

Speak Out Now at Kaiser

A workplace newsletter for Kaiser Oakland workers

June 17th, 2026

UNDERSTAFFING IS BURNOUT

There is an algorithm that is used to staff different departments most likely due to mapping trends and looking at the inflow of patients.

This is a recipe for organized chaos. Why?

For one, there could be more patients coming in any given day, and two, if they "overstaff" they never have an organized project to work on to keep up with license education or workflow to help us be better providers of patient care and better team players. Their solution is to provide "first cancel."

All of it is a gamble and one that is a recipe for burnout and chaos. We don't need this nor want any hospital functioning this way.

THE MONEY WAS THERE

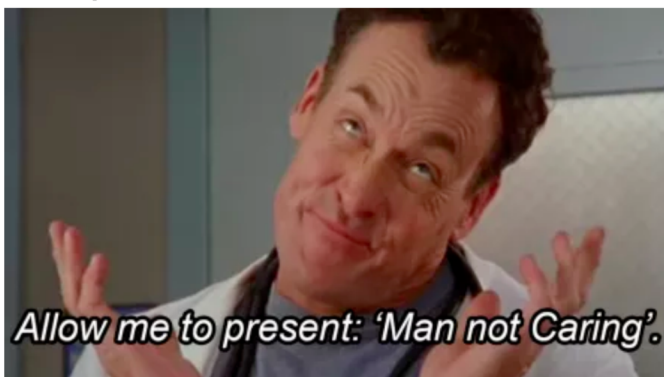
Do you remember the hard work and dedication of UNAC/UHCP workers, who spent four weeks on strike without pay at the start of this year, fighting for better working conditions?

During that time, Kaiser repeatedly claimed it had no money. It used that excuse to refuse to meet workers at the bargaining table. Now, new reports show that it spent nearly \$1 billion on replacement workers and other costs to keep its hospitals operating during the strike.

That money could have been used to meet the strikers' demands! Would that really have cost Kaiser much more? Or was management simply afraid of what would happen if workers realized they could strike—and win?

"Hiring more nurses would save patients' lives and reduce costs in the long run"

Hospital admin:



ALAMEDA HEALTH SYSTEM UPDATE: TAKE ACTION TODAY

As of now, layoffs are set to take place at Alameda Health System (AHS) at the end of the month. Cuts to AHS could mean life or death if you, a friend, or loved one gets into an accident in Alameda County as staffing cuts would be so great, Highland Hospital could lose its status as a Level 1 Trauma Center. Proposed cuts also include cuts to mental healthcare programs at multiple hospitals. Recent proposals even include sale of entire hospitals in the system.

Workers have already been organizing themselves, testifying at multiple hearings that these cuts would be catastrophic. It's at a point where if the community doesn't show up with them, these cuts will go through. It's up to us to save OUR health system.

Feeling hopeless is only natural. But don't mourn, organize! We don't need the union's endorsement. There is so much that we can do ourselves to fight back. The public doesn't know what's going on and we need to inform them!

TAKE ACTION at **SAVEAHS.ORG**

✉ Send a letter (takes 2 minutes) to the Board of Trustees and Board of Supervisors ASAP (or by June 30th)

↓ Download and share fact sheets, posters, and buttons with everyone you know!

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