

Speak Out Now at Kaiser

A workplace newsletter for Kaiser Oakland workers

February 18th, 2026

AN INJURY TO ONE IS AN INJURY TO ALL

It is now the fourth week of the UNAC/UHCP strike, and while many workers are still standing strong on the picket line, many are also feeling the economic pressure to return to work.

Last week, reinforcements briefly arrived for UNAC/UHCP workers, as around 3,000 pharmacy assistants in the UFCW joined the strike against Kaiser in southern California for 3 days.

The impact of UFCW joining the strike was immediate and telling: Kaiser, which had been stonewalling UNAC/UHCP by refusing to bargain for weeks, suddenly returned to the table around the same time pharmacy assistants walked out. That probably wasn't a coincidence due to the combined impact of workers from both unions being on strike.

It's not clear how long it will take for the UNAC/UHCP strike to be settled. But one thing is true — to win this fight, this example shows solidarity from other workers will be key. When only one group of workers is out on strike and the rest of the hospital is still running, it is much more difficult for those on strike to go up against a boss as powerful as Kaiser.

For Kaiser Oakland workers who aren't striking but support UNAC/UHCP workers in their fight, regardless of the formal position their unions have taken towards the strike, rank-and-file workers can organize solidarity themselves — just as they'd want others to do for them if they were on strike. Even small gestures, like bringing coworkers to the picket line during breaks, can make a real difference in morale.

THE BOSS NEEDS US

Some of us on strike have felt the pressure to go back to work and have even attempted it. We have been met with management telling us we need to sign away our right to go back out on strike if we decide.

This is clearly a tactic they feel pressure to implement because the patient care they are providing while we are strike is lacking. We don't need the boss, the boss needs us.

STRIKING WORKERS : BIGGER THAN SIR KAISER

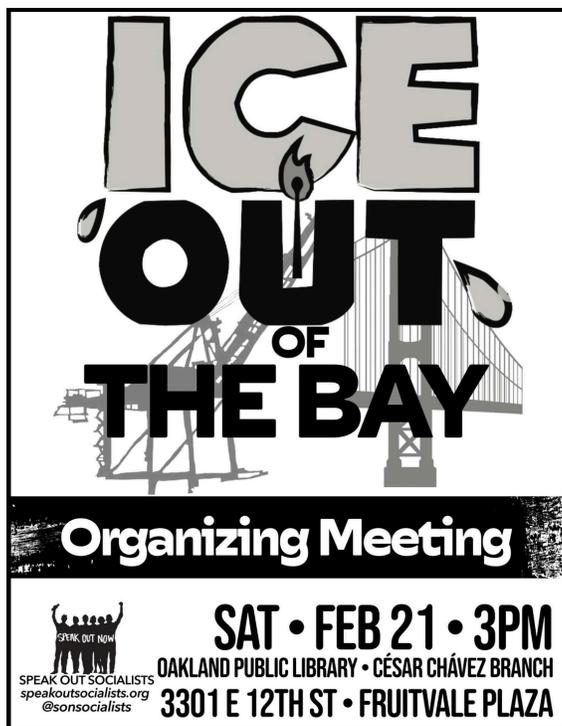
Striking helps us have leverage for our demands, not only for patient care but for a living wage and working peoples' rights. With our collective action, we show this company and other working people that we don't have to give in to their oppressive plans of having us work harder.

Striking workers in different companies feel the pressure of the bosses and only with our collective power do we stand a chance against these enforcers.

A STORY FROM THE UNAC/UHCP PICKET LINE

Last week at the picket line, a nurse midwife on strike discussed how she had given close to 2,000 births over the years. She also talked about she had helped give birth to the child of a CRNA that was also on strike, and that the CRNA and the child that she helped to give birth to were both at the picket line as well.

This was a beautiful example of how interdependent we are, and how it is the labor of the working class as a whole that is responsible for making our lives and our society work, not the bosses.



**ICE
OUT
OF
THE BAY**

Organizing Meeting

SAT • FEB 21 • 3PM

OAKLAND PUBLIC LIBRARY • CÉSAR CHÁVEZ BRANCH
3301 E 12TH ST • FRUITVALE PLAZA

SPEAK OUT NOW
SPEAK OUT SOCIALISTS
speakoutsocialists.org
@sonsocialists



Current State of Healthcare

Chief Operating Officer, Human Resources, Director of Nursing, Hospital CEO, Chief Nursing Officer, Clinical Nurse Leader, Unit Educator, Quality Control, Assistant Nurse Manager, Nursing Manager, Policies and Procedures, Increasing Acuity, Abuse of staff by patients, Bedside Staff, Endless charting, Worsening Patient Pains, Less Morale, Mandated Overtime

