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March 18, 2020

### Message to Kaiser Workers

As Hawaii and the rest of the world struggles to cope with the spread of the global epidemic, thousands of Local 5 members at the airports and in the hotels are being laid off. This health crisis is driving an economic crisis as well, with many working families left without income to pay for housing and food, and in danger of losing health care benefits at the worst possible time.

As health care workers, our job is to take care of sick people in our community, and our families and neighbors need us now more than ever. Local 5 members at Kaiser have continued to come to work every day to provide quality health care for people that are unsettled, unemployed and afraid of an uncertain future.

Both locally in Hawaii and on a national basis through our national Alliance, we have been engaging with Kaiser and keeping track of government moves that will affect our work and our jobs. For example, we anticipate problems obtaining important supplies and equipment that could affect operations; we will see impacts on ambulatory care and elective surgeries as hospitals reserve beds and resources for emergencies and the growing number of infected patients; and we are likely to see more Surgeon General recommendations and various federal actions to waive or amend various laws, rules and regulations affecting our work. The situation is changing daily, and we are responding to the changes.

So far, we have not seen layoffs of union members at Kaiser. Kaiser workers face a different set of challenges.

We are making proposals to Kaiser to address the challenges:

Distant work: Some employees not involved in direct patient care may be able to work from home.

Self-isolation: Workers sent home due to infection or contact with infection should be paid as usual.

Training on safety and infection mitigation: Workers should be trained directly and/or provided with work time to utilize online training resources.

Local 5 will defend our contract and our rights. No employer should take advantage of this crisis to drive our hard-won contract standards down. The Union will agree

to short-term measures that make sense to protect our members and the community, but will fight to preserve our wages, rights and benefits for the future.

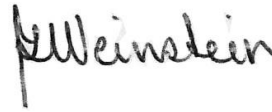
Also, our union will be putting pressure on our federal and state governments to redirect resources to take care of our people. So far, our federal government's response has been, in the words of the Surgeon General, a "failing".

The situation will get worse before it gets better, and our lives will be disrupted in many ways, large and small. We will get through this by working together as a community. It is to health care workers like you that all the rest of us will look for help and hope. We admire your courage and dedication as much as our community will be depending on you. Thank you for all you do.

Sincerely,



Eric Gill  
Financial Secretary-Treasurer  
UNITE HERE Local 5



Gemma Weinstein  
President  
UNITE HERE Local 5