

Speak Out Now at Highland

A workplace newsletter for AHS workers

October 29th, 2025

Management Ignores our MOU... Again

Nurses at AHS were recently required to attend annual competencies scheduled during only three days in September and two make-up days in October. Now management is threatening to take anyone off the schedule who did not attend these trainings.

Most nurses came in on their days off, scrambling to rearrange their schedules, and night shift nurses struggled to stay awake through these mid-day trainings.

However, our MOU states:

"Required training shall occur during the employees regularly scheduled shifts. AHS will release employees from all other work duties for the time it takes to complete required training."

Management may ignore our hard-earned contract but we don't have to!

WE Keep Our Patients Safe From ICE!

Last week ICE officers escorted a patient into the ED, causing concern for staff. But workers were not discouraged, and instead quickly responded. In less than 24 hours, over 200 employees signed a letter asking for stronger policies to protect patients from ICE. One demand: banning ICE in the ED, as their presence could cause panic and prevent people from accessing the healthcare they need. Workers also want to be sure patients in custody have access to HIPAA-protected privacy, legal counsel, and the immigration resources they need.

James Jackson replied to workers' demands by reminding staff that AHS has policies for when ICE comes. But these policies, while certainly wordy, are inadequate. We, the workers on the ground, know what patients need to stay safe. Though we don't support ICE in our communities either, we at least want Highland to be a safe place for patients to get care, regardless of immigration status.



James Jackson Enjoys Pay Raise Amid Budget Crisis

On Monday, October 27th, Alameda Health System CEO James Jackson and CFO Kim Miranda gave a presentation on the upcoming budget to the county Board of Supervisors' Health Committee. They described how AHS is anticipating cuts of \$100 million/year in federal funding due to the impact of Trump's Big Bill. While not going into detail in how they expect to save money for this shortfall, CFO Miranda did say that labor was the greatest "strain" on the budget, and CEO Jackson stated that we are going to have to make changes to our "labor structure."

The workers who make up Alameda Health System are the people caring for patients all day and night. We are not a "strain" on the budget of this healthcare system, we ARE this healthcare system and resent being identified as a problem to be solved by upper management.

Instead of attacking the livelihoods of those actually taking care of patients, what if we looked into the cost of paying managers and administrators to sit in offices and go to meetings all day? James Jackson failed to mention in his budget presentation the pay raise he will be enjoying after a recent vote from the Board of Trustees. At a time when he is bemoaning the need for budget cuts, he will be taking home even more money - a mind-boggling \$852,000 annual salary! Let's look into cutting these administrator's skyrocketing salaries before raiding the pockets of the people actually doing the work.

Speak Out Socialists Public Meeting

WE WILL NOT PAY

FOR THEIR CRISIS!

Clara Mattei (Professor of Economics at The University of Tulsa) will discuss how the chaos of Trump's policies serve as a cover for the increase of wealth being transferred from the working class to the rich.

Join us for a presentation and discussion!

SUNDAY, NOV 16 @ 4PM

DOORS OPEN 3:45PM (\$5 DONATION)

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Speak Out Now

October 27, 2025

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We Have to Oppose Trump's ICE Terror!

The Trump administration continues to unleash federal agents on the population, terrorizing immigrant communities across the country. ICE has arrested over 200,000 people since January, and despite the administration's claims, these raids are not aimed at criminals. The vast majority of people detained by ICE are low-income workers with no criminal records whatsoever. These raids serve one purpose: to terrorize immigrant workers and intimidate those who resist.

We have seen horrific videos of masked ICE agents invading apartment buildings in the middle of the night, violently arresting people in their driveways, and ripping them from their cars. They are snatching people at hospitals, courthouses, schools, and grocery stores. And in some cases, agents have rammed into immigrants' cars or fired their weapons at people in vehicles. Many families have no idea where their loved ones are after being taken by ICE. Over 20 people have died in ICE custody so far this year, as people are held in cages with little access to food, water, and medicine.

Recently, Trump threatened to send ICE and other federal agents to the San Francisco Bay Area to terrorize immigrants, and target anyone who stands in their way. At the last minute, Trump called off this deployment, as thousands of people across the Bay Area were getting ready to resist this blatant use of state violence. Trump claimed some of his billionaire friends told him his operation would cause too much disruption to their businesses. So for now, he's decided to wait.

And as the U.S. government shutdown enters its fourth week, and tens of thousands of federal workers have lost their jobs and their income, funding for Trump's agencies of terror — including ICE and Customs and Border Protection — continue at record levels. The Supplemental Nutrition Assistance Program (SNAP), known as food stamps, is expected to run out of funding as soon as next week for about 42 million people across the country. FEMA has also cut over \$11 billion in funding for disaster relief to states. But meanwhile, these agencies of terror and intimidation are able to operate without restrictions across the country, with practically unlimited budgets.

The ICE budget alone has been increased to \$150 billion between now and 2029 — which is \$37.5 billion per year. This is bigger than the military budgets of all but 15 countries in the whole world. About \$45 billion has been allocated just to build more detention centers. They are trying to double the number of detention centers to be able to detain over 100,000 people nationwide.

The priorities of this government couldn't be any clearer. When it comes to the needs of ordinary working people, they have nothing to offer. They are cutting funding for everything we rely on, making all of our lives worse. And at the same time, they are cutting taxes for billionaires by trillions of dollars, while they amass a militarized police force to brutalize and terrorize the population.

Their detention centers are not only aimed at immigrant workers, but anyone who opposes their agenda. The Trump administration anticipates opposition from the population to their horrific policies. This is why they are working tirelessly to expand ICE and its role around the country, targeting immigrants and anyone who opposes the administration. They use immigrants as a scapegoat to blame for the problems of this system of exploitation. They unleash terror on the population, and criminalize all forms of resistance to their attacks. They are trying to construct a brutal, federal police force that can operate everywhere without any legal restrictions. Already, the vast majority of ICE arrests and kidnappings have happened without any warrants, and without any opportunity for legal challenges. There have already been over 170 instances of ICE detaining U.S. citizens. These are violent tactics clearly aimed at intimidation.

The U.S. government is trying to build up a paramilitary force to be used against the population. For now, it is primarily targeting low-income, immigrant workers. But as resistance to their policies grow, they are increasingly unleashing these shock troops on the whole population, regardless of immigration status. We can't allow their tactics to intimidate us into silence as they make our lives worse. An attack on immigrant workers is an attack on all workers. And we must continue to build up our forces to resist these attacks.