

VIA ELECTRONIC MAIL

June 28, 2018

Alameda Health System Bargaining Representatives

Re: *Janus v. AFSCME* and Senate Bill 866

I write in response to the extraordinary events of yesterday that affect public sector unions in California and across the country. Although the *Janus* decision will impact public sector employees and departs from long-standing principles, I am hopeful that within our organization we can address these developments in a collaborative fashion to continue to forge a meaningful partnership between AHS and its labor partners.

Towards this end, I have directed several actions to respond to the *Janus* decision and insure proper implementation of the requirements of SB 866:

- Our CHRO will issue guidance reaffirming our commitment to the provisions of the MOUs we have negotiated.
- We will extend invitations to meet and confer with each of our labor partners to discuss MOU provisions that are impacted by the *Janus* decision and SB 866 and modifications that may be necessary or required.
- Our CHRO will issue written guidance to appropriate Human Resources and Labor Relations staff to insure compliance with the requirements of SB 866.

The employees that your organizations represent are critical to the mission of AHS. I am hopeful that these recent developments will not deter our joint obligation to serve these employees and provide the best care possible to our patients. I ask that you share this message and intent with the members of your organization.

Regards,



Delvecchio S. Finley
Chief Executive Officer

Cc: Alameda Health System Board of Trustees