

STRIKE FAQ

Frequently Asked Questions

Kaiser executives are bargaining in bad faith over solutions to the Kaiser short staffing crisis, and the safety of workers and patients is on the line. As frontline healthcare workers, we've repeatedly raised concerns with Kaiser executives about how the Kaiser short staffing crisis is harming workers and patients but they aren't listening.

Going on strike may be the only way to address Kaiser's unfair labor practices and secure a strong contract with the pay and benefits needed to retain world-class workers and attract new workers to ensure quality patient care. Be sure you're ready for the possibility of a strike by understanding the facts and our rights.

WHAT IS A STRIKE?

A strike is when workers withhold our labor to protest unfair treatment by an employer. By taking collective action, we take a powerful stand for fair treatment and real respect. A strike is usually a last resort after an employer has refused efforts to resolve issues and treat workers fairly.

WHEN DO WE STRIKE AND FOR HOW LONG?

We will go out on strike on Oct. 4, 2023 at 6 am. We plan to return to work on Oct. 7 at 6 am.

CAN I BRING MY KIDS TO THE PICKET LINE?

Yes! It will be a peaceful picket line and we will have activities for kids.

DO I NEED TO ATTEND THE STRIKE LINE?

Yes, we need all SEIU-UHW members on the line to stand strong together. This is particularly

important at shift changes and at times when we are holding a press conference or rally of solidarity.

DO I NEED TO TELL MY SUPERVISOR I WILL NOT BE WORKING? SHOULD I CALL OUT?

No, SEIU-UHW has already given a 10-day notification in advance of our strike. You do not need to call out. Your supervisor may ask you if you are going on strike. Your bargaining team recommends a YES answer.

CAN I BE DISCIPLINED FOR PARTICIPATING IN OUR STRIKE?

No. A strike is a protected activity, and it is illegal for an employer to even threaten an employee with discipline. Please report any abuse by management immediately to a bargaining team member or SEIU-UHW representative.

CAN I USE VACATION OR SICK DAYS FOR THE STRIKE?

No. Sick days and vacation days cannot be used during a strike.

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WILL WE BE PAID FOR JOINING THE STRIKE?

No, you will not receive your pay from Kaiser. You will need to rely on your savings during the strike. For this first strike, SEIU-UHW will use our strike fund to feed picketers on the picket line and run the activities required to make the strike successful. If there is a second, longer strike, members who participate every day to the strike line will be paid a \$350 stipend from the strike fund.

WHAT IF I CAN'T AFFORD TO STRIKE?

We can't afford not to. A strike is a sacrifice. That is part of its power. It shows Kaiser and the community that we care enough about our futures and our patients to make a real sacrifice to protest Kaiser's bad faith bargaining. If we don't make a short-term sacrifice to protest Kaiser executives' unfair labor practices, we will pay much more in long-term costs in future bonuses lost, raises that don't keep up with the cost of living, and possibly even our jobs if Kaiser has the right to subcontract our work. Kaiser is raking in profits, paying their executives millions and giving bonuses to managers while denying them to those who provided the care on the front lines during the pandemic. They are disrespecting each and every one of us and we must take a stand.

CAN I STRIKE IF I AM ON PROBATION OR ON CALL?

Yes, probationary and on call employees have the same right as everyone else to strike.

CAN NON-UNION MEMBERS JOIN OUR PICKET LINE?

Yes, any worker - including RNs and doctors - have the right to refuse to cross a picket line.

WILL THERE BE FOOD ON THE STRIKE LINE?

Yes, SEIU-UHW will provide meals, water, sodas, and snacks.

WILL I LOSE MY HEALTH BENEFITS?

No. Even if Kaiser decided to cancel our benefits, they would still extend until the end of the month, long after our strike is over and we are back on the job.

WHAT WILL HAPPEN TO OUR PATIENTS DURING A STRIKE?

When we gave our 10-day notice to strike, it became Kaiser's responsibility to reschedule procedures, hire temporary replacements, and make a plan to provide care.