

GOING ON STRIKE AT KAISER

Kaiser Permanente executives continue to propose major cuts to our jobs, wage rates, and benefits in National Bargaining. For the 85,000 members strong national coalition, it is becoming increasingly clear that going on strike may be the only way to address Kaiser's unfair labor practices and win a contract that protects our families and our patients. Be sure you're ready for this possibility by understanding the facts – and our rights – when it comes to going on strike.

Basic Information

What is a strike?

A strike is when workers unite and withhold our labor to protest against unfair treatment by our employer. By taking collective action, workers 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.

Why would we go on strike?

We would strike to protest Kaiser's unfair labor practices, to maintain our families' standard of living, and for our retirement and job security. We would strike to protect our patients from understaffing, impersonal automated care, and to make sure we invest in the next generation of healthcare workers.

When would our strike be?

We cannot go on strike until after our SEIU Local 105 Agreement expires on September 30, 2019. The current plan is to start our strike in early October.

How long would our strike be?

We will strike as long as necessary to achieve a strong agreement, but this would need to be approved by a membership vote of SEIU 105 Kaiser members in a Strike Authorization Vote. This vote will be held no later than early September.

What am I expected to do during a strike?

Show up to the picket line every day. Bring your family and make sure everyone participates in all strike actions. Winning this fight demands the full participation of all of us to show Kaiser management that we are united, determined to be treated fairly, and will not back down.



FACT SHEET: GOING ON STRIKE AT KAISER

Work Questions

Can I use vacation or sick days for the strike?

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

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.

Will I lose my health benefits?

No. A strike will not free Kaiser of its responsibility to pay our healthcare premiums.

Can Kaiser legally fire or discipline me for going on strike?

No. An unfair labor practices strike is a protected union 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 Local 105 organizer.

Do I need to tell my supervisor I will not be reporting to work on the strike day?

No. Kaiser will be given notification ten days in advance. Your supervisor may ask you if you are going on strike. Your bargaining team recommends that you answer "YES."

What About Others?

What will happen to our patients during a strike?

We are required to give a ten-day notice before our strike. It is then Kaiser's responsibility to reschedule procedures, hire temporary replacements, and make a plan to provide care.

Can non-union members or members of other unions join our strike line?

Yes. Other hospital workers can lend support (including RNs and doctors) and make an individual decision not to cross our picket line.

Kaiser cannot fire employees who are unwilling to cross a picket line. Employees who are non-union or members of other unions should notify their supervisors that they do not want to cross a picket line. A strike is a protected activity and it is illegal for an employer to even threaten an employee with discipline.

Are we in this alone?

No. Along with our 85,000 member strong national coalition, AFL-CIO representing 180 local unions and 130,000 members across Colorado, voted in June to stand with us when we strike. Colorado's labor movement, local elected officials and community groups are united in our fight.

