

Speak Out Now at Kaiser

For the Sake of All Nurses

Kaiser's management contract proposals are always trying to take something from us, and now they have come up with a dirty tactic to divide us. They want to reduce the wages of new-hire nurses outside of the Bay Area. They are trying to divide the Central Valley, and Sacramento by giving them 0% raise and a 2% lump sum "bonus" while proposing a 2% wage increase for Bay Area nurses in 2018, 2019, and 2020.

This disgusting two tier proposal is not only meant for Kaiser to increase their profits at the expense of those who do the work, but it will also have a deep impact on the solidarity between nurses.

We cannot let this happen for the sake of current nurses and the ones to come in the future. It is up to us to put a stop to this.

Management's Helpless Victim Treadmill Race

When there is a high volume of patients coming into the ED or clinics at Kaiser Oakland, things tend to get chaotic. With staff levels being low, things get even more chaotic. During these crazy times, management is nowhere to be found. When management is needed they either take forever to respond or they don't even come out of their hole. Management always acts surprised when we ask for help because they figure we can work this way no matter what.

If they actually paid attention to the department, they would know we needed help without us having to ask. But all they care about is their High Volume Turnaround Rate, meaning they want us to see as many patients in the shortest amount of time possible.

The real H.V.T.R. created by management is the Helpless Victim Treadmill Race where we feel like we are running faster and faster in place without getting any help.

Get your ticket to the Holiday Party!
Come celebrate the end of the year with us!
We will have dinner, drinks, music, and a short performance on working class history.
Saturday, December 16th, 2017
6pm-9pm
Tickets are \$5 (children under 12 are free)

Divisions Only Serve Them

The nurses' union is currently in the middle of negotiating their contract and the attacks from Kaiser are apparent. Another important contract negotiation is about to start in December with the coalition of unions which includes SEIU, OPEIU and the Engineers and Scientists of California Local 20, among other unions. This coalition represents over 100,000 workers. We know that Kaiser will also try to push concessions onto this group of workers.

The divide and conquer method that corporations such as Kaiser use to weaken large groups of people are very effective and let them get away with huge takeaways. But it's never too late to learn from our past mistakes, especially when both contracts are being negotiated at the same time. If it is obvious that Kaiser can get away with a lot when we are divided between unions, departments, and pay rates, then it is obvious that if we break these divisions and work together then we will be thousands of times stronger.

Different Language

Most of us have had difficulties communicating with Kaiser management. It is as if they speak a different language. Here are a few of the words that mean something totally different to them:

- Staffing: Having one person do the job of twenty.
- Wages: Monetary amount that doesn't match cost of living of any city.
- Safety: Not reporting injuries.
- Patients: Money makers.
- Workers: Profit makers.
- Profits: The only thing that matters in this world.



"Would you mind if these junior managers have a go at assessing the profitability of your treatment?"