



April 10, 2020

A message from KPNAA Executive Leadership:

KPNAA Members are HEALTHCARE HEROES

As our members are working tirelessly and leading at the frontlines of this epidemic to care for KP patients while also trying to make sure to care for themselves, KPNAA has been bargaining additional benefits for you. We are also hearing about and receiving inspiring stories from CRNAs around the region. We are sharing these stories on our website, with LMP Communications, and with the Alliance so that your stories may be told to others. See one such story on our website today:

<https://kpnaa.org/index.asp>

Please do take the time to email KPNAA with your CRNA story and any photos.

COVID BENEFIT ENHANCEMENTS

A month into an unprecedented pandemic, our union members continue to rise to the challenge of caring for patients in extremely difficult circumstances. Our members are dealing with a national PPE shortage, closure and relocation of services, evolving procedures and additional family obligations.

Many other healthcare workers are in even more dire straits without a union to back them up when they speak out. At KP we're fortunate, even in this crisis, at a time when other workers are being laid off, to have a strong Alliance and a partnership with the employer that produced benefit improvements.

KP provided us a final enhanced benefit package, incorporating proposals from the Alliance Executive Board and other unions. The full package is attached; KP will be rolling out the benefits to employees by Monday, April 13.

Here is the overview:

- Up to 80 hours additional paid COVID leave for employees sick with COVID confirmed by a positive test
- Childcare grants of \$210 to \$300 per week based on hours worked
- Short-term hotel housing

The attached document spells out important eligibility details and other provisions. Generally, to receive benefits an employee must be working during this period at a KP facility, or providing care on behalf of KP in a non-KP facility. They do not apply to employees exclusively working from home.

We have been in negotiations for over a week and once the initial proposal by KP was received, we were able to go back and make further improvements in response to feedback from the Alliance and other unions. Improvements include increasing the grant amount for child care, expanding circumstances for hotel stays, and including per diems working 20 hours a week.

When the Alliance Executive Board met with KP, we expressed many concerns about the requirement for a positive COVID test to qualify for leave, given the backlog of employee testing.

After the Alliance raised this issue with KP, we were able to agree to significant improvements on testing:

- KP announced that in spite of national shortages of test kits, materials, and equipment, they are continuing to improve testing capacity, and will be further revising guidelines to expand employee testing.
- If the employee is sent home and is waiting for a test or for test results, the employee will be eligible for COVID leave for any day they are waiting to be tested and while they wait to receive the results (see slide 7 of the attachment for details). Even if the COVID test turns out negative, the time before the test result is received will be covered by COVID leave. The employee won't be penalized for a lack of testing, or delay in testing results.

While the benefit package does not include every proposal we raised, overall we believe it is an important step to support employees in this unprecedented crisis, and a positive response. When combined with the other benefits bargained in our union contracts, our wages, and our strong job security provisions, KP remains the industry leader in pay and benefits thanks to the strength of our partnership, the commitment of our union members, and the solidarity of our unions. While this benefit package moves us forward, as an Alliance we continue to work on many other critical related issues affecting our members and our patients.

[Union Overview of Temporary Pay Time Off and Benefit Enhancements](#)

