

KNOW YOUR RIGHTS

FAQ: UNAC/UHCP Kaiser Unfair Labor Practice Strike 2026

Q: Why go on strike? Can't we simply continue to negotiate?

UNAC/UHCP wants to continue to negotiate with Kaiser Permanente, but Kaiser has refused all of our offers to bargain. Therefore, we are left with no other choice than to strike.

Kaiser has broken the law by refusing to bargain. Kaiser has proposed pension takeaways from newest union members, two-tier wages and ignored serious patient care and staffing problems we have raised. We must fight back against corporate greed and union-busting in the strongest way—by striking for our patients, our licenses, and a fair contract.



Strike Shift Sign-ups

Q: What is an unfair labor practice strike? A strike to protest an employer's illegal action. We have filed multiple ULP charges against Kaiser for violating its duties under the National Labor Relations Act, including its refusal to bargain with the union. A ULP strike protects our right to return to our current position and not be replaced.

Q: When is the strike?

We will be prepared to strike starting 0700 local time on Monday, January 26, 2026. Show your solidarity and sign up at unacuhcp.org/strike or scan the QR code.

Q: How long is the strike?

We will strike until we reach a fair agreement. Ultimately, the strike will end when Kaiser sees that they won't break our solidarity. They know that they can't provide services without 31,000 professionals there to take care of patients. That's why everyone must participate and stand together until we win.

Q: Why isn't Kaiser listening to us?

Kaiser, as a corporation, has amassed \$67 billion in reserves. There are real questions about where their priorities stand. We need more resources at the bedside, and we can force them to listen by standing together until we have a contract.

Q: Who can strike?

All UNAC/UHCP members covered by the 10-day notice to strike—including all new hires, employees on probation, and employees on a work visa—are protected under federal law when participating in a strike.

Q: Can I get in trouble or fired for striking?

No, Federal law (Section 7 of the National Labor Relations Act) protects your right to strike as a form of collective action. Retaliation or threats for participating in a protected strike are illegal and should be reported to your union representative.

KNOW YOUR RIGHTS

FAQ: UNAC/UHCP Kaiser Strike (continued)

Q: If we went on strike, how can we ensure our patients are cared for?

Ultimately, going on strike may be the best way to take care of patients in the long term. We are required by law to give 10 days' notice of a strike so that the employer has time to arrange proper care for patients. A strike is a protected union activity and does not constitute abandonment of our patients because we will notify the employer well ahead of time.

Q: Why is it important that I participate in the strike?

A strong, united strike sends a powerful message to Kaiser Permanente, the public, and the media that disrespectful proposals will not be accepted. When we stand together, we show our collective power to win improvements for our patients, our professions, and our communities. Crossing the picket line undermines our ability to achieve these goals.

Q: Can I use PTO, vacation, or sick time during the strike?

- Vacation: If pre-approved before the strike announcement, you keep your vacation time, even if you choose to picket.
- PTO or Sick Time: No, you cannot use PTO or sick time during the strike (unless you are out on a pre-approved leave prior to the strike).
- Leaves (Maternity, Medical, FMLA, Disability): If you are already on approved leave or receiving workers' comp/disability benefits, your leave and benefits continue through the approved duration of your leave. Be mindful of picketing while you are under medical restrictions.

Q: Does management have the right to ask if I intend to strike or not?

Management may ask, but cannot legally force you to answer. The best response is: "I'm standing with my co-workers for our patients and our profession." It is illegal for management to intimidate, interrogate, or retaliate against you for participating in union activity. Report any harassment to your union representative immediately.

Q: Do I need to notify my manager?

There is no need to call in, as the 10-day notice to strike serves as the official notice for all covered UNAC/UHCP members of the bargaining unit(s).

KNOW YOUR RIGHTS

FAQ: UNAC/UHCP Kaiser Strike (continued)

Q: If management gives me a form that asks whether I intend to strike or not, do I need to respond?

No, you do not need to respond. It is illegal for management to coerce you into responding. If you feel compelled to write something, you can check the box that you intend to strike and write, "I'm standing with my union."

You may be subjected to discipline if you tell your manager either verbally or in writing that you intend to report to work but end up striking.

Therefore, it is safer for you to tell management that you will stand with your co-workers on the picket line.

Q: Can my manager guilt or pressure me into not striking?

No, if managers guilt or pressure you to work or to continue patient care, you should tell them you are standing with your coworkers to strike for the strong contracts our professions and our patients deserve. Report instances of guilt, pressure, or retaliation to your Union representative because the managers' conduct might be illegal.

Q: What happens to my health benefits during a strike?

Kaiser has historically maintained health benefits for striking workers. Health benefits would continue through the end of the month that the benefits were earned. If benefits were ever stopped, Kaiser is legally required to provide COBRA notice, allowing you to continue coverage or purchase an Affordable Care Act plan. Discontinuing coverage during a strike is rare and logistically difficult for Kaiser to carry out.

Q: Will the union keep negotiating during the strike?

We are striking because Kaiser refuses to come back to the bargaining table. We hope that striking will force Kaiser to agree to meet with us so that we can negotiate a contract that improves patient care and respects healthcare professionals.

Q: Can my coworkers who are not in the union join our strike? If you are part of another union, check your contract for specific guidance.

KNOW YOUR RIGHTS

FAQ: UNAC/UHCP Kaiser Strike (continued)

Q: How can I prepare for a strike?

- Attend union meetings, rallies, and town halls.
- Wear union visibility items to show unity.
- Talk with your co-workers and sign them up to join you on the picket line
- Save funds or pick up extra shifts ahead of time.
- Check www.unacuhcp.org and memberlink.unacuhcp.org for updates and resources

Q: Is there a strike fund?

There is no strike fund. Many members prepare by picking up extra shifts beforehand or taking per-diem shifts at non-Kaiser facilities during the strike period. Additional resources and support will be available on the UNAC/UHCP website and memberlink.unacuhcp.org.

Q: Should I discuss the strike with my patients?

At your discretion, within a limited scope, provided no pressure whatsoever is imposed on any patient to support the strike. You may inform your patients, but you should not lobby them. You may provide factual answers or materials in response to patient questions regarding the strike, the issues, and how patients can help, but with no pressure, request, or expectation that they participate in or support the strike.

Q: What should I do on January 26, 2026, the first day of the strike?

- If your shift starts before 0700 local time on strike day: Report to work, give report, clock out at 0700 local time, and walk out with your co-workers.
- Night shift before strike day: Give report and clock out at 0700 local time to join the strike.
- If your shift starts at 0700 local time or later: Do not report to work. Join the picket line.
- If your facility is closed: Go directly to a picket line.

Q: I'm a KPASCO Optometrist- What should I do?

KPASCO is unable to strike since they are still under an active collective bargaining agreement and a no-strike clause. You can wear UNAC/UHCP blue in support of your colleagues.

KNOW YOUR RIGHTS

FAQ: UNAC/UHCP Kaiser Strike (continued)

Q. Does expiration of our contract have any effect on our working conditions or rights to strike?

On a day-to-day level, the contract expiration will result in no real impact. The employer is still required to maintain your current pay and benefits until we reach agreement on a new contract. However, once a contract expires, we are able to strike over grievances, ULPs, and economics.

Q: Can I still strike and join the picket line if I owe back dues / am not in good standing?

Yes, absolutely! You are covered by the 10-day notice to strike, and you have the right to strike. You are highly encouraged to join your co-workers on the picket line and invite your family and friends to join as well.

Q: What if I'm in the middle of a procedure at the time the strike begins?

As always, patient safety and protecting your license comes first. Use your professional judgment to ensure the safest patient outcome. You can leave once you have completed the case and endorsed your patient to the next provider. If you do not think you can walk out at 0700 local time on January 26, tell your manager that you will be joining the strike as soon as the patient is safely transferred. Remember, management has the responsibility to staff up with travelers and will have at least 10 days to do so.

Q: Do I still get my Ben Hudnall Memorial Trust benefit during the strike?

Regarding BHMT stipend, you have an important option to consider.

You may earn and use your stipend hours earned at a later date.

If your stipend day is during one of the strike days, you will not receive your stipend.

Please see the BHMT.org website for more details on minimums and maximums.

Q: What is the most important thing to remember?

Do not feel guilty about striking. Kaiser Permanente's refusal to negotiate in good faith created this situation. Not only do we have a legal right to strike, but we are also in the moral right. Striking is how we protect our patients, our licenses, and the future of our professions.