



Kaiser Contract Campaign Update

April 10, 2020

On Thursday, Kaiser presented its final plan for providing enhanced benefits to employees who have to take COVID-19-related absences.

Unfortunately, there was only one substantive improvement over the draft plan that Kaiser unveiled last week: Kaiser will provide up to \$300 per week (up from \$250 in Kaiser's original plan) to cover childcare costs, but only for employees who work on site at a Kaiser facility.

Other aspects of the plan remain the same, including 80 hours for paid administrative leave for employees who either contract COVID-19 or have a COVID-19 patient living in their home. The benefit will be prorated for part-time employees and will only be available to employees who work inside a Kaiser facility — not those who are working from home.

Overall, this plan is disappointing as it is less comprehensive than the plans agreed to by the UCSF and Providence St. Joseph systems. UCSF, which employs 1,200 NUHW members including mental health clinicians, is offering 128 hours of additional pay to all employees for any COVID-19 related absence, not just illness. We will continue to press Kaiser to do better.

Click [here](#) to see the details of the plan.

Work From Home Update

Northern California remains ahead of Southern California in enabling our members to work from home, although we have started to finally see some progress in the south over the past week.

In San Diego, Orange County and Downey, NUHW members began working from home this week. In Riverside County, several of our members in the Corona and Canyon Crest clinics also started to work from home this week.

However, the rollout of Kaiser's work from home plan is still too slow in Southern California, with Kaiser management enacting arbitrary policies that include requiring clinics to remain 50 percent staffed. We will continue to push Kaiser until we reach our goal that every member who can do their job outside a Kaiser facility — no matter where they work or what job they do — is able to work from home.

Northern California at first was resistant and was also making arbitrary rules, but now most clinics have enabled employees to do most of their work from home. However, a few clinics have lagged behind, and we are continuing to push for full compliance.

Contract Update

We did not receive a settlement proposal from Kaiser this week. We did have an informal conversation with a Kaiser executive, who expressed some flexibility in making further compromises from Kaiser's Last, Best and Final Offer of last year. We will update you further when we have more information. Overall, more than 1,000 members wrote to Kaiser executives over the past week expressing their anger over Kaiser renegeing on the settlement terms we reached with Kaiser's labor consultant.

Additional COVID-19 info from Kaiser's Thursday union meeting

- Kaiser is still waiting to receive more test kits. Employees who have patient contact will be prioritized for testing.
- Surge planning is in good shape because social distancing measures appear to be working.
- Kaiser is working to procure more PPE.

We will update everyone again next week. If you have any COVID-19-related issues, please contact your steward or organizer — or email us at COVID19@nuhw.org, and an organizer will get back to you quickly. You can also find resources on our webpage, www.nuhw.org/covid19.

In Unity,

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