



QUESTIONS AND ANSWERS

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. Get 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 with-hold 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 are coordinating with the other coalition unions representing 80,00 KP employees, but the strike could be **up to one week**. Before a strike can occur, our membership must give Strike Authorization in

a membership vote. **This vote will begin on the week of August 26th.**

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.

Is it the union that isn't negotiating, or is it Kaiser?

The union will always work towards an agreement with management. The union bargaining committee is currently waiting for management to respond to the request for future bargaining dates--which the Coalition of Unions made several weeks ago. Management illegally refused to bargain with our members for over a year before finally coming to the table in April and has not bargained in good faith since. Most recently they have tried to bargain over email or with no members present. That's disrespectful and we are ready to bargain for real, in person, and with our members present.

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 take a pre-approved vacation in October if it's during the same time as the strike?

Yes, you can take approved vacation days and/or medical. You can join strike pickets during pre-approved vacation days, but sick days cannot be used to join the strikes in-person.

Can management deny vacation requests in October due to the looming strike?

Yes. Management can deny vacation requests for legitimate business needs.

Can we get attendance occurrences for the days we are on strike?

No. You cannot be disciplined or subjected to attendance occurrences for the days that you join the strike.

Can I be fired for going on strike?

No. Employees have a right to strike under the National Labor Relations Act and you cannot be fired for going on strike. This right applies to all employees, including probationary employees, part-time, full-time, etc.

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 still get paid for my vacation if my approved vacation occurs during the strike?

A: Yes. If Kaiser doesn't pay your approved vacation time because it occurred during the strike, that would be an Unfair Labor Practice, and our union would file those charges on your behalf.

Will Kaiser take away my healthcare if I'm on strike?

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

What if I can't afford to go on strike?

There are ways that you can plan for the financial impact of going on strike. One way you can plan ahead is to save your third check in August. By saving and preparing, you can make this important personal decision from a position of strength. We are compiling a list of resources for members and it will be available before any strike commences.

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 should notify their supervisors that they do not want to cross a picket line. Members of other unions should consult their union for their rights. 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.