



April 9, 2020

To ESC Local 20 Kaiser Permanente members:

I write today with these updates:

1. Redeployment/Alternative Work Agreements for Optometry, GCs, and HH Therapy. The Union has now finalized redeployment/alternative work agreements for the Optometry, Genetic Counselor/Coordinator, and Home Health Therapy Units. All three agreements run through May 31, 2020 and may be accessed via the links above. To see all of the Agreements and other resources, visit our [COVID-19 page](#).

In keeping with public health requirements, we have advocated for regular work to be conducted remotely whenever possible. Another first principle is that our professionals, whenever possible, should be working within the scope of practice set out in our contracts. For units where patient load is lessened and work within scope of practice is not available, we have these agreements in place now to specify the alternative work that is appropriate for our members.

Alternative work is to be made available on a volunteer basis if regular work is not possible, and can be assigned by reverse seniority if there are insufficient numbers of volunteers. There is a possibility for local negotiation if further adjustments are required by surge planning.

If you have any questions about or issues with how these agreements are being implemented at your facility, please reach out to your union representative.

2. Lab Update. We continue to discuss possible Lab redeployments. If surge responses ultimately require a redistribution of lab professionals, it is possible that people may be asked to relocate physically on a temporary basis. This situation remains fluid and we will update lab members further if and when it is decided that redeployments are necessary. We are also conducting local discussions about surge planning at hospitals.

3. Coalition bargaining for benefits enhancements. Through the Coalition of Kaiser Permanente Unions (CKPU) and via our National Agreement, we are involved in ongoing discussions for enhanced benefits. At this point, it appears that there may be a **childcare stipend of up to \$300 per week** available for April and May that would be of assistance to our members who need to find care for dependent children in order to be at work at a KP facility. We will keep you posted; we expect that these negotiations will be completed soon.

The union thanks all of our KP members for your patience and resolve as we all work to adjust to these new conditions. It is always a challenge to navigate the many layers of Kaiser management, and this is more true than ever at this time. Please be assured that the Union is doing everything it can to address problems and get answers as quickly as possible.

In solidarity,

Michael Aidan, ESC Local 20 Asst ED/Senior Union Representative

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