

Speak Out Now at Kaiser

A workplace newsletter for Kaiser Oakland workers

March 4, 2026

ANOTHER LONG STRIKE IS OVER, WHAT HAPPENS WHEN IT'S YOUR TURN?

After four weeks on the picket line, the strike by UNAC/UHCP workers was called off last week. While UNAC/UHCP leadership cited significant progress at the bargaining table as the reason for returning to work, including a 21.5% raise, some local agreements still have not been fully negotiated and agreed upon.

Kaiser has more than \$67 billion in reserves and has shown it is far more willing to use that money to pay scabs than to negotiate with striking workers. The recent experience of UNAC/UHCP workers serves as an example for everyone inside the hospital of what may happen when it comes time for our own contract fights: Kaiser will try to starve us and force a long strike rather than meet our demands.

That is, unless we organize even more broadly and more effectively. Kaiser's Chief of HR admitted in a public statement that hiring scabs and other costs to keep Kaiser running during the strike cost them around \$1 billion dollars. Imagine the impact if most or all Kaiser workers called off work in solidarity with UNAC/UHCP workers for just a day?

This may seem hard to imagine, but if we are going against a boss as big and powerful as Kaiser, we need to push ourselves to get creative—organizing as rank-and-file workers to support each other. That means building connections not just during strikes, but every day: knowing each other and confronting the problems we face at work together. Management is stretching all of us thin, and we need to know we have each other's backs.

JOIN US AT OUR NEXT EVENT:

INTERNATIONAL WOMEN'S DAY CELEBRATION

Come join us for an afternoon of history and celebration to honor the history of working women in the U.S. and across the world.

SUNDAY, MARCH 8TH, 11:30 AM

**TALK TO US OR CONTACT US ON IG IF YOU
ARE INTERESTED IN ATTENDING**

MENTAL HEALTH WORKERS VERSUS AI

Following the trends in big business, Kaiser is betting on AI to make profits by relying less on humans for essential tasks. According to the National Union of Healthcare Workers (NUHW), the union representing mental health workers in North California, Kaiser has been consistently pushing the use of AI to triage patients and determine the urgency of their cases, instead of spending money on mental health staff to perform these functions.

To protest this trend, NUHW members approved a one day Unfair Labor Practice strike on February 23, with the date of the actual strike still to be set.

Kaiser's new push to use AI instead of worker interactions with patients is in line with its tradition of cutting corners and costs on mental health services for patients. So once more, it falls on the shoulders of healthcare workers to defend both their rights and their patients.

KAISER PARTNERS WITH U.S. MILITARY

Walter Reed National Military Medical Center, one of the most prominent military hospitals in the country, recently partnered with Kaiser on the East Coast.

The partnership gives Walter Reed staff the chance to learn complex neurosurgical care from Kaiser doctors. The military called it a "first-of-its-kind strategic alliance" between the military and a civilian healthcare system

These partnerships help military doctors stay prepared for wartime emergencies—the kind of complex cases they rarely see during peacetime but need to be ready to handle. Doctors of course should be trained to deal with any situation, but will we see more partnerships of this kind in preparation for wars to come, like we are seeing in Iran?

**NO WAR
WITH
IRAN**

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