



March 31, 2020

Dear ESC Local 20 Kaiser Professional:

Yesterday, the Coalition of Kaiser Permanente Unions and member union leaders submitted proposals to Kaiser Permanente management to ensure the health of our members and their families during these difficult and stressful times.

[These proposals](#) were created by the CKPU executive board in collaboration with a committee of local leaders.

We've asked Kaiser for an expedited response given the deepening public health crises we're all facing.

Here's a quick outline of our proposals:

1. **Local agreements.** None of the proposals prevent local unions from using their existing local contracts or side letters to provide additional benefits or coverage.
2. **Paid admin leave.** All employees should be eligible to receive a one-time PTO allotment of up to 160 hours (prorated based on FTE status).
3. **Bonus.** All employees should receive a bonus at the end of April, \$1000 for full-time, \$500 for part-time.
4. **Lodging.** KP should secure local lodging for employees concerned about fatigue or the health of their families.
5. **Employee safety.** COVID-19 testing, re-testing, and work-from-home options should be available to all employees.
6. **Workers' comp.** If you catch anything coronavirus-related, it should be assumed you got it at work, and you're covered accordingly.
7. **Child/dependent care.** Eligible employees should receive \$100/shift/day to cover the hiring of care providers.
8. **Per diem/Casual/on call/short hour employees.** Should receive scheduled hours or pay equal to their 12-month average.

[The full proposals are available on our website.](#) We will keep you posted as Kaiser responds.

In addition, Local 20 is well into the work of negotiating remote work and redeployment agreements for our bargaining units. These are being announced as they are concluded and will be posted on the Local 20 website when they are finalized.

Thank you again for all of your hard work and dedication.

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