



Dear HPH Employees,

Over the last few weeks, HNA has been meeting and negotiating with Employers throughout Hawaii. Our priority is to protect the health, safety and financial well-being of our members during this pandemic. After several weeks and multiple attempts to begin discussions with Hawaii Pacific Health "HPH" over this important issue, they finally agreed to meet with us yesterday. At that meeting, we challenged the Employer to match if not exceed what other Employers in Hawaii are doing for their employees. Based on discussions with members throughout HPH, we asked for the following to begin immediately:

1. Cease application of attendance policy for any/all absences during this pandemic, unless there is a concern regarding abuse of sick leave, etc.
2. Any employee either in quarantine or isolation due to Covid-19, regardless of method/location of exposure shall be placed on paid administrative leave for the duration of the quarantine/isolation period. No use of PTO or ESL.
3. No layoffs. Any employee in a closed/slow unit will be floated to assist elsewhere in the facility. They will not be asked to do tasks without proper training.
4. Screening/temperature check for visitors. Ideally, no or extremely limited visitation should be enforced.
5. PTO cancellation. Allow blanket cancellations under these circumstances; this applies to any vacation scheduled until July 2020.
6. Increased flexibility for schedule changes/modifications due to childcare. No disciplinary action for absence due to childcare needs when employees are unable to find alternative childcare options.
7. Access to email. Employees need to be able to keep up on developments even while not at work. Home access shall be provided for all employees.
8. RN and RT to use own judgement/critical thinking skills related to changing of PPE based on availability.

Unsurprisingly, HPH was unwilling to commit to these concessions. What this means for all of us, is that we will need to put pressure on the Employer through any and all channels possible. The fact that the Employer is unwilling to waive enforcement of their attendance policy, even during a pandemic is very telling of their mentality. Even some of the local government leaders have caught wind of the absurdity of this policy and have introduced a joint resolution calling on Employers to alter their attendance policies so that people aren't punished for taking sick time. This resolution specifically draws attention to HPH's policy. You can read the resolution in its entirety here:

[https://www.capitol.hawaii.gov/session2020/bills/SCR152\\_.htm](https://www.capitol.hawaii.gov/session2020/bills/SCR152_.htm)

We will continue to press for HPH to do the right thing, however we need the support from members to help us achieve our goals. We will be calling on you to help us hold HPH accountable for their shortsightedness and lack of empathy. Please look for additional communication from HNA related to this issue in the near future.

In Unity,

Daniel Ross  
President  
Hawaii Nurses' Association  
OPEIU Local 50

Sent 3/18/2020