

Speak Out Now in Healthcare

A workplace newsletter for Highland and Kaiser workers

July 2nd, 2025

Your Shift Starts When You Find Parking (Good Luck)

Have you been working at Kaiser for years? Still on the wait list for an elusive parking spot?

If we weren't wasting so much time, it might feel like a joke: circling the neighborhoods like vultures looking for a spot. Or coughing up \$18 to park in the garage. Funny how we're essential enough to staff the hospital — but not important enough to park at it.

“If It Ain't Broke... Break It” - Management

The cashless kiosks are up and running in the cafeteria at Highland. Kind of. Some items still don't scan, and most people are still going to the cashiers to check out. So now we've got long lines *and* idle self-checkout stations.

Guess this is just another one of management's “brilliant” ideas that workers knew would flop from the start.

Workers at Children's Hospital Oakland Are Under Attack!

Workers at Oakland's Children's Hospital just ended a two-week strike involving members of the National Union of Healthcare Workers (NUHW), California Nurses Association (CNA), and the International Union of Operating Engineers (IUOE).

The strike was in opposition to an “integration plan” by UCSF Health, which has gradually taken financial control of the hospital since a 2014 “affiliation agreement.” UCSF's so-called “integration plan” would force Children's Hospital workers to become UCSF employees and reclassify into different UC system unions—with worse healthcare and retirement benefits.

The unions argued this plan was illegal and went on strike, arguing this was a violation of their contracts. The strike ended after a judge ruled that UCSF could proceed with the plan for now, but it may go to arbitration next. According to NUHW, if this plan goes through, workers stand to lose an average of \$10,000 per year in take-home pay, largely due to higher out-of-pocket costs for benefits.

This move is a clear attack by the Bay Area healthcare bosses to shift wealth out of the hands of East Bay healthcare workers and line their own pockets! This is something Highland and Kaiser workers know well!

Workers Deserve *Real* Just Culture

When there is an incident involving a patient, such as a medication error or a patient fall, management conducts an investigation to see what went wrong and who to blame. Healthcare facilities often state that they run these investigations under the premise of “Just Culture” — a process which is supposed to focus on systemic problems that led to the patient incident, rather than just seeking out a single nurse to discipline. “Just Culture” is meant to encourage open reporting of errors, to help the organization identify these systemic errors and prevent them from reoccurring.

Unfortunately, however, management instead often promotes “Just Culture” in their policies, but in practice punishes and disciplines nurses for human errors. Instead of focusing on why an error occurred, such as short staffing or broken equipment, it is easier and cheaper for management to blame a single nurse. Sadly this leads to less reporting of errors, low staff morale, and a missed opportunity for the organization to learn from its mistakes and actually support its staff.

We need to hold management accountable to practice what they preach. We need real Just Culture, where systemic problems are recognized and remedied, rather than blaming staff for struggling to perform to the highest standard when management leaves them without the tools and resources to do so.

We have nothing but the highest disregard for all of your hard work.

- Management



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