

**From:** Michael F Nava <[Michael.F.Nava@kp.org](mailto:Michael.F.Nava@kp.org)>

**Sent:** Wednesday, December 1, 2021 8:31:20 PM

**Subject:** MLK Holiday

Good evening, Team

This is probably one of the hardest email I have ever written, if not the hardest. There's been new development regarding MLK as a paid holiday. We don't want to be cautious about the information we share here because it's important you know the facts and truth. I also know that some information is circulating around, and we want to make sure you hear from us directly, a team that is on your side. We also acknowledge that the information, no matter how transparent it is, will not be welcomed or accepted as progressive and supportive. For all the pain and hurt this email may cause, we are truly sorry. We share in these emotions.

Our East Bay psychiatry has a history of advocacy and valuing culturally responsive care and inclusion. Earlier this year, we embarked on a very important and meaningful journey, to advocate for social justice, equity and diversity for our patients, our providers and staff. One request was to have MLK as a paid holiday for NUHW. Your advocacy, supported by our management and physician leaders, was escalated and heard by senior leaders, all the way up to Richard Isaacs, MD. Dr. Isaacs is our Regional CEO leader for TPMG (The Permanente Medical Group), the group that employs us. TPMG also partners with KFH (Kaiser Foundation and Hospital), the second entity of Kaiser. Additionally, Dr. Wicks, our Regional Medical Director for Culturally Responsive Care & Inclusion with TPMG, heard our request and is in support and has advocated on our behalf to formalize this event.

We would like to reiterate that Dr. Richard Isaacs is fully supportive of MLK as a paid holiday and has been actively engaged in conversations with Kaiser Foundation Health Plans/Hospitals CEO Greg Adams. As a result, Mr. Adams has directed his team to further explore the possibility of making MLK Day a holiday for Kaiser Permanente, although no decisions have been made at this time. Please know that we stand with you and are eagerly awaiting some decisions from Mr. Adams and all of the leaders involved in this matter.

In May of 2021, our management team communicated to our department that MLK was going to be a paid holiday for 2022. In our excitement, we placed all NUHW provider schedules on hold. However, we failed to confirm if it was actually finalized. Only recently, we learned that it is not. There are more negotiations and meetings that need to take place with other coalition of unions and between TPMG and KFH. To our understanding this is a complex process occurring much beyond the local level. As a result, we need to make a decision about our held schedules. We would like to honor your request to take the day off, and use PTO/ ATO, or Education Leave, if you have it available. Please inform your manager by December 17<sup>th</sup> how you plan to take this day. If we don't hear from you, we will release your schedule on the following Monday, December 20<sup>th</sup>.

If you wish to discuss this further, contact your manager/site director or reach out directly to me or Jewel. Our work does not end here. We will continue to advocate for our department because we believe this is the right thing to do. Again, we are sad and disappointed that this is not happening in 2022 but we will not give up in our efforts.

Thank you for your advocacy, dedication, and support on this matter.

Respectfully,

**Michael Nava, Ph.D., LCSW**

**Area Director**

**Behavioral Health /East Bay Service Area**

***Pronouns: he/him/his***

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