



On August 12, 2021, leaders from Coalition Unions met with Kaiser Permanente for impact bargaining regarding the COVID-19 Vaccination Mandate (implemented earlier in the month). Coalition Leaders raised thoughtful questions and concerns about the fair and equitable application of the policy, and the need for clear definitions and timelines to be in compliance. Below is a summary of the results.

COVID-19 Vaccination Mandate Policy Highlights: Updated August 2021

Coalition Concern/Clarification	Kaiser Response
Compliance Definitions, Timelines, and Consequences	
Who is impacted?	<i>All employees – clinical/admin, working in KP facility or remote, all new hires</i>
Status for compliance	<i>Fully vaccinated by deadline</i>
Deadline for compliance	<ul style="list-style-type: none"> • <i>Aug. 23, 2021 to provide proof of vaccination.</i> • <i>CA testing commences on Aug. 24, 2021 for non-vaccinated</i> • <i>Regions outside of California testing commences on Oct. 1, 2021 for non-vaccinated</i> • <i>Sept. 30, 2021 deadline to be fully vaccinated or have a qualified exemption on file</i>
Consequence for non-compliance	<p><i>Employee placed on unpaid leave effective Oct. 1, 2021 until fully vaccinated. Failure to provide proof of full vaccination within 60 days results in termination.</i></p> <p><i>KP will allow employees to resign in lieu of termination</i></p>
Employees eligible for rehire	<i>Yes, with proof of vaccination or qualified exemption</i>
Employee Benefits During Vaccination Process	
Paid time for vaccination	<i>Up to 2 hours of paid time (for each initial series shot) to get vaccinated at a location of their choice during working hours – obtaining vaccination at a KP facility is preferable</i>
Adverse reaction to vaccination	<p><i>KP will provide a maximum of 8 hours paid COVID Adverse Reaction Leave (for each initial series shot) if an employee has an adverse reaction, is unable to work, and provides confirmation of the adverse reaction from a physician (not in addition to CA-required leave)</i></p> <p><i>This benefit is effective Monday, August 23rd and concludes October 1st</i></p>
Workers' Compensation Eligibility	<i>Where a physician confirms an adverse reaction to the COVID vaccine, an employee could be entitled to workers compensation</i>



Fair Treatment for those with religious and medical exemptions	
Religious and medical exemptions	<p>A medical exemption is a contraindication to any of the vaccine components recognized by the FDA or CDC or a medical or physical condition that prevents the individual from receiving any COVID-19 vaccine. A request for a medical exemption must be accompanied by a written certification from a licensed, treating medical provider, who is a physician (MD or DO), nurse practitioner (NP), or physician's assistant (PA), or other licensed medical professional practicing under the license of a physician.</p> <p>A religious exemption is a sincerely held religious belief, practice, or observance that prohibits the individual from receiving any COVID-19 vaccine. To request the exemption, employees will have to disclose their religion, the basis of their religious belief that prohibit them for receiving any of the COVID-19 vaccines, and whether they have declined vaccination in the past.</p>
Masking and testing requirements for employees with medical/religious exemptions	Consistent with CA order across all regions (masking & weekly testing)
Union Rights	
Union Representation in Cases of Exemption Denials	Employees can share the denials with their union and seek representation.
Access to Information	KP will continue to provide labor with regular vaccination rate updates
Protection Coalition Bargaining Unit Work: Testing Capacity in Northern California (IFPTE Jurisdiction)	With the large demand for COVID testing during a surge, KP expanded testing in NCAL and SCAL for the health and safety of its members and patients to keep testing turnaround time well below the preferred 72 hour threshold. KP will use all resources, both NCAL and SCAL, that hold a unique EUA approval for at home saliva specimen testing for the advancement of health and safety as COVID surges.
Miscellaneous	
Education and Outreach	Engage BRGs in providing information to minority groups on efficacy and importance of receiving the COVID vaccine
Compliance with State Laws	Oregon's vaccine mandate for all health care workers is consistent with KP's Policy. However, because the implementation of the Governor's mandate is tied to full FDA approval of vaccinations, KP will adjust the date of termination for employees covered by the mandate if needed to align with the mandate's implementation date.

At this time, there are no further bargaining dates scheduled. However, the Coalition will continue to monitor the process and raise concerns and issues as they arise.

