

# Speak Out Now in Healthcare

A workplace newsletter for Highland and Kaiser workers

October 15th, 2025

## Strike Underway at Kaiser

Yesterday, Kaiser workers organized in the United Nurses Associations of California (UNAC) started a strike against Kaiser after their contract expired on September 30th. Like almost all workers in healthcare, they are fighting for wage increases that don't get totally eaten up by inflation, and fighting an ongoing staffing crisis.

At the picket line outside Kaiser Oakland yesterday, striking workers were present from different Kaiser facilities across the East Bay such as Antioch, Martinez and Oakland. And from all of these different facilities, there were many different workers on strike such as Certified Registered Nurse Anesthetists (CRNA), midwives, and physical therapists.

One sign said: "a CRNA placed your epidural. a MIDWIFE delivered your baby. We support our patients, WHY won't Kaiser support us?" Good question!

## A Sheep in Wolf's Clothing at AHS

Remember those emails we got from a random security company called Arctic Wolf? Many of us reported these malicious looking emails to our managers and flagged them as phishing attempts. Turns out they were legit.

So many of us were apparently skeeved out by these suspicious messages that we got a follow-up email from our administration telling us we could trust Arctic Wolf and that we should click on the links.

The videos these emails contained turned out to be part of a training that the AHS security team is requiring employees complete on cybersecurity (as if we don't already have enough e-learnings to complete). But how ironic that a training meant to teach us how to spot phishing attempts came disguised as one.

## Kaiser Serves up Layoffs and Junk Food

Kaiser announced last week layoffs throughout the food service department at Oakland and other Kaiser campuses across California. Although Kaiser claims it will offer a period of continued salary and benefits to laid-off workers, this will not help the many per diem workers who were only able to be hired into unsalaried and non-benefited positions. Severance also doesn't guarantee workers will be able to find work quickly elsewhere.

Kaiser also does not address what these layoffs mean for patients and hospital food quality. Despite Kaiser's ongoing promotion that "Food is Medicine," these cuts spell the end of freshly prepared meals, and represent a move to entirely "heat and serve" prepackaged food. A hot meal may be one of the few highlights of a hospital patient's day, and high-preservative, microwaved TV dinners are not the same as a meal cooked with care from fresh ingredients (though these types of meals were already unfortunately minimal).

Kaiser's plan to lay off workers and sacrifice food quality to save a few bucks is just one part of an ongoing struggle between workers and the multibillion dollar "non-profit." Over 40,000 Kaiser workers across the western U.S. are striking this week to stand up against unsafe staffing, stagnant wages, and deteriorating patient care conditions throughout the Kaiser system. With so many plans to layoff staff, Kaiser should only expect the heat from workers to intensify.



## Speak Out Socialists Public Meeting

**No Kings,  
No Billionaires!**

**It's Time  
to Organize!**

**Sun, Oct 19, 4:00 PM**

Under Trump, we face:

- Genocide in Gaza
- ICE raids on our communities
- Attacks on freedom of speech
- Cuts to social programs
- Rewriting history
- And much more!

**2939 Ellis Street  
Berkeley, CA  
near Ashby BART  
(\$5 donation)**

The Democrats don't have solutions.  
It's up to us! Come to a presentation  
and bring your friends and your ideas  
to discuss what we can begin to do.

**Join Speak Out Socialists  
at the upcoming No Kings rally**

**Sat Oct 18, 12pm: 810 Jackson St, Oakland  
& Sat Oct 18, 1:30pm: Sue Bierman Park, SF**

**Find our red table and rally with us!**



 **speakoutsocialists.org**

**IG: @sonsocialists**





# Speak Out Now

October 13, 2025

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## Trump's Ceasefire Doesn't Erase Genocide

Last week Trump announced that his administration had finally negotiated a ceasefire between Hamas and Israel. This was presented as some major accomplishment of his administration. He even seemed to think it could win him the Nobel Peace Prize.

In reality, this so-called ceasefire could have been implemented at anytime over the past two years. The reason it wasn't implemented earlier was just to allow Israel the time to further destroy Gaza and intensify its genocide of Palestinians. To celebrate this ceasefire now, after mass murder, mass destruction, and mass starvation has been allowed to continue for two years, is a bit like celebrating a funeral after a massacre.

Of course, for Palestinians, any pause to Israel's atrocities is better than things continuing as they are. Any increase in food and medical aid means people can finally get some much-needed nutrients and medical treatment to keep them alive.

But the details of how this ceasefire will be carried out and how long it will last are very unclear. Israel has repeatedly shown that they have no regard for Palestinian life, and are willing to break any agreement they make if it suits their interests. And the U.S. has been a willing partner in this genocide the whole time.

Since Oct. 7, 2023, the U.S. has supplied Israel with around \$20 billion in military aid, the very aid that has allowed these atrocities to take place. As Israel intensified its attacks on Palestinians in Gaza and the West Bank, and expanded its assault into Lebanon, Iran, Yemen, and Qatar, the U.S. has been there the entire time, continuing its military aid, with an increased military presence in the region to warn anyone who might retaliate against Israel.

So, the idea that Israel and the U.S. should be praised for this agreement is a sick joke. Israel and the U.S., from the Biden administration to Trump, should be seen for the mass murderers that they are. And this new agreement should be met with deep skepticism.

Most of Gaza has been destroyed. Official estimates put the death toll of Palestinians somewhere between 68,000 and 200,000 or more. Hundreds of thousands have been injured. Tens of thousands suffer from severe malnutrition. Many families have been completely destroyed, without any surviving family members, or sometimes with one

surviving child left all alone. Israel has destroyed the vast majority of hospitals, water and sewage treatment facilities, electrical grids, schools, roads, and more. This ceasefire is being hailed as some great success, only after Gaza has been destroyed. In fact, this ceasefire is happening now likely because Israel has been able to destroy so much of Gaza. It's easier to declare a ceasefire after so much has been reduced to rubble. And we can't ignore the increased pressure on Israel and the U.S. to reach an agreement in the face of growing opposition and protests to Israel's atrocities around the world.

The ceasefire agreement claims Gaza will be redeveloped and aid will return to previous levels. But Trump has appointed himself as the head of the so-called redevelopment board that is supposed to be created by this agreement. Trump and Israeli Prime Minister Netanyahu have both stated publicly that they would like to see Gaza redeveloped without Palestinians. Trump even said he hoped Gaza could be developed into something like the French Riviera, one more playground for the super-rich. Is that what this redevelopment plan will look like?

Of course, this ceasefire is better than the continuation of Israel's blatant massacre. But peace can't just mean a pause in a genocide. It doesn't just mean finally providing some relief to Palestinians who have been brought to the brink of starvation. A real peace could only begin after a total end to Israel's occupation of Palestine, and the return of Palestinians to their homes and land, free of Israeli military rule. But that is a peace that can only come when all of the regimes that support this global system of oppression and exploitation are brought down through mass uprisings from below — that is the peace that we have to keep fighting for.

The only thing that may prevent Israel from resuming its mass slaughter in Gaza is if the forces that oppose genocide and exploitation continue to grow around the world. It is the poor, the working class, and the young people in the U.S. and around the world that have the ability to break the grip of imperialism over the Middle East, and who have the power to fight for a real peace, for a world free from genocide, oppression and exploitation. This ceasefire agreement doesn't mean it's time to relax, but it's time to double our efforts to stand up against this system and all of its attacks.