



**IBHS update**  
**October 26, 2021**

Strike authorization voting is complete, and 85 percent of voters agreed to give our stewards and Bargaining Committee members the authority to issue Kaiser Permanente a 10-day notice to hold a strike in Northern California.

The vote does not mean that we are issuing a strike notice to Kaiser right away. But it does give us the opportunity to participate in what could be major worker action against Kaiser — at a time when workers across the country are striking for fair treatment and when Kaiser is seeking takeaways from multiple unions that would harm patient care despite its billions in annual profits and reserves.

Last week, Kaiser in Southern California presented an economic offer to our behavioral health workers that would result in massive wage cuts for everyone hired after 2022. While we don't expect the same proposal in Northern California, it's clear that Kaiser is focused more on increasing its profits than increasing its behavioral health workforce in order to provide ethical care and meet the requirements of SB 221.

It remains unclear if this is the right time for us to strike. Our stewards and Bargaining Team members sought strike authorization with the intention of possibly striking at the same time as the Alliance unions in Southern California. To our knowledge, the Alliance unions have not determined if they will set a date for a limited duration strike; they remain in bargaining with Kaiser.

Our stewards and Bargaining Team members will continue to evaluate the situation, and we will keep everyone informed about any potential strike in Northern California.