

# Speak Out Now at Highland

December 17th, 2025

## Stronger Together

A proposal has been circulating at Highland recently for registered nurses to form their own chapter board within SEIU. Nurses were concerned that they were not well represented in the current chapter board, which is primarily composed of general unit members. The nurses supporting the proposal state that they would like to increase nurse participation in union affairs, and increase the number of RN shop stewards, while maintaining solidarity within SEIU.

We need transparency from union leadership on the specifics of this proposal, and timely updates about the process. We workers know that we are stronger together, in the same union, and that we will need a united front especially in the face of ongoing cuts and layoffs.

## When Workers Organize, The Bosses Listen

Employees of AHS, especially at Highland, have been calling on the administration to protect patients from immigration enforcement in the hospital. They have been hosting Know Your Rights trainings, passing around badge buddies with info about how to respond to ICE, and writing up policy proposals that keep patients safer.

Workers have also sent multiple letters to admin asking for clearer and stronger policies - first a letter with hundreds signatures from employees, and then a letter with hundreds of signatures from both concerned community members and staff.

After AHS executives stated they would not host a forum to answer worker's questions and concerns about ICE, workers themselves hosted a forum to help organize themselves and address community concerns.

And lo and behold, on the day of the forum, admin released a new protocol regarding patients in ICE custody, as well as badge buddies (an informative card attached to your badge) with a flowchart on what to do should immigration officers show up. Find the new, stronger protocol on the intranet under immigration resources!

During the forum, an AHS executive even showed up to help answer questions from the community and employees. Something they previously stated they would not do.

Since workers have been organizing at Highland, they have gotten the administration to agree to stronger policies, educated hundreds of staff on their legal rights and those of their patients, and even helped release a patient from ICE detention while in the hospital.

Even though things may seem tough, the wins we've seen show that we can't give up - our coworkers, patients, and community are relying on us.

## AHS Workers Demand a Safe Workplace

Healthcare workers at Highland and throughout the Bay Area were shocked to learn of the stabbing death of a social worker at a San Francisco General Hospital clinic earlier this month. Although SF General administrators are now agreeing to implement some improved safety measures, workers are horrified that a beloved coworker had to die to get the changes they had been demanding for years. During contract negotiations in 2024, the nurses' union had proposed more security guards, cameras, and metal detectors, all of which were denied during the bargaining process.

Unfortunately, Highland workers know that it would not be impossible for a similar security breach to happen at our own hospital. On multiple instances, nurses have found weapons in patient belongings, despite the metal detector at the emergency room entrance. Although management talks about their commitment to safety, our entire workplace violence education consists of nothing more than clicking through online modules.

Many research studies have shown that insufficient staffing and long patient wait times are major factors in the rates of workplace violence. This is gravely concerning to AHS workers as ongoing layoffs inevitably lead to critical levels of short-staffing in the upcoming year. No one should feel unsafe at work, and management needs to step up and ensure that our safety is their highest priority.

**Boss: What are your goals for the new year?**

**Me:**



**We are going on break for the holidays!  
We'll be back the week of January 11th.**

 **speakoutsocialists.org**

 **Happy Holidays!**  
**IG: @sonsocialists**

