

8/12/21

Summary of meeting with Kaiser and Coalition regarding Covid vaccine mandates.

Kaiser Vaccine Mandate

Kaiser is mandating that all employees, including Remote workers, are fully vaccinated by September 30th or they will be placed on Unpaid Admin Leave for 45 days.

- After 45 days of unpaid leave employees who are not fully vaccinated will be terminated. Terminated employees due to vaccination mandate will be given an opportunity to be re-hirable once they are fully vaccinated.
- Kaiser stated that fully vaccinated is defined by the CDC guidelines so if they update CDC guidelines to require a booster that would be included in this current policy.
- Kaiser will look at communicating policy to members without Kaiser emails and employees on LOAs
- Through our Coalition of KP Unions (CKPU), we suggested an increase of the 45 days so employees who decided after being put on unpaid status have sufficient time to get fully vaccinated before being terminated.

Medical and Religious Exemptions

Through our Coalition of KP Unions (CKPU), we:

- Asked who will review Medical and Religious exemptions and demanded to be notified and a part of any meetings with members who are denied their exemption for any reason.
- Requested real time notification of denials of religious and medical exemptions
- Requested a consistent process to review exemptions outside of local HR and facility management.

Vaccination on Paid Time

- Employees who are not yet vaccinated will be given paid time to get the vaccine at a Kaiser facility.
- Employees who miss work or are injured due to vaccinations if confirmed by their doctor may be entitled to worker's comp.
- Through (CKPU), we demanded that employees who work at sites without vaccine clinics should be allowed to utilize other places to get vaccinated.

Additionally, through our Coalition of KP Unions (CKPU), we have suggested:

- Expanded education of members regarding vaccination using KP Tools and Physicians rounding to educate members.
- Testing in lieu of Vaccine mandate after 9/30.
- Brought up concerns regarding managers expecting covid positive asymptomatic members report to work. The need of transparency in reporting possible exposures and an understanding that even if a member was wearing a mask, they should still be considered exposed.

