

STRIKE FAQs



1. Why are we taking a strike vote?

A: Kaiser Permanente's economic offer falls way short of what is needed to properly value our work. A decisive and strong **YES** vote gives our negotiators nationally and locally more power when they return to the table so we can push forward to win the contract we deserve. Unions representing tens of thousands of Kaiser workers across the country that are a part of the Alliance of Healthcare Unions will be deciding soon whether to take their own strike votes.

2. If a strike is called, how long will it last?

A: As long as it takes to win!

3. Will we be fired for going on strike?

A: No. A federal labor law called the National Labor Relations Act guarantees workers' rights to strike without retaliation.

4. What if I am at work when the strike starts?

A: Under the law, the company will get a 10-day notice of the strike including the time and date the strike will begin. You have a federal right to walk out at the strike's onset. Clock out and secure your area. Contrary to what management may say, it is not job abandonment, and the Employer cannot retaliate against you for participating in a strike.

5. How many hours am I expected to do strike participation?

A: Strikers who participate in at least 25 hours/week in strike activities will receive strike benefits as follows: If the strike lasts 3-4 days the benefit will be \$200. If the strike lasts 5, 6 or 7 days, the benefit will be \$400. 2nd week \$400. 3rd week \$500. For more information, talk to your committee leader or organizer.

6. Will I have health insurance?

A: If you have health coverage when the strike begins, your benefits will continue at least to the end of that month.

7. Can I apply for Unemployment while on strike?

A: YES, Strikers may apply and qualify for state unemployment benefits, but there is **NO guarantee** nor should we expect to receive any unemployment benefits. *Scan QR code for more info.*



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8. Can I still participate in the strike if I am a new hire still on probation?

A: Yes. All employees have a federally protected right to strike even if they are still under their probationary period and will also be eligible for any strike benefit provided by the Union.

9. Do I have to tell management my plans to participate in the strike?

A: No. Managers or supervisors may ask you if you will participate in the strike. You do not have to give them an answer. If you are uncomfortable answering, you can tell them to direct their questions to the Union.

10. Can the employer cancel my vacation if the strike falls during my approved vacation?

A: No. If your vacation is pre-approved, management cannot cancel it because of the strike.

11. If I have scheduled vacation during the strike, will I get vacation pay?

A: You should receive vacation pay if you have already scheduled your vacation.

12. What if I have another job and have to go to work?

A: Go to work at your other job and try to participate in strike activities when you can.

13. What other support will we get?

A: We are working on community support and many other ways to support you.

14. Will the company hire strikebreakers?

A: Yes, but it will be very costly and no level of management preparation can replace our relationships, the knowledge we have about our patients, and our understanding of how Kaiser operates. Simply put, we care more than any strikebreaker they will bring in.

15. What is the safest strike?

A: The safest strike is the one that we do together. **We go out together and come back together!**