

Communication from Public

Name: Jacob Motta on behalf of Julie Miller Phipps
Date Submitted: 06/15/2022 04:44 PM
Council File No: 22-1100-S4
Comments for Public Posting: Good afternoon, I am submitting a letter on behalf of Julie Miller Phipps, Kaiser Permanente Southern California's Regional President.

June 15, 2022

LA City Council Rules & Elections Committee

Los Angeles City Hall
200 North Spring Street
Los Angeles, CA 90012-4801

Re: Item #13 CF# 22-1100-S4,
Communications from the City Clerk and City Attorney, Certification of Sufficiency, Ballot Resolutions, and Ordinances relative to an Initiative Petition regarding: Minimum Wage for Employees Working at Healthcare Facilities.

Dear Council President Martinez, Councilmember O'Farrell, and Councilmember Buscaino:

I am writing on behalf of Kaiser Permanente to urge you to send the proposed healthcare worker minimum wage measure to the ballot rather than adopt by ordinance. Furthermore, we urge the city council to order an economic analysis to determine the impact of the proposed health care worker minimum wage measure.

We agree that health care workers are heroes and have supported and rewarded them as such. However, this measure is deeply flawed, inequitable, and will hurt workers, patients, especially those in our most vulnerable communities. Fully understanding the measure's implications for health care workers, providers and patients is critical.

The measure would set new, arbitrary pay requirements for *some* health care workers at private hospitals and health care facilities, while completely **excluding thousands of health care workers doing the same jobs at public hospitals and clinics, community clinics, Planned Parenthood clinics, nursing homes, surgery centers, retail pharmacies, and other medical offices in the City of Los Angeles**. In fact, the vast majority of health care workers in the City of Los Angeles are excluded by the measure, creating a confusing, arbitrary, and inequitable system.

We are very concerned that this measure will widen wage disparities and could lead to workforce shortages at smaller clinics and public health care facilities, as well as significant cost increases which would jeopardize access to and quality of care for Los Angeles patients. The measure could put significant strain on providers that care for disadvantaged and underserved communities – worsening inequities in our health care system.

Two years into the COVID-19 pandemic, health care providers of all sizes continue to face massive financial losses. According to a [recent study](#), for the first time in recent history more than half of California's hospitals are operating in the red.

We take great pride in providing competitive pay, strong benefits, and exceptional support for all of our employees.

- Recognizing the strain of the pandemic on our teams, we provided additional COVID-related benefits, including meals, showers, additional scrubs, alternative housing, childcare grants, two weeks of additional paid sick leave, on-site counseling, and more.
- In late 2020, we chose to guarantee all eligible, represented employees a minimum of a 100% payout of their performance sharing bonus payment. We also provided special one-time bonuses for those employees who were not eligible for an annual bonus program.

For over 70 years, Kaiser Permanente has served the City of Los Angeles and its residents. Our 21,000 employees and 2,700 physicians serve 1.4 million Angelenos each year. Despite challenges posed by the COVID-19 pandemic, we remain committed to our mission to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve.

We urge you to refer the measure to the November ballot to allow the voters to decide. In addition, we urge you to request an economic analysis so that we can better understand the measure's implications for health care workers, providers, patients, and the City of Los Angeles.

Sincerely,

A handwritten signature in dark ink, appearing to read "Julie K Miller-Phipps". The signature is fluid and cursive, with the first name "Julie" being more prominent.

Julie Miller-Phipps
President
Southern California and Hawaii Markets