

Speak Out Now in Healthcare

A workplace newsletter for Highland and Kaiser workers

August 20th, 2025

Seven Month Delay in Certification Pay

Over a year ago, in July of 2024, Alameda Health System nurses voted to approve a new contract that includes an additional 3% compensation for holding a specialty certification. The contract states that the new pay was supposed to go into effect on January 1, 2025.

Well just this month, over seven months late, nurses are finally starting to receive the additional compensation on their paychecks. This delay was not only disrespectful but violated the terms of the agreed-upon contract. When we consider how quickly management acts to discipline a nurse for clocking out late, or failing to chart precisely in "real time," this seven month wait to be paid is simply insulting.

But before you celebrate finally receiving your delayed compensation, double-check your pay stub! Some nurses are reporting that the 3% was incorrectly calculated, and not applied to hours in which they worked overtime. We've waited too long to be paid correctly, so don't let management get away with withholding even more of what you've earned!

Budgeting for Dummies

AHS is about to face severe budget deficits thanks to new Medicaid cuts, something CEO James Jackson has called the 'nuclear option.' In a stunning display of "collaboration," he asked for our ideas on how to save money. Not that they ever listen to us (the people who actually do the work), but here are some commonsense solutions:

- Stop outsourcing to management companies and hire AHS managers. Cut out the middle man. And do we really need 5 assistant managers??
- Stop paying expensive travel contracts, and idk, give us the resources we need so nurses actually want to stay.
- No one at the top should make more than the highest-paid frontline worker. So maybe don't pay executives a small fortune to preside over a crisis they apparently didn't see coming.
- Stop paying so many damn consultants to tell us to use both sides of the paper towel. We know. If you want good advice on what we need to do our jobs efficiently, ask us. We'll tell you for free.

Speak Out's annual BBQ will be on Sunday, Sept 7.

Talk to us for more information!

Local 29 Workers Rebid for Positions

In the past months, Kaiser administration has increasingly pushed to reduce staff, cut corners, automate tasks, and consolidate departments in an effort to increase profits. For cashier receptionists at Kaiser, this has recently meant having to rebid for their positions. While some people were able to retain their role due to seniority, many others have been reassigned to entirely different floors and departments.

According to Local 29, the rebid was actually a win over the looming threat of deployment that Kaiser had been pushing in recent months. It remains a matter of speculation whether Kaiser administration saw the rebid as a way to reduce positions and staff - especially by pushing for receptionists to not be assigned to specific departments, but instead serve as floats across various floors. But, according to the union, advocating for this rebid was a strategy to preserve the positions and demonstrate that every staff member in these roles is essential.

Although the rebidding officially takes effect on September 8, the process has already made one thing clear: Kaiser has little regard for the needs and voices of its workers. Unless we unite and make ourselves heard, both within and beyond our union, this hospital will continue to prioritize profit and so-called efficiency over our autonomy and well-being.

