

Speak Out Now at Highland

A workplace newsletter for AHS workers

December 3rd, 2025

AHS Employees Give ICE the Cold Shoulder

AHS employees have repeatedly asked AHS admin for stronger and clearer policies around ICE, similar to what some other hospitals have. Yet admin's response is always the same: we already have policies in place and you can find them on the Intranet.

When employees have questions about how to keep patients and their families safe, the correct response is to provide clearer guidelines, listen to frontline staff input on how to improve those guidelines, and ensure adequate training is provided to all staff who need/want it.

Because the administration is refusing to step up, employees have decided to do so. On December 10th @ 6pm, AHS staff will be hosting a forum for employees, patients, and community members to discuss how best to keep our hospital a safe place for immigrants. Admin is invited to attend to help answer questions and be sure a clear plan is in place.

Sign the petition asking AHS admin to step up and get the zoom link for the forum here:



Layoffs Announced at AHS

We were notified via email a couple weeks ago that 372 positions are being considered in a new workforce reduction plan. Then last week, AHS administration confirmed that these positions would in fact be laid off. Here's what else they've let us know so far:

- 6% of the workforce will be affected by layoffs, including both union and non-union positions.
- Both management and employees will be affected.
- All facilities will face layoffs except St. Rose.
- Laid off employees will be given a 60 day notice.
- Unions will be notified before specific positions are announced, which should be any day now.
- Executives refuse to answer if cuts to their salaries are being considered, sending a clear message that all sacrifice will be carried out by staff, not them.



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Cancelled Shift? Know Your Rights!

Although it's rare, every once in a while at Highland we are actually overstaffed for a shift, where there are more nurses scheduled than can be assigned to the number of patients. When this happens, management might try to cancel some of the nurses' overtime shifts. But check your MOU! Management should be asking for volunteers to use PTO and take the day off before cancelling anyone. It's important that we know our rights as outlined in our contract, and not let management take away our shifts. See section 6.15 "Low Census Procedure" for the details.

AHS - The Grinch Stealing Xmas

Workers throughout Alameda Health System are understandably concerned about the upcoming layoffs, which couldn't have come at a worse time right before the holidays. Families are waiting to make travel plans and buy gifts, knowing they might not have jobs in the new year.

But are these deep cuts actually necessary at this moment? We currently don't have a budget deficit, and can't foresee exactly how the federal cuts will play out, so why do the layoffs now? We also don't yet know how many people will accept voluntary resignations or early retirement, and may be cutting substantially more positions than needed. AHS workers know that we are already usually short-staffed, and these substantial layoffs will only make this situation worse.

Workers have found it insulting that upper management has completely taken off the table any discussion of cuts to their own bloated salaries. Do the executives really need to be getting raises while the people who actually do the work at AHS are losing their jobs? It's shameful that this conversation is shut down by management any time we bring it up.

Workers don't want AHS's offers of resume-writing assistance and referrals to the employee assistance program. We want job security and safe staffing so we can keep taking care of our patients and our community, through the holidays and onwards into 2026!

AHS workers will be hosting a panel at the Howard Zinn Bookfair this Sunday, come join!

HOWARD ZINN BOOK FAIR

We Keep Us Safe: Workplace Organizing From The Ground Up

10:30 am-12:00 pm | 214 | Panel

LABOR HEALTH/HEALTHCARE

City College of San Francisco
Mission Campus, 1125 Valencia

IG: @sonsocialists





Speak Out Now

December 1, 2025 mail@speakoutsocialists.org speakoutsocialists.org IG:@sonsocialists

What We're Thankful For...

At this Thanksgiving time in 2025, in a world filled with attacks on 99 percent of us, it's easy to overlook the many good things that we actually do have to be thankful for. We can't possibly list them all, but here are a few examples of how people are organizing themselves collectively to try to make their parts of the world at least a little bit better. For these things, we're very thankful.

We're thankful for the millions who have marched in the U.S. in recent protests against Trump's authoritarian right wing and their attacks on our lives. We're thankful for the thousands who have organized in their local communities to defend those neighbors targeted by the government's ICE raids. We're thankful for the Starbucks workers throughout the U.S. who have begun an open-ended strike against Starbucks to fight their unfair labor practices. We're thankful for the indigenous peoples who protested the destruction of the Amazon and their lack of representation at the recent COP30 climate conference in Brazil. We're thankful for the healthcare workers who stand up against public austerity and private profiteers to fight for themselves and their patients in Oakland, Baltimore, and

elsewhere around the country. We're thankful for the activists who risked their lives to carry out two separate flotillas to help the Gazan people. We're thankful for the millions of youth and others who refuse to let their ruling classes and political elites keep ripping them off, and who hit the streets in protest in Nepal and Madagascar, bringing down those governments. We're thankful for the millions of working people in France who struggled this fall against the social war their government is carrying out against them to benefit the French ruling class. And we're thankful for the thousands of dockworkers and millions of workers and others in Italy who are so outraged by the genocide in Gaza that they participated in the "Let's Block Everything" movement with general strikes and many smaller protests throughout Italy.

We could add more. But this brief list alone should give us hope. Even as bad news continues, there are millions who refuse to accept the unacceptable. At this Thanksgiving time 2025, we give thanks for all those who choose to organize and fight back. Thanks to you, we have real cause to have hope for a better future.

SAVE THE DATE

SPEAK OUT HOLIDAY POTLUCK

Bring a drink, dish, or snack to share! There will be music, political discussion, and crafts.

SAT, 12/13 DOORS OPEN AT 6PM

EVENT STARTS AT 6:30 PM

\$5 DONATION

**TICKETS IN ADVANCE FROM
YOUR SPEAK OUT PERSON**

