



UNITED HEALTHCARE
WORKERS WEST
SERVICE EMPLOYEES
INTERNATIONAL
UNION, CLC

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Greg Adams, Chairman and CEO
Kaiser Permanente
Kaiser Foundation Health Plan, Inc. and Hospitals
One Kaiser Plaza
Oakland, California 94612

Dear Mr. Adams,

We all read Christian Meisner's communication to our co-workers regarding the PSP bonus. We are still talking past each other both on what was agreed to and what is right in this situation. We are appealing to your sense of fairness and asking you to supplement the California Coalition members' bonuses at least at the level they would have been if the 15% attendance improvement goal had been met. We base this request on three arguments:

- 1) It would be more reflective of the message that was communicated by you that framed the bonus as an "Appreciation Bonus" for all we have been through this year. Surely Kaiser leadership can hear that it feels manipulative to the average front line worker to be told that we were getting an "Appreciation Bonus" this year, only to receive a check that is less than what we got last year. Can you understand why after going through all the exposures, illnesses, fear, PPE standard compromises, exhaustion and emotional distress of the last year that getting less does not feel like "appreciation"?
- 2) It would acknowledge that neither side of the Partnership was able to focus on attendance this year. We ask that you review our National Agreement language on attendance in the PSP bonus. You'll see that the commitment to reduce absences doesn't sit in isolation. It requires an education campaign- that Kaiser understandably wanted to postpone. It requires us to work to ensure that employees can take vacation, but Kaiser didn't approve and even cancelled vacations because of the pandemic. It requires us to work together on multiple other strategies which did not happen. The only part of this lengthy agreement that happened was that our PSP was docked 15%. This failure to acknowledge our joint commitments to this goal, let alone the impact of the unforeseen pandemic, is not in the spirit of the Partnership and it will undermine future joint work on attendance.

- 3) It would recognize the reality that there was no way to reduce absences during a pandemic. It wouldn't have been safe to do so and it wouldn't have been possible. Taking precautions meant **not** coming to work if we experienced even mild symptoms that could potentially be COVID-19. Sometimes we showed up without symptoms and were turned away at the door after a temperature check. We were put on quarantine when we were exposed. Hundreds of us got COVID. Some of us were "long haulers" whose illnesses went well beyond the 2 weeks of COVID leave. We recovered from vaccine side effects. We cared for family members who got sick. We grieved the loss of co-workers and loved ones. We juggled the turmoil of school closures. We were worn down by exhaustion from working so many **extra shifts** and our mental health suffered from so much loss and fear at work. Many of us are experiencing PTSD like symptoms. We did our best to show up for patients despite all this. Enforcing an attendance improvement expectation in the middle of the worst pandemic of our lifetime feels callous and out of touch with the reality of the frontline workforce.

We believe what we are asking for is reasonable. In all honesty, it won't be enough to make most employees feel truly appreciated for what we have been through in service of Kaiser and our patients. But it will show a sense of basic fairness and a commitment to partnership that will help us re-set and jointly take up our work to improve attendance as the pandemic eases.

Sincerely,

The SEIU-UHW Kaiser Executive Committee Members:

Sonya Allen-Smith, Kaiser Oakland
Georgette Bradford, Kaiser Sacramento
Debru Carthan, Kaiser Modesto
Denise Ellis, Kaiser Orange County
Mikki Fletchall, Kaiser Woodland Hills
Gabe Montoya, Kaiser Downey
Lori Pimentel, Kaiser Vacaville
Ethan Ruskin, Kaiser San Jose
Darren "Tree" Wallace, Kaiser LAMC

cc. SEIU-UHW Kaiser leaders
