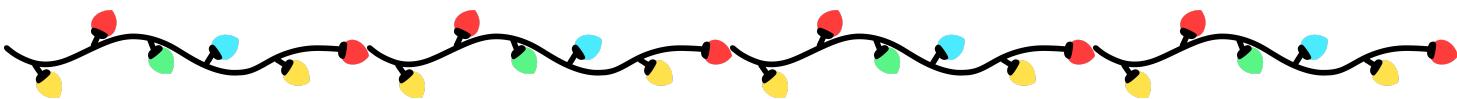


Speak Out Now at Highland

SPECIAL HOLIDAY EDITION - DEC 24, 2025



OUR HOLIDAY BONUS THIS YEAR: ANXIETY

While layoff notices are being delayed from December 24th to January 6th, the dread of wondering if you're still "on the list" now only has more time to fester.

The damage has been done - announcing layoffs for Christmas Eve put even Scrooge to shame. AHS delaying layoff notices by a couple weeks says nothing about their hearts - only that the publicity they would have received if they had gone through with December layoffs was too much for them to bear.

So while some are thankful for the extra time, others will now spend the holidays feeling more anxiety about the unknown. Bah humbug to us!

AHS: FOLLOW THE F'ING LAW!

Is AHS delaying layoff announcements because what they have been trying to do is illegal?

According to California's Beilenson's Act, county boards are required to hold public hearings before making major changes to healthcare services at county facilities. We all know that they have done no such thing! Is AHS afraid that if employees and the public use their legal right to make comment on these changes, that they would oppose the reduction of services and closing of facilities?

AHS also needs to follow seniority when laying off SEIU employees, which they've admitted they haven't done. We need to keep reminding AHS that the MOU is a legally binding contract!

WHY NOT CUT FROM THE TOP?

The executives have banded together to lay off the workers who actually do the work in the hospitals and clinics across AHS. But what do these managers and executives do? They're the ones taking home the fat paychecks to sit in their offices while the rest of us take care of patients!

And on the subject of their offices, why are we paying leases on their c-suite office space? With James Jackson's \$852,000 annual salary, I'm sure he could set himself up a pretty sweet home office. There's plenty of room in the old building at Highland they could use. C-suite offices are a luxury we can't afford when we're losing the workers who answer the call lights!

LAYOFFS BROUGHT TO YOU BY COT

C AROLING

O UT

T ERMINATIONS

The team deciding on who to cut was made up of current AHS healthcare workers who know the system, right? Wrong! A furniture salesman, a realtor, and a nurse who hasn't worked in 40 years. Makes \$en\$e!

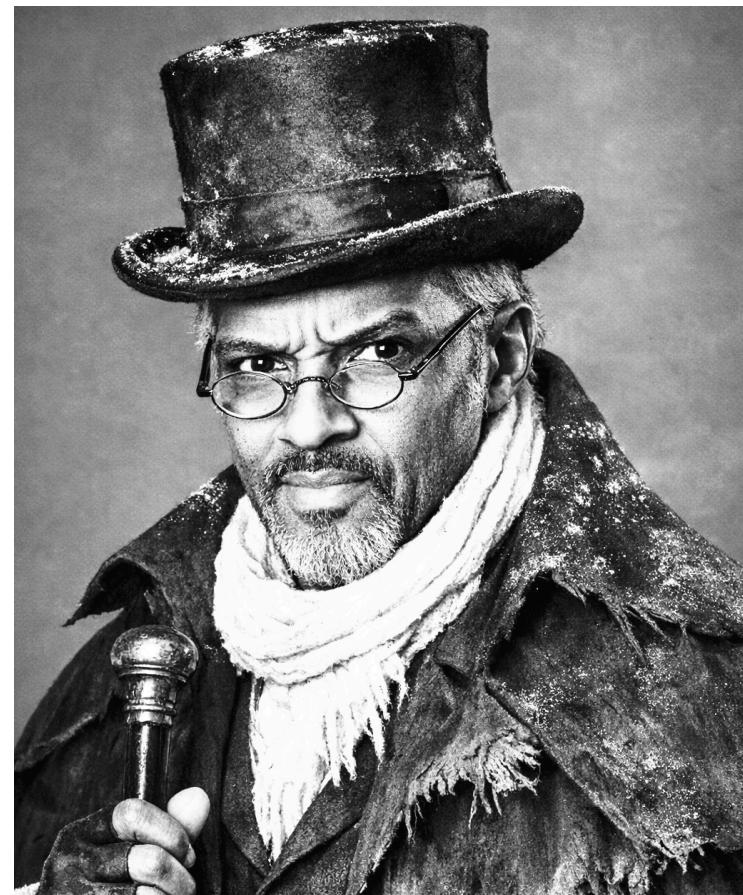
LAYOFF ASSISTANCE BROUGHT TO YOU BY EAP

E MPLOYEE

A BANDONMENT

P PROCESS

With this program you can use systemic injustice as a personal growth opportunity, learn coping strategies that don't include continued employment at AHS, and feel "supported" in a way that requires no sacrifice or effort by AHS officials. Sayonara employees!



A PORTRAIT OF JAMES JACKSON PRESENT



WHAT CAN WE EXPECT FROM THESE CUTS?

Proposed cuts will target multiple departments of the hospital. But what do these cuts mean for the functioning of our healthcare system?

- EVS workers are specially trained to disinfect patient rooms, medical equipment, and public areas to prevent the spread of infection in the hospital. These workers also ensure rooms are cleaned quickly as patients are discharged or move through the hospital, allowing prompt admissions from the overcrowded emergency room. This department is already short-staffed, and we can expect overflowing trash cans, sticky floors, and infectious disease outbreaks throughout the hospital when their jobs are cut.
- Case management nurses find placement for patients being discharged, whether helping them set up support to go home, or arranging transfer to a skilled nursing facility. We can expect delayed discharges as patients who are medically cleared to leave instead wait for days in their hospital beds for their discharge to be arranged. As the hospital gets impacted with these patients, we can expect the ER to become critically overcrowded.
- Outpatient behavioral health workers meet the mental health needs of patients in the community. Cuts to these services mean people's needs for medication, follow-up, and counseling will go unmet. We can expect our community to suffer from these unmet needs, with some people experiencing mental health crises and ending up in our (already packed) ER or admitted to understaffed John George.
- Patient care attendant workers answer call lights, help feed and bathe patients, and assist patients in using the bathroom. These workers ensure the safety and dignity of every hospitalized patient. We can expect patients to miss meals, lay in soiled linens, and risk falling out of bed when they try to get up on their own when there is no one to answer their call lights.
- Many more workers are being cut across all AHS facilities, including nurses, physical therapists, dietitians, doctors, and more. We can expect gaps in care everywhere throughout the system and our community to suffer from these ongoing unmet needs.

Department managers have NO PLANS for how to adjust to these changes in staffing.



SO HOW DO WE ORGANIZE?

The administration was trying to limit our ability to organize with our coworkers by doing this over the holidays, when workers are out of town or visiting family. They were planning on immediately taking away workers' badge access and putting them on administrative leave so we wouldn't be able to organize with each other. This would have put us into an unnecessary and immediate staffing crisis just so management could avoid a backlash.

But now that the notices have been delayed, we have more time to prepare for the fight ahead. We need to show management that we will organize and stand up for each other year round! Let's give them a piece of our mind at the Board of Trustees meetings January 7th and 14th at 5pm, and the Board of Supervisors meeting January 20th at 9:30am (come early to meet up with coworkers).

And let's also use the next 2 weeks to talk with coworkers about what we think needs to be done. If we want to save our jobs we can't take a backseat to the action or wait for others to tell us what to do. It will be up to us to come up with solutions for responding in our departments and system wide. Use the season as a reason to meet with coworkers and get to planning!

THE ONLY SOLUTION IS SOLIDARITY!

A hospital system relies on all types of workers to make it function - from therapists who ensure patients can safely swallow or move, to kitchen staff who cook and serve meals for patients and their families, to remote IT staff who fix the technology we all use.

Our focus should be on reducing unnecessary spending, such as inflated executive salaries, or costly outside contracts for agency workers in roles that could and should be filled by direct employees. What we should not do is pit one group of workers against another or support layoffs of any AHS-employed staff. Patients cannot afford cuts to *any* of our services!

If we want to save our jobs and protect patients, we need solidarity across departments and facilities. Every worker is essential, and an attack on one of us is an attack on all of us.

