

Speak Out Now at Highland April 15th, 2026

AHS: Paying You Back Years Later

This past paycheck, we finally got back pay for our missed meal and rest breaks from years ago. This is due to SB 1334, a law stating that public employees are entitled to receive an extra hour of pay if they were unable to take any of their legally mandated breaks.

It went into effect January 1, 2023, and yet our timecard systems didn't automatically include these penalty payments until March 30, 2025 - over two years after the law was supposed to take effect!

What's worse, AHS is providing back pay for missed breaks from November 1, 2023 through March 30, 2025 (they paid out back pay from January to October 2023 in November 2024). That means workers are *just now* getting paid for a penalty that should have been provided over two years ago!

Most of us can't even figure out how to check our timecards that far back or look at old paychecks to determine if our back pay is accurate. Either AHS is incredibly incompetent, or they're intentionally keeping us in the dark so they can keep us from collecting our fully entitled wages!

Computer Catastrophe at Highland

Highland computer network systems unexpectedly shut down twice last week, sending the hospital into chaos as computers, phones, elevators, and badge-access doors all suddenly stopped working.

Patient care was severely disrupted for several hours over both days. Nurses were unable to open medication rooms to access patient medications. CT scans and MRIs were delayed as patients could not be transported on elevators. The hospital went on "diversion," while ambulances carrying people in the community who were suffering from strokes or heart attacks had to avoid Highland and travel to farther-away hospitals.

The official AHS memo blamed the failure on an "uninterruptible power supply," which seems like the wrong name for something that was clearly able to be interrupted multiple times.

Hospital workers wondered if this was the result of a malicious cyber attack, or simply our own underfunded, failing infrastructure. How sad to not even be able to tell if we're being hacked or if our own computer networks are just that unreliable!

When people's lives depend on computer systems running seamlessly, those systems should not be capable of catastrophic failures. Backups should be built into these systems to guarantee continuous operation, and this does not mean just supplying us with antique downtime forms. Healthcare workers should be able to trust management to get us functional equipment to do our jobs, not left hanging when our badges won't even work to open the doors!

An Idea From People Who Don't Eat Here

As if closing the cafeteria on the weekends wasn't enough, AHS's Food and Nutrition management has thought up another terrible idea for the Highland cafeteria: a frozen food vending machine. This machine will take frozen meals (think Lean Cuisine and Stouffer's), reheat them, and vend them. A freshly defrosted meal straight out of a machine. Yum.

It's clear this is the latest strategy to try to cut workers from the cafeteria. But just like when they tried to replace the cashiers with a self checkout kiosk (which has proven to work just as horribly as we all expected), workers in the cafeteria are fighting back. Sign their petition next time you're catching a bite to eat.

Layoff Whiplash

AHS workers are experiencing terrible whiplash. On Christmas Eve of 2025, layoffs were announced. These layoffs impacted all departments, and all hospital systems. No one understood these layoffs when we are severely short staffed! The loss of just one worker increases the workload on all of us.

But then after the fighting efforts of workers at AHS, layoffs were postponed until January. Further organizing led to an official postponement of the layoffs until March, and then again until June.

Now that the layoffs have been postponed, workers have been invited back, but many chose to not return. And of course! Returning means coming back to a position that is said to only exist until the end of June. Returning means being the last hire, so having the least amount of seniority, which makes your job position very vulnerable.

All of this whiplash is on purpose. It is meant to scare us so that we will not speak up and be active in our workplace. These tactics of the boss could divide us but instead, we must use this as a moment to stay united, and fight for our colleagues. Because if it's not your job today, it could be any of our jobs tomorrow.





Speak Out Now

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We Can't Accept Their Future of Destruction and Chaos

Last week, people around the world looked on with horror as Trump threatened the total annihilation of Iran, saying “a whole civilization will die tonight, never to be brought back again.” As shocking as it was to read a post from the U.S. president threatening to destroy a whole society with millions of people, Trump was saying openly what is usually only said behind closed doors. And Trump can only make that threat out loud because, in fact, their whole system really is a threat to all of civilization.

Their war in the Middle East is a blatant display of the kind of destruction and chaos this system relies on, and how those in charge all over the world are willing to go to any length to defend their interests.

We have already seen this destruction on full display in the U.S.-Israeli genocide of Palestinians, which uses mass starvation as a weapon of mass displacement, while destroying schools, water treatment facilities, hospitals, ambulances, and refugee encampments. Their mass murder has no limits, and Israel is actively seizing new territory in the West Bank, setting up new settlements with far-right, armed settlers. Every step of the way, Israel is armed and defended by both Democratic and Republican politicians.

We saw this same naked brutality throughout the U.S. war on Iraq that went on for years. The U.S. bombed hospitals, roads, universities, bridges, power plants and more. They openly destroyed much of the entire civilization, displaced about half the population, and threw the whole country into chaos for years to come.

We saw the same brutality on display in U.S. wars from Afghanistan to Viet Nam. Targeting and torturing civilians, using chemical weapons, destroying villages — committing war crimes is nothing new for the U.S.

We see this same mass destruction in Israel's U.S.-backed war on Lebanon, where Israel is destroying southern Lebanon in order to seize territory and push the border further north. They bomb civilian targets, forcing people to flee north or face death. Last week, in a single attack, Israel killed over 300 people in ten minutes.

While the U.S. and Israel destroy civilizations in the Middle East, the U.S. is causing economic collapse in Cuba, imposing a blockade of oil and other goods since January. Cuba faces daily blackouts, shutting down hospitals and schools and water pumps as entire neighborhoods go days

without electricity. The U.S. isn't just threatening whole civilizations, but actively destroying them.

Despite a so-called ceasefire, tensions have only escalated in their murderous war on Iran, with the U.S. now threatening to impose a total military blockade on the Strait of Hormuz. This will worsen the disruption to the global supply of oil and other goods, and threatens the many countries which depend almost entirely on oil and imports that travel through that region. Many Asian countries, like Thailand, are facing catastrophic levels of oil and fuel shortages. This is all about to get worse.

Instead of being something entirely new, this is an intensification of U.S. imperial policy in the Middle East and around the world, and it's giving us a glimpse of the future in store for all of us. We are living through an era of increasing competition between global powers, and the U.S. is taking drastic measures to reinforce its power and gain control over resources in a major competition with China. The brutality we see reflects the lengths U.S. imperialism is willing to go to ensure their world dominance, which only means more chaos and misery for the people of the world.

Here at home, we see the consequences all around us. The Trump administration wants to nearly double the military budget to \$1.5 trillion dollars — a blank check for mass murder and destruction. To do this they are threatening to cut off funds for the many social services we need, from healthcare and disaster relief to education and transportation and more. This is on top of the economic chaos from this reckless war, with skyrocketing energy prices and growing inflation.

This crazy system threatens all of humanity the longer it remains. We cannot let our future be in the hands of people willing to bring down the whole world just to keep enriching a tiny class of billionaires.

Witnessing this level of destruction on a daily basis can feel overwhelming. But ignoring it won't put a stop to it. To do that, it will take the efforts of each and every one of us.

We do the work that makes this society run. And when we stand together, we can begin to see the power we have to change things. We've seen that power demonstrated in the past, and recently in the streets of Minneapolis, when thousands came together to defend their communities against ICE terrorism. Our power hasn't gone away. But it still needs to be organized.