



March 17, 2020 COVID-19 Update

After nearly two weeks of ongoing discussions with regional and local KP management as well as with our Alliance leadership team, we want to bring you up to date on the work being done by your KPNAA Executive team.

We have been fielding calls and inquiries as they come in from various facilities over the past 10 days and we have been dealing with specific issues as they come up. We are pleased to report that there have been few incidents and our members are reporting to work and working safely.

From this point forward, all communications from KP will also be coming to you from KPNAA and posted to the KPNAA website. This is to ensure you have access as not all have access to their kp.org emails at all times.

We want to thank you for all you do and all you continue to do for the patients of KP and as brand ambassadors for CRNAs and KPNAA in KP SoCal. KPNAA is proud to represent our members that are stepping up each day to care for those that need our help in this critical time.

Understanding that we are in uncharted territories and have never faced a situation such as COVID-19 and given that we are in a state of emergency, KP will rely on our assistance and flexibility in regard to this ever-evolving situation.

Of great concern to all is the lack of supplies. Protective equipment protocols will now be aligned with the enhanced droplet precautions. Postponing elective surgeries and procedures will free up protective and supportive equipment to preserve PPE for emergent and urgent need as well as the growing numbers of infected patients that may be seen in our hospital's community wide over the next 8 weeks.

KPNAA members, as advanced practice professionals, may see a change in workflows and may be asked to float to different areas or be redeployed to other assignments. The KPNAA Board of Directors/Area Representatives at your local facilities as well as the Executive Committee will continue to be in ongoing contact with our medical center leaders so that we can keep our members safe at work and will participate in redeployment decisions where needed.

The stress over the closure of schools, the impact of this virus on our economy, food supply, and our ability to socialize in the community has created anxiety and many

questions we don't yet have answers to.

Fifty billion dollars will be appropriated toward this declared COVID-19 National Emergency and HHS will lead the federal response. HHS secretary Alex Azar will be able to waive provisions, applicable laws and regulations to give doctors and hospitals greater flexibility to respond to the virus. Waivers of some federal licensing requirements, waivers on numbers of beds, access and credentialing rules will be possible. Physicians may be assigned to work in hospitals of need in other communities.

Some unions may attempt to politicize this virus and support health care workers right to refuse to come to work. KPNAA, UNAC and other Alliance unions have taken a different path. Our members have worked thru HIV, SARS, H1N1 and Ebola, a host of viruses most of which we knew very little about early on. And we firmly believe that our members need to remain safe, so we will continue to support the closure of many non-essential patient care services to have supplies in the areas of greatest need. Patients need CRNAs and health care professionals at this critical time, and KPNAA will continue to participate in discussions with KP and our communities to protect our members and our patients.

Finally, please know your Executive Committee, as well as members of our Board of Directors, your local Area Representatives, are actively engaged in local, regional and national conversations around the dynamic changes occurring and how they affect our members.

Personal Protection and Safety, Patient-Centric care, Professionalism and Partnership and are of the utmost importance to all. Please send any specific questions you may have to your local Area Rep and/or to a member of the EC as KPNAA will be developing an FAQ for our members as information becomes available.

We will also be posting all information to the KPNAA.org website and an invitation to the Member Tele-Town Hall for Tuesday at 8:30pm went out yesterday.

In Unity,

Kathleen Theobald, MA, Executive Director, KPNAA
Josh Carr, CRNA, KPNAA President
Thomas Bachtler, CRNA, KPNAA President-Elect and Contract Specialist

MESSAGING FROM THE ALLIANCE OF HEALTH CARE UNIONS (AHCU)

March 16, 2020

We are preparing:

- Alliance members have been working behind the scenes for months – actually, years – with KP to prepare for the type of pandemic challenge now posed by COVID-19.
- We know that KP preparation and communication are uneven and downright poor in some places; but the framework for dealing with this crisis exists; our local unions

are trying to plug the gaps wherever possible.

- You, too, have been preparing for many years, and now we have the collective challenge of applying our infection control knowledge, leadership skills, and professional grit to a pandemic.
 - No one anticipated this, but we've all been preparing for it since our early training. We know how to lead, we know how to set a good example by projecting calm professionalism, and we know how to perform infection control.
- Get trained: Use your training and the required new trainings and widespread information on COVID-19 to inform yourself. By the time a flyer is up it may be outdated.

Infection control: Follow infection control practice. Limit accidental spread of COVID-19. Care for others and remember you may need to be cared for.

Come to work if you can:

- Many will face childcare or family care issues and some may not be able to get to work. We are advocating with KP for flexibility regarding alternative shifts, telecommuting, virtual, and telemedicine wherever possible for people facing childcare issues.
- Patients will still come in and we all need to work together to get thru this pandemic. Come to work if you can. Help us get through this by sharing best practice ideas with your UBTs, labor colleagues, and management. Reassure your coworkers.

Infection control: Follow infection control practice. Limit accidental spread of COVID-19. Care for others and remember you may need to be cared for.

Call to Action:

- This is a time to remember our oaths and our reasons for choosing health care professions. This is a time that we must all dig deep to find out what we can do to help and support each other and our patients.
- If employees have questions, they can send them to a special mailbox **Covid-19Workgroup@kp.org**. Answers will not be provided directly but will be posted as FAQs on **KP.org**.