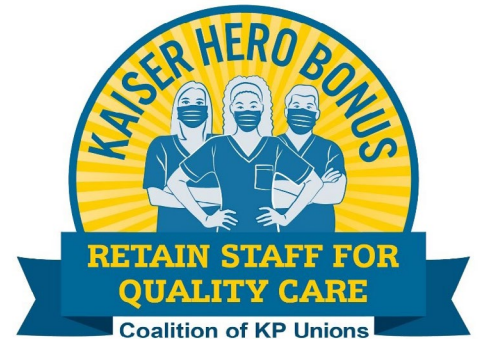




We Make Kaiser Thrive – In Times of Prosperity as Well as During a Global Pandemic

We are part of the 85,000 frontline Kaiser healthcare workers in the Coalition of Kaiser Permanente Unions and we are launching our national effort calling for a **Kaiser Hero Bonus**! We continue to risk our lives and the safety of our families to make sure our patients receive quality, compassionate care during the COVID-19 pandemic. We are absolutely critical to our nation's response to the health crisis and we take deep pride in our jobs. Many of us have been exposed to or infected by the pandemic, and sadly, some frontline caregivers have even died.



The Coalition of Kaiser Permanente Unions represents workers throughout California, Colorado, Hawaii, Maryland, Oregon, Virginia, Washington, D.C. and Washington State, including lab workers, nurses, therapists, medical assistants, nursing assistants, physical and occupational therapists, techs, pharmacy workers, environmental service workers, social workers, clerical workers, dietary workers and many other vital roles. Our hard work and dedication have enabled Kaiser to achieve unprecedented growth and financial success, including \$4.5 billion in profits from just April to June of 2020. Now, as we face a potential second wave of COVID-19—combined with the flu season—it is imperative to retain experienced, qualified staff by recognizing and valuing our commitment with the Kaiser Hero Bonus.

We have called on Kaiser to pay every Coalition union member in every region the Performance Sharing Plan (PSP) bonus in March of 2021, regardless of whether our regions met the target, as the Kaiser Hero Bonus. The PSP bonus is 3% of payroll and we would normally have to meet certain agreed-upon metrics, such as improvement to attendance, in order to receive the bonus. This year, we are calling on Kaiser to replace the categories we use in non-pandemic years with a reward that fully recognizes our resilience, dedication and courage, and to pay us all the full bonus amount as the Kaiser Hero Bonus.

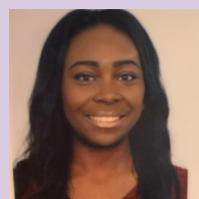
Read our letter to management: <https://bit.ly/3mVYyOV>

Sign our pledge: HeroBonusPledge.org



"In times of uncertainty and crisis, I have had the privilege of working side by side with some of the best and brightest heroes. Let's encourage full support by our organization and the recognition of us silent heroes by honoring us for the daily sacrifices we have made!"

Kiki Themelis, RN, Urgent Care, Capitol Hill



"My coworkers and I provide care for and support to our patients, helping them navigate social distancing, stress and safety concerns, all while caring for our own families, dealing with having kids at home doing distanced-learning and in some cases spouses who are out of work.

And yet we've kept coming to work. We've worked outside in the heat, the rain, the smoke and unsafe air quality in the COVID testing tents, risking exposure to COVID-19. We've quickly adjusted to virtual care. We've kept on top of changing protocols and the most up-to-date science. The best thank you and appreciation we could get from Kaiser in recognition of our work is this bonus."

Aischol Stowers, Medical Assistant, Primary Care, Puyallup

Kaiser Permanente Workers Deserve a Hero Bonus that Recognizes Our Commitment, Retains Experienced Staff and Ensures Safe Patient Care Through the Pandemic

An Open Letter to Kaiser Permanente from Frontline Members of the Coalition of Kaiser Permanente Unions
September 23, 2020

Dear Kaiser Permanente,

We are dedicated Kaiser Permanente employees who are committed to making sure our patients receive safe, quality, compassionate care during the pandemic. As healthcare workers, we have always been essential, but now we have become absolutely critical to our nation's response to the health crisis, and we take deep pride in our jobs.

These have been severely trying times as we have risked our lives and the lives of our families to come to work every day. We disinfect our facilities, process COVID-19 tests, take vital signs, administer respiratory treatments, fill prescriptions and do everything else to care for our patients. In the course of our daily duties, many of us have been exposed to or infected by the coronavirus, and some of our co-workers have even died.

Now, as we head into the fall and face a potential second wave of the coronavirus—worsened by the annual flu—it is imperative to send a clear message to frontline workers. **Therefore, we are calling on management to treat our Performance Sharing Program (PSP) Bonus as a Hero Bonus and commit to pay the full amount of at least 3% of payroll for every member of the Coalition of Kaiser Permanente Unions.**

We have embraced the goals of the PSP bonus year after year, and are proud of the work we have done to increase flu vaccination rates, improve smoking screening, boost patient satisfaction, reduce readmissions, make our hospitals safer and find cost savings to bolster Kaiser's financial success.

But we have to recognize that most of these categories cannot be measured in the same way this year. In some areas the data is no longer even being submitted or tracked. The patient experience was unlike any Providers and Systems (PCAPS) surveys. Outpatient care was significantly re-prioritized and Unit Based Teams (UBTs) were not a top priority as we were all laser-focused on responding to COVID-19. While we are still committed to our plan for a joint campaign to improve attendance, we have to acknowledge the reality that a year marked by a pandemic, quarantines, school closures and rampant wildfires is simply not the year to launch that goal. It would be both impractical and inhumane to do so.

So this year, we are asking that we replace the categories we use in non-pandemic years with a reward that fully recognizes our resilience, dedication and courage. This means dropping any financial gate requirements (based on Kaiser's second quarter earnings, this should not be an issue anyway) and paying the PSP bonus as if all criteria have been met, for all employees, for the maximum pay-out possible.

We look forward to discussing the urgency of our Hero Bonus proposal with you, so that together we can continue to provide the very best care and get our communities safely through this crisis.

Sincerely,

IFPTE Local 20

Connie Savoy, Sr. CLS II - Medical Professional Unit (MPU) President, Regional Laboratory Berkeley, Executive Board
Lena Yee, Transfusion Services Supervisor, Santa Clara Facility
Shae Schopp, Supervisor-MPU Secretary, San Rafael Facility
Jerome Boulton, Sr. CLS - UPR: MPU Treasurer, Regional Laboratory Berkeley
Jimmie Alexander, CLS/ASCP, San Rafael Facility
Marge Braunsch, Sr. CLS II - MPU VP, Regional Laboratory Berkeley
Carol Noreen, MS, LCGC - Regional Pre-natal Screening Coordinator, KP-Oakland
Kelly L. Adams, LCGC - Genetic Counselor Coordinator, North Valley
Ann Stemberge Kang, MS, LCGC - Genetic Counselor, KP-Oakland
Viviana Oliva-Kraft, MS, LCGC - Genetic Counselor, KP-Oakland
Meghna Hanley, MS, CGC - Genetic Counselor, KP Modesto
Katherine Butts, MS, CGC - Genetic Counselor, KP-San Jose
Iris Corbin, MS, LCGC - Genetic Counselor, KP-San Francisco
Dr. Deb Deveno, Optometrist, Optometry Unit Board Member, KP-Union City
Dr. Kelly O'Shea, Optometrist, Optometry Unit Board Member, KP-North Valley
Dr. Nedra Jann, Optometrist, Optometry Unit Board Member, KP-Santa Clara
Dr. Alvin Chua, Optometrist, Optometry Unit Board Member, KP-South San Francisco
Dr. John Corpus, Optometrist, Optometry Unit Board Member, KP-Vacaville
Dr. Joan Maki, Optometrist, Optometry Unit Board President, KP-San Rafael, Executive Board

OPEIU Local 2

Audrey King, Union Partnership Representation/Improvement Advisor, New Carrollton
Juanita Bowman, Union Liaison, New Carrollton
Rayshetta Brown, LPN, Oncology, Woodlawn Medical Center
Syed Shah, Optician, Colonial Forge Medical Center
Carlene Gonzalez, LPN, Cardiology, Tyson's Corner Medical Center
Thomasina Prioleau, Receptionist, Towson Medical Center
Kathrina Schaefer, Union Liaison, Manassas Medical Center
Rita Butts, Rotational Management Assistant, New Carrollton
Kevin Cornell, Member Experience Associate, White Marsh, Medical Office

OPEIU Local 8

Stacy Hernandez, PAR, Riverfront KP in Spokane
Kristen Romington, Membership Account Rep V, KPWA Admin Campus Kaiser Bldg
Andrew Acob, PAR, Capitol Hill Urgent Care
David Evans, Membership Administration, KPWA Admin Campus Kaiser Bldg
Sara W. Harmon, Patient Account Representative, Seattle-Capitol Hill
Brenda Huffman, Patient Account Representative, Seattle-Capitol Hill
Misha Smith, Membership Account Rep V, KPWA Admin Campus Kaiser Bldg
Olivia Abuch, Patient Account Representative, Renton Administration-Glacier





GROW YOUR CAREER:

Learn about resources to build skills at Kaiser Permanente. Register now at kpcareerplanning.org/wdw.

WHEN: October 19 to 22.

WHO: Open to all Kaiser Permanente employees.

HOST: National Workforce Planning and Development, with sponsorship by Kaiser Permanente, the Alliance of Health Care Unions and the Coalition of Kaiser Permanente Unions.

WHERE: Virtual. Visit kpcareerplanning.org/wdw.

WHAT: Learn about tuition reimbursement, education trusts and other resources to grow your career. Build career resilience and digital skills to adapt to the rise in remote work and rapid changes in health care.

HIGHLIGHTS:

- » The importance of a growth mindset: **Vivian Tan**, VP, Strategic Information Management & Global Relationships
- » Career expert panel, featuring employees, managers and live session with **Michael Brown**, VP, Human Resources, Georgia
- » How career growth is essential to diversity: **Laura Long**, VP, National Equity, Inclusion and Diversity
- » Workforce development podcast launch
- » Why lifelong learning matters: Labor Management Partnership and workforce development leaders
- » Activities to explore your interests
- » Tips to get started, build career resilience and prepare for tomorrow's jobs

Update: Childcare Grant Audits

Some of us have recently received notification that an audit conducted nationally by Kaiser showed we weren't eligible for childcare grant money we were paid. Some of us are being told we need to repay some or all of the grant money we received. In many cases, we may just be required to submit additional documentation. Please follow the instructions on contacting Kaiser if you believe the audit results were wrong and you are eligible for the childcare grant.

We don't believe that Kaiser should have paid out grant money without verifying our eligibility, nor ask us to pay the grant back after the fact, if Kaiser had the ability to verify things like our hours and Temporary Remote Work status.

We have a commitment from Kaiser that they will meet with us to discuss all unresolved cases after they have given folks an opportunity to submit further documentation of eligibility prior to taking any other steps. It is our position that if Kaiser paid out grant money without verifying eligibility when they had access to the information they needed, or if their application form had incorrect information, we should not be required to pay that money back. We will continue to work with Kaiser to resolve this in a fair way.

Please contact your Contract Specialist or Organizer if you need further support.