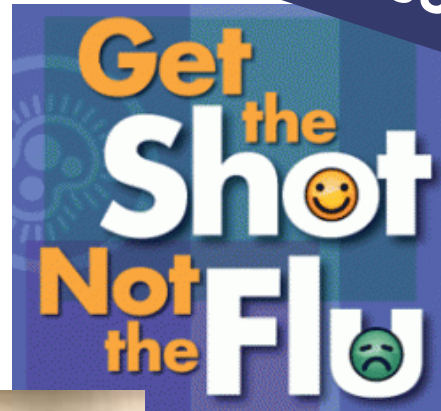


Phase Four: Implement in Partnership (new round of wellness efforts)

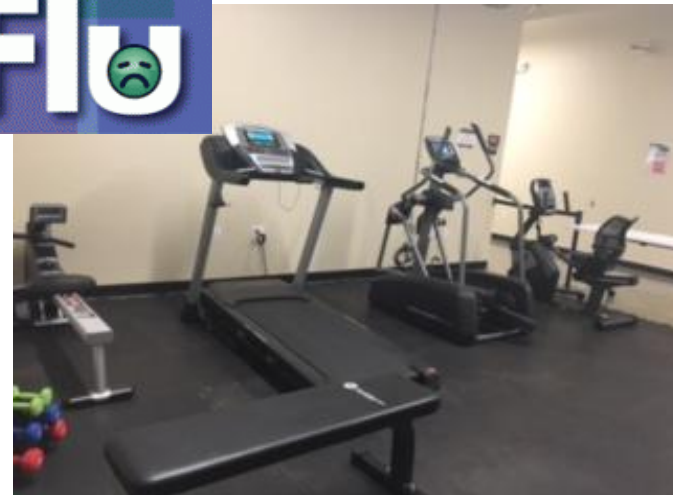
District Staffing for Wellness

- Health Educator
- Wellness Champion
- Wellness Liaison

2016-2017 EMPLOYEE
WELLNESS NEWSLETTER



WELLNESS
PRACTICES
FOR EACH
SCHOOL



Partnership in wellness leads to a win-win

“Employee wellness programs are a win-win. Employers like them because their workforce stays healthy and misses fewer work days. Employees like having access to health information at a convenient source, their workplace.”

-National Dairy Council



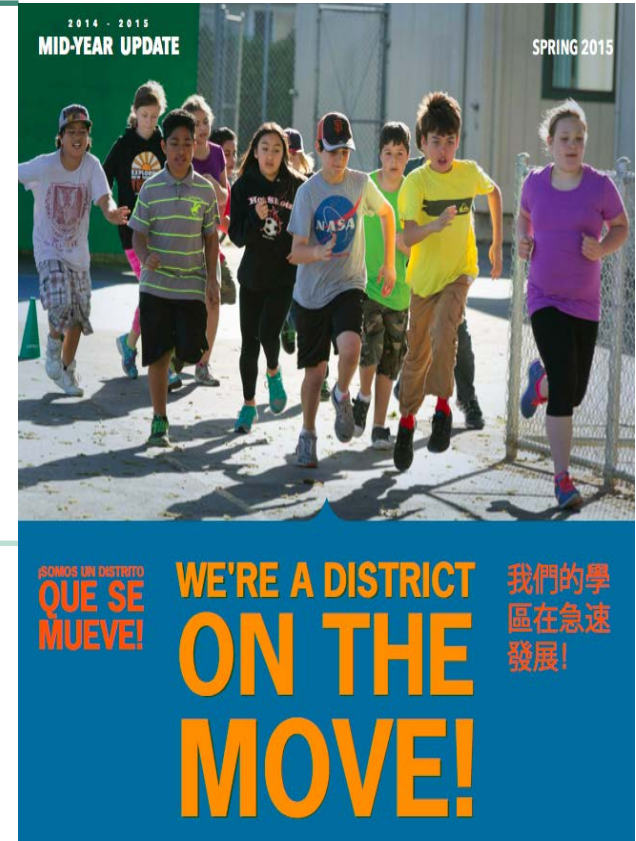
Next Steps YOU Can Take



Start the conversation:
Create a new, or identify
any existing, labor-
management partnerships
for wellness in your district.



Don't get stuck on common
myths/fears. Discover how
to make a labor-
management partnership
work for your district.



Questions & Answers

