



United for Safety and Support for Our Families During the COVID-19 Pandemic

We Won Enhanced Childcare Support Through Our Unity in the Coalition of Kaiser Permanente Unions

We are united with 80,000 colleagues across the country in the Coalition of Kaiser Permanente Unions. During this unprecedented time, we have been raising concerns about PPE, adequate testing, and fair benefits directly to national Kaiser leadership through the Coalition structure. In addition, the Coalition recently presented KP management with proposals for enhanced benefits to better secure the health and safety of ourselves and our families during the COVID-19 pandemic.

This week, we're pleased to report significant progress — an agreement with national KP management. Coalition leaders pushed management beyond what they wanted to give, and we got more! In short, we've been leading the way in setting national standards by refusing to compromise on the wellbeing of our members

As a result of our advocacy at the national level, KP on Monday rolled out an enhanced benefits package and information on how union members can access the new, expanded benefits we (and our labor partners) secured to help our members through this difficult time.



"In an effort to support us, KP is offering a short-term grant for those of us with kids. This is a much needed resource during this time. You can

apply for the grant money through myHR. It's only a few questions and easy to complete."

Theresa Lewis, MA, Bellevue

Pictured with family at Annual ARC of Snohomish County horse riding event at the M-Bar-C Ranch, 2019

Here's what we won in three areas:

Childcare Assistance: Kaiser employees who work 32 hours a week or more in a KP facility (or other direct patient care environment like a partner hospital or patients' homes) will be eligible for a \$300 per week grant to pay for childcare for children 14 or younger (and disabled dependent children). We can use it to pay our own caregiver (as long as they are not a spouse or domestic partner) or find care outside of the home. The stipend will last till May 31, 2020, and will be pro-rated for employees who work between 20 and 32 hours (including per-diem) with a minimum of \$210 a month stipend. We can apply for the stipend with a simple form available on MyHR. There is a new national Covid HR phone line and email available if we have questions. In the first day this benefit was available, thousands of Kaiser coworkers across the country already applied.

Temporary Shelter: Kaiser will work with several hotel chains to provide alternative shelter for employees who have a household member who is in a CDC-defined vulnerable group, tests positive for COVID-19, works a double shift or more than three consecutive 12 hours shifts or has fewer than 8 hours between shifts. This applies to all employees working at least 20 hours per week (including per diems) at a KP facility between April 13 and May 31, 2020. Employees must request the shelter through their manager.

80 additional hours of leave for COVID-19 positive test result: Any employee working at a KP facility more than 20 hours a week (including per diems) who tests positive for COVID-19 will receive 80 hours of administrative leave. This is above and beyond regularly accrued leave. Employees who are sent home from Kaiser and are awaiting a test will also be covered. Coverage will stop if the test is negative and employees can then use other leave. Hours expire on June 30, 2020. This benefit essentially replaces the paid administrative leave that KPWA provided prior to this agreement while we were in quarantine. Some other KP regions did not provide this same benefit consistently, so the new agreement guarantees this pay in every part of KP and also expands eligibility to per diem co-workers.

Additional King County hotel benefit:

In addition to this benefit we bargained with Kaiser, SEIU Healthcare 1199NW and our union partners in Washington state have worked with King County Executive Dow Constantine to secure hotel rooms in King County available at no cost for healthcare workers. If you talk to your manager and the Kaiser temporary shelter benefit does not apply to you, but you need a hotel for the safety of yourself or your family, talk to your union organizer about what other options may be available in King County.

These are big wins, but our work is not done. We'll continue to press management to protect and fairly compensate us for all we are going through.

We’re advocating for adequate PPE and hazard pay across our state and nation

While we have reached an agreement with KP about additional economic support for ourselves and our families during this time, we are continuing to stand together across all employers for adequate PPE as well as additional pay, sometimes referred to as “hazard pay,” to recognize our role in the frontlines on a pandemic. We are joining with caregivers across KP, across our state, and across our country taking action for what is right.

- Last week, dozens of co-workers at KP joined in a national day of action calling on President Trump and the federal government to take steps to #GiveUsPPE.
- We are joining with our partner unions in Washington WSNA and UFCW 21 to stand up for safe PPE and “hazard pay” for frontline healthcare workers of \$5/hour. We are signing online petitions to our healthcare employers, Congress, and President Trump. Sign on at <https://1199nwcovidresponse.org/actions/> and share the link with your co-workers.
- On this coming Thursday, we are joining together in our second union-wide Tele-Town Hall to speak out about our priorities for safety for frontline caregivers during the COVID-19 pandemic. Governor Jay Inslee and Washington State Director of Coronavirus Response Raquel Bono will be joining us on the call to hear from us about our concerns. Join in to connect with other caregivers, hear updates from our union’s elected officers, and speak out for our patients and families to our governor and other state leaders.



We’re standing for fair, safe working conditions at KPWA

Low census: At this time, KPWA has committed to us that there will be no involuntary low census and all of our members will continue to have work to their full FTE during the pandemic. We have maintained to management that it is important that they keep up this vital long-term investment in our families’ security over the coming weeks ahead.

Canceling PTO: Some of us have concerns about PTO that we had planned prior to the COVID-19 outbreak. For many of us, travel or group gatherings we planned and were looking forward to had to be canceled due to the pandemic, so we wish to cancel our vacation in order to save our accrued PTO for a future time. We have conveyed to upper management that we were disappointed by their inflexible, one-size-fits-all blanket refusal to allow us to cancel prescheduled PTO. They are asking us to be flexible during this time, and so they need to be flexible as well. While we have not fully resolved this issue, we have made some progress by developing the following options:

- Converting pre-scheduled PTO to our accrued education time, when there is relevant virtual continuing education available to us. Many of us who in other circumstances would travel to a group conference for CE are not planning to do so in the near future, so this is a win-win in obtaining our CEUs and using our pre-scheduled time out of the clinic in some cases.
- Volunteering to do needed work that may fall outside our usual job role. There are specific needs, such as temperature checks and increased Consulting Nurse staffing, for example, during the pandemic. Volunteering and being trained for these and similar roles, if appropriate to our licensure and skill, is another win-win opportunity for us to meet our own needs and those of KP.

If we want to cancel pre-scheduled PTO, we should have a discussion with our director or supervisor of whether there is a need for us to work in our usual role at our clinic and/or our interest in the above two options. If you can’t resolve the situation after exploring these options, talk to your delegate or organizer.

Masking at KPWA: We continue to have labor-management discussions about various scenarios of masking at KPWA. It is our position that all caregivers should have access to the type of mask they need to feel safe in their role, up to and including protection for aerosolized spread of COVID-19. We also recognize that solving the PPE shortage long-term means advocating for increased PPE supply beyond any one employer. In the meantime, we are raising the following specific PPE issues at KP:

- Safe PPE for Environmental Services staff
- Being able to use home-supplied PPE, when we want to supply a higher level of PPE than what KP provides for our given role

Talk to your delegate or executive board member about additional PPE concerns.

What: Tele-Town Hall with Governor Jay Inslee and other Washington State leaders in the Coronavirus response

When: Thursday, April 16, 10:30am-12pm

How: Your phone will ring at 10:30am. Pick up to join in the town hall meeting.

Our unity, commitment and dedication is keeping us strong



“This is a stressful time to work in healthcare, especially when the correct PPE is not always guaranteed. My advice to others is try to remember the basics when interacting with one another: be kind and show empathy. After all, we're all in this together.” Kelsey Loomis, Medical Assistant, Float Pool, Tacoma Specialty, with co-workers CeCe Pickens, RN; Kathy White, RN; Gracia (Grace) Lopez, MA



“It is like going to war, fighting the beast. At this moment we are being asked to come to work to do non-clinical things, provide virtual care, and stay healthy. But I have no doubt that soon we will be called to fight this war on the front lines.” Frederick Marcelo, LPN, Northgate, with co-workers



“Safe at home; stay at home! Working as a team is getting us through this. We have learned how to take moments to be thankful and grateful for what we have!” Becca Villar, MA, Silverdale

Medical Center, KPWA (right), with co-workers Megan Duckworth, MA; Jen Posey, RN; Christine Koplen, MA