



IBHS bargaining update January 18, 2022

Clinicians in Richmond and Oakland led a powerful strike on Martin Luther King Jr. Day to demand that Kaiser support its clinicians of color and provide all patients with timely, culturally responsive care.

After picketing outside Kaiser's Oakland Medical Center, we marched through Downtown Oakland and gathered again for a rally with local elected and community leaders outside Kaiser's corporate headquarters.

[Speaking at the rally](#), Sabrina Chaumette, an LCSW in Oakland, connected the strike to the ongoing fight for racial justice. "This is my bus boycott," she said. "This is my sitting at the lunch counter... This is what MLK would have done."

The strike was covered by numerous media outlets, including [KTVU-2](#), [NBC-11](#), [KRON-4](#), KGO-7, [KPIX-5](#), KQED, [KPFA](#), [SFGATE](#), [Modern Healthcare](#), and [Mission Local](#). For a full round-up of the strike with photos and videos, click [here](#).

In addition to [breaking their promise](#) to make Martin Luther King Jr. Day a paid holiday for all clinicians in Northern California this year, Kaiser officials have also rejected our proposals at the bargaining table aimed at helping recruit and retain more clinicians of color and bilingual clinicians and provide culturally-responsive care for all patients.

During the rally, Jessica Dominguez, the founder and lead clinician at Kaiser Permanente's La Clínica in Richmond, [debunked Kaiser's claim that the strike was a bargaining ploy](#).

"People of color don't stop being people of color when negotiations are done," she told the rally-goers. "Racism within the Kaiser system does not end when we ratify a contract. These issues are deeply embedded in this system and will not simply go away. And it is not enough to denounce racism. We must be anti-racist... We will not give up and we will not give in because mental health is a social justice issue."