



Engineers & Scientists of California

Local 20, IFPTE AFL-CIO/CLC
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March 23, 2020

Debora Catsavas
SCP Human Resources
Kaiser Permanente
1950 Franklin Street
Oakland, CA 94612

Dear Ms. Catsavas:

Re: Model Employer Leave Policies

In light of the uncertainty surrounding the current Coronavirus pandemic, Engineers and Scientists of California, IFPTE Local 20 believes it is of paramount importance to provide all workers the highest standard of economic and emotional security possible. As an example in how such high standards can be achieved, we have reach a cordial agreement with our largest employer, PG&E, an agreement that, in part, provides: "Retroactive to Monday, March 16, the company will provide employees who cannot work from home with "Time Off With Permission With Pay" to address school closures, care for the elderly, and manage self-quarantines."

Since ESC was a party to this agreement we can share more details when we meet. I would draw particular attention to the clause "cannot work from home" because there are many Local 20 members employed by Kaiser who most certainly can work from home but our discussion with Labor Relations run into barriers in which local managers resist unnecessarily.

Other employers have also established more generous paid leave for workers impacted by this crisis: Stanford, University of California and Verizon but, most notably and relevant to healthcare workers employed by Kaiser: Benioff Children's Hospital, Oakland. At Benioff an agreement was reached that establishes "... all employees (full time, part time, short hour, per diem and temporary employees on the Hospital's payroll) a bank of 128 hours of paid administrative leave (pro-rated based on the employee's FTE status) to be used..." for a number of specified Coronavirus situations.

Local 20 believes Kaiser, as an organization whose roots are deeply embedded in the union movement – as its commercials and labor relations web pages proudly announce to the world – should strive, with us, to achieve a Model Employer Leave Policy.

As we strive to rebuild the Labor-Management Partnership it is surely in all of our interests to tackle this crisis collaboratively, respectfully and in Partnership; it is most assuredly an interest of your employees represented by ESC to agree immediately to an industry-leading Model Employer Leave Policy.

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To this end Local 20 demands to negotiate such a policy and offers to meet immediately following the monthly Leadership Council Tuesday, March 24, 2020.

Sincerely,



Michael Aidan
Assistant Executive Director

c: Karen Sawislak
John Mader
Cassandra Howard
Vicky Jackson
Tamara Rubyn
All Kaiser Reps
Joan Mah
Connie Savoy
Albert Mossman
David Frizzell
David Pak