



March 25, 2020

VIA ELECTRONIC MAIL ([dhokoana@hinurse.org](mailto:dhokoana@hinurse.org))

Daryl Hokoana, MSN/ED, RN  
Clinical Nurse Consultant  
Hawaii Nurses' Association  
OPEIU Local 50  
3375 Koapaka St. Suite B217  
Honolulu, HI 96819

Dear Daryl:

We are immensely grateful to and proud of our employees who continue to provide essential, life-saving care to our patients under anything but ordinary conditions. In light of these emergent circumstances presented by the COVID-19 virus, in addition to the various programs the Company has implemented to protect employee health and safety, we also wish to support our employees' efforts to provide superior patient care through certain enhanced benefits. To this end, we have implemented the temporary benefits programs described below. These benefits are non-precedential and will remain in place only as long as circumstances require. We have made every effort to clearly communicate these efforts and enhanced benefits to our employees and keep them apprised of any changes as they are made.

#### Emergency Pay Program

We have implemented a temporary COVID-19 Emergency Pay program, effective Sunday, March 22, 2020, and continuing until further notice. Under the Emergency Pay program, all patient care team members (as described in the Corporate communication on this program) will be paid a differential of \$2.00 per hour in addition to their regular pay. Employees will be paid this differential for every hour worked delivering or supporting patient care in a patient care environment. We will be sharing additional details with employees this week, including specific differential amounts.

#### Childcare/Eldercare Stipend Program

We are also offering a childcare/eldercare assistance stipend of \$100 per day, up to \$500 per week, per employee/family to our direct patient care team members who are the responsible party for providing direct care to children under the age of 14, dependent children with a documented disability requiring care (regardless of age), and/or eldercare.

#### Temporary Lifting of Paid Leave Cap

The Company will temporarily lift the maximum accrual amounts for paid leave under the Company's PTO policy. Prior to the cap being reinstated once the current crisis has passed, any accumulated PTO hours beyond the limit will not convert to ESL; they will remain as PTO hours for use at a later date.



In light of these emergent circumstances, the Company may provide additional benefits to assist our employees during this time. Any additional benefit is temporary and provided on an interim basis and can be discontinued or modified at any time in the Company's sole discretion. It is not precedent-setting and the Company will end any additional benefit when it determines such benefit is no longer needed.

I invite you to call me directly in the event that you have questions concerning the enhanced benefits described above. I can be reached at 720-383-2837.

We thank you for your support and understanding and for that of your members in our continued efforts to care for our patients under these challenging circumstances.

Sincerely,

A handwritten signature in black ink that reads "Jasmine Elliott".

Jasmine Elliott  
Director of Human Resources