

# Speak Out Now at Highland

January 14<sup>th</sup>, 2026

## Workers Tell the Board: No Layoffs!

Last week, more than 70 people spoke at the Board of Trustees meeting, urging board members to halt the layoffs and stop cuts to important patient services. Hundreds gathered at Highland to show their support for the workers who are being laid off and for the patients who they serve.

While board members sat comfortably at a large table in the conference room, staff and community members filled the hallway, an overflow conference room, and the cafeteria.

Speaker after speaker - from EVS workers to cafeteria staff to doctors to therapists - made the message clear: **NO CUTS TO SERVICES, STOP THE LAYOFFS!**

So if AHS continues with these layoffs, they can't claim we didn't warn them about the devastating impacts this is going to have on workers and our community at large. The blood will be on their hands.

## Layoff Chaos

The layoff notices sent out by AHS were a total disaster. Some workers received layoff notices which were rescinded the very next day. Some workers were laid off and told to stay home on administrative leave, then told to come in and work despite still being laid off!

Worker seniority lists were incorrect, so workers who were never given "intent to layoff" notices from the union were laid off anyway. Departments were left scrambling to provide care and to make plans for the remaining workers.

This chaos has real implications for our patients, whose appointments were canceled and postponed, and who went without care when they needed us. This is also cruel, unfair, and disrespectful to workers. This disaster was entirely preventable and was caused by AHS executives!

## AHS Executives Be Like:

**CAN'T GET LAID OFF**



**WHEN YOU CONTROL LAYOFFS**

 **speakoutsocialists.org**

## Letter From an AHS Worker:

After 10 years of working for Alameda Health System, I was notified on January 6, 2026, that I would be laid off effective March 9th due to the so-called "big beautiful bill," and this has had a devastating impact on my family. As a single parent, losing my job means losing my only source of income and the health insurance that keeps my daughter and me safe and healthy.

In the initial notice, I was told I would be placed on paid administrative leave, but on January 7th I received an email and a phone call saying this was an error and that I had to return to work on January 8th, adding even more stress and uncertainty.

I am now being forced to carry the full weight of rent, food, and basic living costs while facing the loss of healthcare for both my child and myself. At the same time, these premature layoffs hurt the wider community by cutting the number of staff available to care for patients, making it harder for families to get the medical help they need when they need it most.

## AHS is Breaking the Law

California state law requires that county healthcare facilities hold public hearings (known as Beilenson Hearings) before reducing or eliminating any services. The law requires that the board provide notice of all proposed reductions, how many community members will be affected by the change to each service, and what the expected cost savings will be from each reduction in services.

AHS provided no such information, with the layoffs being a surprise even to the managers of the affected departments! There was no 14-day notice, and no opportunity for public comment. This is not just unfair, it is blatantly illegal.

In addition, with departments now critically short-staffed, remaining workers are forced to take on extra tasks and responsibilities outside of their job descriptions. This is unsafe for workers and patients, and leads directly to union contract violations regarding workload and staffing.

Unfair labor practice violations and a cease and desist have already been filed. We need to hold AHS executives accountable! They are not above the law and they cannot violate our contract!

**SAVE THE DATE!**

*Speak Out Socialists*  
**NEXT PUBLIC MEETING**  
**Sunday, February 1 at 4pm**



**IG: @sonsocialists**

Alameda County tap in!

# Save your healthcare

Jan 14 @ 700am

## **"Fight for our Health" Day in Sac**

Reach out to your  
SEIU rep (staff only)

Jan 14 @ 430pm

## **Trustees Board meeting**

Highland Hospital 3<sup>rd</sup>  
floor by cafeteria



Jan 20 @ 930am

## **Supervisors Board Meeting**

1221 Oak St Ste #536

————— scan to join community