

Communication from Public

Name: Julie Miller-Phipps, Kaiser Permanente

Date Submitted: 06/20/2022 02:39 PM

Council File No: 22-1100-S4

Comments for Public Posting: June 20, 2022 Los Angeles City Council Los Angeles City Hall 200 North Spring Street Los Angeles, CA 90012-4801 Re: Item #21 CF# 22-1100-S4, Communication from the Rules and Elections Committee, City Clerk and City Attorney, Certification of Sufficiency, Ballot Resolutions, and Ordinances relative to an Initiative Petition regarding: Minimum Wage for Employees Working at Health Care Facilities. Dear Council President Nury Martinez and City Councilmembers: 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. Rather than vote on a deeply flawed and inequitable measure, you should refer it to the ballot to let the voters decide. We agree that health care workers are heroes and have supported and rewarded them as such. However, this measure is inequitable, arbitrary and will hurt workers, patients and our community. 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 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. 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. Sincerely, Julie Miller-Phipps President Southern California and Hawaii Markets Kaiser Permanente

June 20, 2022

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

Re: Item #21 CF# 22-1100-S4, Communication from the Rules and Elections Committee, City Clerk and City Attorney, Certification of Sufficiency, Ballot Resolutions, and Ordinances relative to an Initiative Petition regarding: Minimum Wage for Employees Working at Health Care Facilities.

Dear Council President Nury Martinez and City Councilmembers:

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. Rather than vote on a deeply flawed and inequitable measure, you should refer it to the ballot to let the voters decide.

We agree that health care workers are heroes and have supported and rewarded them as such. However, this measure is inequitable, arbitrary and will hurt workers, patients and our community.

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 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.

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

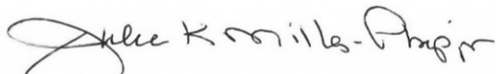
- Recognizing the strain of the pandemic on our teams, we provided additional COVID-related benefits, including meals, showers, additional scrubs, alternative housing, childcare grants, two weeks of additional paid sick leave, on-site counseling, and more.

- 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.

Sincerely,

A handwritten signature in dark ink, appearing to read "Julie Miller-Phipps". The signature is fluid and cursive, with a large initial "J" and "M".

Julie Miller-Phipps
President
Southern California and Hawaii Markets

Communication from Public

Name: James K. Theiring

Date Submitted: 06/20/2022 04:58 PM

Council File No: 22-1100-S4

Comments for Public Posting: Mission Community Hospital urges this council to vote to refer the proposed health care worker minimum wage measure to the ballot rather than adopt by ordinance. This measure is deeply flawed, arbitrary and unequal. The vast majority of health care workers throughout the City of Los Angeles are excluded by the measure creating a confusing and inequitable system. This unequal measure will hurt workers and patients, especially in the most vulnerable communities, such as the ones Mission Community Hospital serves on a daily basis.

June 20, 2022

Los Angeles City Council

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

Re: **Council File# 22-1100-S4**, Communication from the Rules and Elections Committee, City Clerk and City Attorney, Certification of Sufficiency, Ballot Resolutions, and Ordinances relative to an Initiative Petition regarding: Minimum Wage for Employees Working at Health Care Facilities.

Dear Members of the Los Angeles City Council,

We are writing on behalf of Mission Community Hospital to urge you to refer the proposed health care worker minimum wage measure to the ballot rather than adopt by ordinance. Rather than vote on a deeply flawed and inequitable measure, you should refer it to the ballot to let the voters decide.

We agree that health care workers are heroes and have supported and rewarded them as such. However, this measure is inequitable, arbitrary and will hurt workers, patients and our community.

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, urgent care centers, and other providers operating in the City of Los Angeles.** In fact, workers at the *vast majority* of health care providers in the City of Los Angeles are excluded by the measure.

The measure 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.

We take great pride in providing competitive pay, strong benefits, and exceptional support for all of our employees. Mission was one of the first hospitals in the area to implement hazard pay for our front-line employees.

For over 50 years, Mission Community Hospital has provided high-quality healthcare to the San Fernando Valley. Mission provides a full range of medical, surgical, and mental health services, as well as 24-hour emergency care to underserved individuals and families, employing hundreds of Angelinos in the process. This dedication was especially pronounced during the COVID-19 pandemic, whereupon Mission not only provided life-saving care to area residents but spearheaded a much-praised and one-of-a-kind vaccination drive in the northern San Fernando Valley. Naturally, it is a tremendous pride and honor for Mission to provide dignified and compassionate care to Panorama City and the surrounding communities. Others and I at Mission will continue to place our community and our patients first.

We strongly urge you to refer the measure to the November ballot to allow the voters to decide.

Sincerely,



James K Theiring
Chief Executive Officer

Communication from Public

Name: Marcel Loh

Date Submitted: 06/20/2022 10:05 AM

Council File No: 22-1100-S4

Comments for Public Posting: Dear Members of the Los Angeles City Council, I am writing on behalf of CHA Hollywood Presbyterian Medical Center (CHA HPMC) to urge you to refer the proposed health care worker minimum wage measure to the ballot rather than adopt by ordinance. Rather than vote on a deeply flawed and inequitable measure, you should refer it to the ballot to let the voters decide. We agree that health care workers are heroes and have supported and rewarded them as such. However, this measure is inequitable, arbitrary and will hurt workers, patients, and our community. 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, urgent care centers, and other providers operating in the City of Los Angeles. In fact, workers at the vast majority of health care providers in the City of Los Angeles are excluded by the measure. The measure 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. We take great pride in providing competitive pay, strong benefits, and exceptional support for all of our employees. Throughout this public health emergency, hospitals have cared for their workers in extraordinary ways by providing housing and childcare support, delivering financial bonuses, expanding wellness programs and counseling to support the mental and emotional well-being of those on the front lines, and providing extended leave and enhanced compensation. For over 98 years, CHA HPMC has served the City of Los Angeles and its residents. We currently employ over 1300 caregivers and take great pride in providing competitive pay, strong benefits, and exceptional support for all of our employees. Unequal pay measures will discriminate and unfairly exclude healthcare workers. This will create a domino effect whereby medical centers like CHA-HPMC who are already struggling financially will be put under a significant financial pressure to retain sufficient qualified

workforce increasing operational costs. CHA HPMC is a community-based safety-net general acute hospital who has served the Los Angeles community for nearly 100 years. As the only general community hospital in the area, we provide medical services to culturally diverse, largely low-income communities surrounding the facility—including the homeless population and those who meet the criteria for Medicaid eligibility. We are located in the area designated by the Health Resources & Services Administration (HRSA) as a medically underserved area, in which residents have a shortage of personal health services. Populations in these designated areas often face economic, cultural, or linguistic barriers to health care. We strongly urge you to refer the measure to the November ballot to allow the voters to decide. Sincerely, Marcel Loh Chief Executive Officer

June 20, 2022

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

Re: **Council File# 22-1100-S4**, Communication from the Rules and Elections Committee, City Clerk and City Attorney, Certification of Sufficiency, Ballot Resolutions, and Ordinances relative to an Initiative Petition regarding: Minimum Wage for Employees Working at Health Care Facilities.

Dear Members of the Los Angeles City Council,

I am writing on behalf of CHA Hollywood Presbyterian Medical Center (CHA HPMC) to urge you to refer the proposed health care worker minimum wage measure to the ballot rather than adopt by ordinance. Rather than vote on a deeply flawed and inequitable measure, you should refer it to the ballot to let the voters decide.

We agree that health care workers are heroes and have supported and rewarded them as such. However, this measure is inequitable, arbitrary and will hurt workers, patients, and our community. 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, urgent care centers, and other providers operating in the City of Los Angeles.*** In fact, workers at the *vast majority* of health care providers in the City of Los Angeles are excluded by the measure.

The measure 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.

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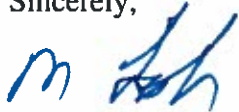
For over 98 years, CHA HPMC has served the City of Los Angeles and its residents. We currently employ over 1300 caregivers and take great pride in providing competitive pay, strong benefits, and exceptional support for all of our employees. Unequal pay measures will discriminate and unfairly exclude healthcare workers. This will create a domino effect

whereby medical centers like CHA-HPMC who are already struggling financially will be put under a significant financial pressure to retain sufficient qualified workforce increasing operational costs.

CHA HPMC is a community-based safety-net general acute hospital who has served the Los Angeles community for nearly 100 years. As the only general community hospital in the area, we provide medical services to culturally diverse, largely low-income communities surrounding the facility—including the homeless population and those who meet the criteria for Medicaid eligibility. We are located in the area designated by the Health Resources & Services Administration (HRSA) as a medically underserved area, in which residents have a shortage of personal health services. Populations in these designated areas often face economic, cultural, or linguistic barriers to health care.

We strongly urge you to refer the measure to the November ballot to allow the voters to decide.

Sincerely,



Marcel Loh
Chief Executive Officer

Communication from Public

Name: Mark Valentino
Date Submitted: 06/20/2022 12:35 PM
Council File No: 22-1100-S4
Comments for Public Posting: Please find my comments in the attached letter.

June 20, 2022

Los Angeles City Council

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

Re: **Council File# 22-1100-S4**, Communication from the Rules and Elections Committee, City Clerk and City Attorney, Certification of Sufficiency, Ballot Resolutions, and Ordinances relative to an Initiative Petition regarding: Minimum Wage for Employees Working at Health Care Facilities.

Dear Members of the Los Angeles City Council,

We are writing on behalf of LA Downtown Medical Center (LADMC) to urge you to refer the proposed health care worker minimum wage measure to the ballot rather than adopt by ordinance. Rather than vote on a deeply flawed and inequitable measure, you should refer it to the ballot to let the voters decide.

We agree that health care workers are heroes and have supported and rewarded them as such. However, this measure is inequitable, arbitrary and will hurt workers, patients and our community.

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, urgent care centers, and other providers operating in the City of Los Angeles.** In fact, workers at the *vast majority* of health care providers in the City of Los Angeles are excluded by the measure.

The measure 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.

We take great pride in providing competitive pay, strong benefits, and exceptional support for all of our employees. We have a wonderful relationship with our employees and we are being unfairly targeted through this unilateral action while also trying to stay solvent coming out of the negative financial effects of COVID.

For over 3 years, LADMC has served the City of Los Angeles and its residents after this Hospital was bankrupted multiple times by prior owners/operators. We have contributed millions to our community since taking over and put millions of dollars into the restoration of this Hospital.

Finally, we are the largest provider of inpatient psychiatric treatment in the City of Los Angeles and many of patients are on Medical and experience homelessness. What are you going to do for this community when we have to scale back on our services? What will that do for homelessness in the Los Angeles? What will you do for consumers when higher costs get passed onto them for healthcare services? Once residents of the City of Los Angeles discover how negatively impacted they are from this measure, they will certainly come to the ballots to express their discontent.

We strongly urge you to refer the measure to the November ballot to allow the voters to decide.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Valentino', with a stylized, cursive script.

Mark Valentino

Chief Executive Officer

LA Downtown Medical Center

1711 W Temple St., Los Angeles, CA 90026