



IBHS bargaining update January 10, 2022

Two days after clinicians in Oakland and Richmond authorized a strike to protest Kaiser breaking its promise on making Martin Luther King Jr. Day a paid holiday in 2022, Kaiser CEO Greg Adams announced that the King holiday would finally be recognized for all employees — but not until next year.

This was not a coincidence. It's a tremendous victory achieved by determined NUHW clinicians. But, it's still not enough.

Kaiser executives put in writing that they would honor the King holiday for Northern California clinicians this year. Going back on that pledge is just one more example of Kaiser's disregard for providers and patients of color. Our clinicians in Oakland and Richmond remain committed to striking on Martin Luther King Jr. Day if Kaiser doesn't honor its word, which is merely the first step it needs to take in showing that it's serious about confronting structural racism.

As Sabrina Chaumette told [Modern Healthcare](#):

"They keep saying 'next year,' and it reminds me about how long it took for desegregation to happen. "It's like they keep saying, 'The time is not right.' I would rather they spoke less about how important it is to address systemic racism and actually stop being a system that's perpetuating racism."

Kaiser had refused to make Martin Luther King Jr. Day a paid holiday for most of its workers since former President Regan signed it into law 36 years ago. Kaiser even refused last year when the Alliance of Health Care Unions proposed it.

NUHW clinicians in Oakland and Richmond, through sheer determination and relentlessness, just won the holiday for every Kaiser employee across the country starting next year. Now let's stand with them as they demand that Kaiser honor its commitment to make Martin Luther King Jr. Day a paid holiday for Northern California clinicians in 2022 and take action to address structural racism that harms providers and patients of color throughout the organization.

Here's how you can support our striking Oakland/Richmond members:

1. If you're in Northern California and have scheduled time off on Martin Luther King Jr. Day, join us on the picket line, starting at 8 a.m. outside the Oakland Medical Center, 3600 Broadway. We'll be marching to Kaiser corporate headquarters around 10:30 a.m. for a rally and protest. Wear red and/or black to the picket line.
2. Donate to the Oakland and Richmond strike funds, which will prioritize Black clinicians: Contributions to the Oakland strike fund can be made through Venmo: @kpstrikefund. Contributions to the Richmond strike fund can be made through Venmo: @maggie-mullen.
3. If you can't come to the picket line, wear black clothes or shirts that celebrate Martin Luther King Jr. or the Black Lives Matters movement.
4. Let your friends, relatives, and organizations know about our strike and invite them to join the strike line, if they live in the Bay Area.
5. Consider working with folks at your clinic to organize an action to commemorate Black History Month in February.