



August 4, 2020 Update



KP projects enough supply of standard N95 masks for daily use with face shield

Management has notified the Alliance that after revising N95 inventory projections based on successful fit testing, they now believe they have a sufficient supply of Standard N95s, also known as industrial N95s. Standard N95s are more readily manufactured than the surgical N95s, and are used in combination with a face shield because they are not waterproof. As a result of increased supply, it is expected that KP employees will be able to use one standard N95 mask per day and then dispose of it, without needing to reuse each mask. However, for the next three weeks, KP will continue the industrial N95 5x7 reuse trials underway in a few locations to develop best practices in the event this method is needed in future supply shortages.

Alliance to KP: Restore Childcare Benefit and Discuss Scheduling Issues–

The school year is fast approaching and the [Alliance continues to urge KP to restore the childcare benefit](#). Many states do not have comprehensive or definitive school year plans leaving a trail of patchwork policies and many worried parents. The Alliance calls on KP to restore the childcare benefit for employees. While COVID-related operational changes and anticipated membership declines are real, the Alliance continues to believe that KP has the financial resources and positive financial margins to support its employees at this critical time.

In addition to funding the childcare benefit, there are many scheduling and operational issues related to school closures which should be discussed regionally and with individual local unions. Among the many concerns for Alliance members are: What happens if there is an abrupt school closure and an employee has no emergency childcare options? Is there an emergency plan underway? What are the implications for attendance policies? What are the opportunities for scheduling flexibility, and for continuing work from home? As we face a heartbreaking and stressful surge of COVID cases, we will continue to urge solutions that prioritize the safety and well-being of our members and their families, and the patients we care for.

Sign and circulate these two important Union Petitions for PPE and testing

- UNAC/UHCP is calling on the President of the United States to invoke the Defense Production Act to manufacture desperately needed Personal Protective Equipment (PPE) at home in the US. [Sign and share today!](#)
- OFNHP's parent union, AFT, has a petition calling on the President and Vice President to take immediate steps to increase the supply of PPE and testing for healthcare workers. [Sign and share today!](#)

LMP Orientation (LMPO) for new hires going virtual

Converting a highly interactive, in-person training into a high-quality and engaging virtual program is a complex undertaking requiring time, testing and technical expertise. Alliance staff has been working with the national LMP learning team to create and test the four-hour LMPO required by the National Agreement. The

new, virtual LMPO is still led by an instructor and taken in a group; individual, click-through style training is not contemplated for any LMP courses. The virtual training will be available in September. Preparations are underway in every region to create infrastructure and prepare trainers and producers to successfully deliver the new LMPO.

Welcome the newest 1,300 members of UNAC/UHCP and the Alliance—

This past week, over 1,300 Physical Therapists, Occupational Therapists and Speech Therapists of Kaiser Permanente Northern California joined UNAC/UHCP, winning the largest private sector organizing drive in recent years. “Now is the time to come together, secure what we have and achieve our common goals. Unionizing is our best way to use our collective voices to advocate not only for our profession, but most importantly, for our patients,” said Julie Asanuma, Senior Physical Therapist and newest member of UNAC/UHCP. The Alliance now represents Physical and Occupational therapists in five KP regions: NCAL, SCAL, Hawaii, NW, and Colorado. UNAC/UHCP’s success also shows that unions can continue to successfully organize and mobilize despite the challenges of a COVID environment. The Alliance is now 1,300 members stronger! **Congratulate UNAC/UHCP and share the victory on [Facebook](#) & [Twitter](#)!**

Reminders:

- The annual **Alliance Leadership Conference** is **Friday, August 21**, from 10 am- 4pm.
 - The **Virtual Steering Committee** will be on **Thursday, August 20**, tentatively scheduled **11am-3pm**.
 - Our **in-person Leadership Conference** has been moved to next **February 26-28, 2021**, at the Hilton San Diego Bayfront.
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