



For the 85,000 member strong national coalition, it is becoming increasingly clear that going on strike may be the only way to 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 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 refusal to bargain with us fairly, to win the raises and better standards of living that our families deserve. We would strike to protect our patients from under-staffing, long wait times, and to make sure we invest in the next generation of healthcare workers.

### When would our strike be?

A strike date is chosen by a vote of the membership. However, we cannot go on strike until after our national agreement expires on September 30, 2023. Any strike would commence no sooner than early October 2023.

### How long would our strike be?

We are coordinating with the other coalition unions representing 85,000 KP employees. Before a strike can occur our membership must provide strike authorization in a membership vote.

### What am I expected to do during a strike?

Show up to the picket line every day. Bring your family and make sure everyone in your facility 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.

## 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 strike activities.

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

Yes. Management can deny vacation requests aimed at securing vacation during the strike.

## Work Questions *(cont.)*

### **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. Kaiser cannot retaliate against you in any way for engaging in lawful strike activities.

### **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 disciplined, retaliated against or fired for going on strike. This right applies to all employees, including probationary employees, part-time, full-time, etc.

### **Will I still get paid for my vacation if my approved vacation occurs during the strike?**

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.

### **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.

## 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 workers can lend support and make an individual decision not to cross our 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.

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

It depends. As long as you work one day in a month, it is Kaiser's responsibility to pay your healthcare premiums for that month. If any following months, Kaiser can choose to stop healthcare which would trigger the option to elect COBRA coverage.

### **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. 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.

### **Are we in this alone?**

No. Along with our 85,000 member strong national coalition, Colorado's labor movement, local elected officials and community groups are united in our fight.

### **RESOURCES AND MORE INFO**

Scan here for a list of resources for workers on strike



**[seiu105.info/kpstrikeguide](https://seiu105.info/kpstrikeguide)**