

Rcud  
5/24/18

## RESOLUTION

### ALAMEDA HEALTH SYSTEM BOARD OF TRUSTEES RECOGNITION OF THE VITAL ROLE OF UNION NURSES IN COLLECTIVELY ADVOCATING FOR PATIENTS AND THE COMMUNITY

WHEREAS, the AHS Board of Trustees recognizes and values Registered Nurses (RNs) and their contribution to the community by providing safe and therapeutic patient care for patients and families; and

WHEREAS, a unionized workplace makes it possible for RNs to constructively address workplace concerns and issues related to the delivery of care by engaging with Hospital Administrators to develop and execute solutions that improve the standards of patient care; and,

WHEREAS, public sector RNs at AHS play a vital role with their union to ensure the public good is served by advocating for essential services, and the highest standards for public health systems; and,

WHEREAS, The Supreme Court Case of Janus V. AFSCME aims to thwart the collective voice of nurses by undermining their ability to be strong patient advocates at the workplace; and,

WHEREAS, an amicus brief filed by California Attorney General, Xavier Becerra, argues that collective bargaining plays a vital role in the state's ability to provide public services to the community, and that strong public employee unions are in the best interest of workers, employers, and the community at large;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of AHS, in recognition of the important advocacy role of registered nurses and their union, affirms its commitment to abide by the existing Memorandum of Understanding (MOU) with California Nurses Association (CNA), State and County laws, and the Myers Milias Brown Act; and,

BE IT FURTHER RESOLVED, the Hospital Administrators, its representatives, managers, agents or third parties hired by the County will uphold this commitment by refraining from any practices that would interfere with the operation of the union and the fulfillment of its duties of fair representation and patient advocacy, including limiting access to new employee orientations, discrimination of any kind towards employees for participating in union activity, impeding in the enforcement of the MOU, and providing outside entities other than CNA, employee lists containing bargaining unit demographic information.