

COVID-19: TAKING ACTION IN THE WORKPLACE



During this COVID-19 pandemic, United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP) wants you to know that we are engaging with all our employers, including the Kaiser Permanente system, to ensure the safety of all patients and health care professionals. Here are examples of our results-driven approach:

COVID-19 Related Issue	UNAC/UHCP Action and Strategy	Results
<p>PATIENT CARE</p>	<p>EARLY MARCH: UNAC/UHCP engaged in Kaiser Permanente command center operation, which addresses increased communication to the staff, workflow, staffing and assignments, alternate work locations, education of PPE, supplies on hand, surge planning, testing, and other issues.</p>	<ul style="list-style-type: none"> • Patients triaged in tents outside of facilities • Patients screened for symptoms and isolated/masked • Temperature checks at all facility entrances (KP Southern California) • Plexiglass barriers installed at KP pharmacy windows • Fast-tracked remote health pilot at KP Baldwin Park
<p>PERSONAL PROTECTIVE EQUIPMENT & PERMISSIVE MASKING</p>	<p>EARLY MARCH: UNAC/UHCP leadership met with Kaiser Permanente regarding masking guidance amid severe shortages</p> <p>MARCH 22: UNAC/UHCP sent letter to CHA calling for preservation of PPE through cancellation of nonessential procedures and transparency of PPE status</p> <p>APRIL 2: UNAC/UHCP produced own PPE donning and doffing safety video due to many workers' lack of after-work access to employer materials</p>	<ul style="list-style-type: none"> • California hospitals cancel all nonessential services and procedures to preserve PPE • Kaiser Permanente polices on scrubs and masking • Kaiser Permanente and Maui Health System update guidance on use of PPE, including N95 respirator masks, surgical facemasks, face shields, gloves, eye protection and isolation gowns • Kaiser guidance on airborne isolation precautions including N95 respirator masks/PAPRS/CAPRS are being used in all close interactions with confirmed or suspected COVID-19 patients and for any staff present during high-risk procedures for aerosolization of the virus • Clarified policy that any staff who is not given a mask at work may bring one from home, includes KP and Maui Health System.

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<p style="text-align: center;">HEALTH CARE STAFF SUPPORT</p>	<p>THROUGHOUT MARCH: UNAC/UHCP staff engaged with employers on several member requests</p> <p>APRIL 1: UNAC/UHCP joined Alliance of Health Care Unions, Union Coalition in completing COVID-19 agreement with Kaiser Permanente</p> <p>APRIL 7: UNAC/UHCP entered agreement with Kaiser Permanente Southern California to protect time-off, ensure Union notice of closures and redeployments</p>	<ul style="list-style-type: none"> • New enterprise-wide Kaiser Permanente benefits package includes: <ul style="list-style-type: none"> • paid leave for staff exposed to virus • child-care grants • hotel housing • Sharp Memorandum of Agreement includes policies and protections on: <ul style="list-style-type: none"> • emergency paid leave time • cancellation and floating • extension of certification deadlines • Shower locations for KP Ontario and Garden Grove members treating COVID-19 patients • Temporary telehealth and/or flexibility rules for PT/OT/RT, specialty RNs, midwives, IDM and wound ostomy group, KP Fontana and others • Certification extensions include Kaiser Permanente, Beverly Hospital, Chino Valley • Outpatient shift sign-ups for California pharmacists
<p style="text-align: center;">COMMUNITY COLLABORATION</p>	<p>MARCH 2: UNAC/UHCP launched comprehensive website with links to government and community resources</p> <p>MARCH 30: Launched public petition for #StaytheHealthHome campaign</p> <p>MARCH 31: Joined national AFSCME call to support front-line workers and first-responders</p>	<ul style="list-style-type: none"> • UNAC/UHCP, community and local business facilitated donations of PPE arriving at Chino Valley, St. Francis, Lakewood, KP Los Angeles, and other locations (ongoing as need and availability allow). • More than 1,000 pledges from workers and community supporters to honor community shelter-in-place orders

