



# STRIKE FAQ

## Frequently Asked Questions

**While Kaiser Permanente's millionaire executives continue to insist frontline workers are overpaid, the company:**

- Has brought in more than \$3 billion in profits in the first six months of 2023.
- Gave its managers bonuses while denying the PSP bonus to frontline workers.
- Is refusing to deal with understaffing and the crisis in patient care in our facilities.

It is becoming increasingly clear that 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?

If and when our membership authorizes a strike, our elected bargaining team will decide when and for how long to strike based on what is going on at the bargaining table. They will announce their decision in time to give the legal 10-day notice to Kaiser. Any strike will occur after our contract expires on September 30. We should all be prepared for a two-week strike.

### 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 OPEIU Local30 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, OPEIU Local30 will give notification 10 days in advance if we 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 Local30 Business Agent.



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### WILL WE BE PAID FOR JOINING THE STRIKE?

You will not receive your pay from Kaiser.

Each member of the Local Union and each person who has signed an application for membership who is on strike shall be eligible to receive per day a strike benefit. Strike benefits will be paid on a weekly basis for those who fully participate on the picket line.

### 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. If we don't make a short-term sacrifice, 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 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?

Probationary employees have to report to work, but can participate on their own time before and after work.

### WILL THERE BE FOOD ON THE STRIKE LINE?

Yes, OPEIU Local 30 will provide meals, water, sodas, and snacks.

### WILL I LOSE MY HEALTH BENEFITS?

No, Kaiser cannot terminate our health benefits for a strike of up to two weeks.

### WHAT WILL HAPPEN TO OUR PATIENTS DURING A STRIKE?

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

### HOW CAN I STAY CONNECTED AND RECEIVE BARGAINING UPDATES?

[Sign up for mobile alerts.](#)

SCAN THE QR CODE:



to visit the OPEIU Local 30 website <https://opeiulocal30.org> to sign up for mobile alerts. Opting-in permits Local 30 to send you text and email messages.

