CIR: Resident Physician Union

I. Why we are here
II. Who are residents
III. Who are residents at Highland
    A. We are highly competitive
    B. We are overworked
IV. Issues we are concerned about
    A. Elimination of the patient care fund
    B. Food allocation while on duty
    C. Salary Increase
    D. Educational fund
    E. Work phones/spectralinks

Attachments
- Letters of Support -GME and Residency Program Director
- Letters of Support - SEIU Highland Unions
Dear AHS:

On behalf of the Graduate Medical Education (GME) leadership, we are writing this letter of strong, unwavering support for Highland Residents/CIR during their ongoing contract negotiations with AHS.

Residency is demanding: physically, emotionally, and professionally. Residents work long, chaotic hours, under intense stress, in a challenging environment of social obstacles and resource limitations. To be successful - and safe - they need our full support.

This isn’t just us talking, (or merely a good idea). The ACGME and CLER investigators explicitly REQUIRE that residents be given the support, and equipment necessary to learn and care for their patients safely and effectively - all while keeping themselves healthy and well.

In practical terms, this means logistical support in terms of access to food and safe parking, but also a fair wage and assistance securing the necessary equipment needed to learn and perform their jobs.

It is our sincere hope that the CIR/AHS contract negotiations proceed in a positive, collaborative spirit reflective of these guiding principals and in keeping with culture and mission that is Highland.

Sincerely

Eric Snoey, MD  
GME Director

Indu Subramanian, MD  
IM Program Director

Charlotte Wills, MD  
EM Program Director
February 26, 2019

Dear AHS:

On behalf of SEIU Local 1021 we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission -- to care for our patients. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the motivation to improve patient care that we expect from AHS. We are concerned that this round of negotiations is not prioritizing issues which are essential for providing high-quality, timely patient care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We expect that AHS will continue to support the Residents - who work side by side with us every day - in caring for our patients.

Sincerely,

John Pearson
SEIU Local 1021 AHS Chapter President and AHS Chapter
SEIU 1021 Member Leaders
February 25, 19

Dear AHS:

On behalf of SEIU, we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission — to care for Oakland. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the collaborative spirit that has been historically Highland culture. The residents remain concerned that this round of negotiations is not prioritizing issues which are essential for providing excellent, timely pt care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We hope that AHS will continue to support our Residents, our fellow colleagues, in caring for our patients.

Sincerely,

[Signature]

Union delegate

[Name]

Executive Officer

SEJ
February 25, 19

Dear AHS:

On behalf of SEIU we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission — to care for Oakland. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the collaborative spirit that has been historically Highland culture. The residents remain concerned that this round of negotiations is not prioritizing issues which are essential for providing excellent, timely pt care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We hope that AHS will continue to support our Residents, our fellow colleagues, in caring for our patients.

Sincerely,

Union delegate

[Signature]

Harold Woodard
VP Nursing
February 25, 19

Dear AHS:

On behalf of SEIU we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission — to care for Oakland. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the collaborative spirit that has been historically Highland culture. The residents remain concerned that this round of negotiations is not prioritizing issues which are essential for providing excellent, timely pt care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We hope that AHS will continue to support our Residents, our fellow colleagues, in caring for our patients.

Sincerely, Patricia Reynolds RN BSN/Chief Steward

Union delegate
February 25, 19

Dear AHS:

On behalf of SEIU we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission — to care for Oakland. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the collaborative spirit that has been historically Highland culture. The residents remain concerned that this round of negotiations is not prioritizing issues which are essential for providing excellent, timely pt care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We hope that AHS will continue to support our Residents, our fellow colleagues, in caring for our patients.

Sincerely,

Halley Darigan
Shop Steward

Union delegate
February 25, 19

Dear AHS:

On behalf of SEIU we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission — to care for Oakland. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the collaborative spirit that has been historically Highland culture. The residents remain concerned that this round of negotiations is not prioritizing issues which are essential for providing excellent, timely pt care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We hope that AHS will continue to support our Residents, our fellow colleagues, in caring for our patients.

Sincerely,

[Signature]

Union delegate

Hop Standard SEIU
February 25, 19

Dear AHS:

On behalf of SEIU we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission — to care for Oakland. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the collaborative spirit that has been historically Highland culture. The residents remain concerned that this round of negotiations is not prioritizing issues which are essential for providing excellent, timely pt care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We hope that AHS will continue to support our Residents, our fellow colleagues, in caring for our patients.

Sincerely,

Union delegate

[Signature]

[SEIU member]
February 25, 19

Dear AHS:

On behalf of SEIU we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission — to care for Oakland. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the collaborative spirit that has been historically Highland culture. The residents remain concerned that this round of negotiations is not prioritizing issues which are essential for providing excellent, timely pt care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We hope that AHS will continue to support our Residents, our fellow colleagues, in caring for our patients.

Sincerely,

Union delegate

Jeffrey Blankenship, Vice President, General Unit
February 26, 2019

Dear AHS:

On behalf of SEIU Local 1021 we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission -- to care for our patients. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the motivation to improve patient care that we expect from AHS. We are concerned that this round of negotiations is not prioritizing issues which are essential for providing high-quality, timely patient care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We expect that AHS will continue to support the Residents - who work side by side with us every day - in caring for our patients.

Sincerely,

John Pearson
SEIU Local 1021 AHS Chapter President
February 26, 19

Dear AHS:

On behalf of SEIU we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission — to care for Oakland. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the collaborative spirit that has been historically Highland culture. We hope that AHS will continue to support our Residents, our fellow colleagues, in caring for our patients.

Sincerely,

[Signature]

Union delegate
February 26, 2019

Dear AHS:

On behalf of SEIU Local 1021 we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission -- to care for our patients. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the motivation to improve patient care that we expect from AHS. We are concerned that this round of negotiations is not prioritizing issues which are essential for providing high-quality, timely patient care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We expect that AHS will continue to support the Residents - who work side by side with us every day - in caring for our patients.

Sincerely,

John Pearson
SEIU Local 1021 AHS Chapter President and
AHS Chapter SEIU 1021 Member Leaders
February 26, 2019

Dear AHS:

On behalf of SEIU Local 1021 we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission — to care for our patients. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the motivation to improve patient care that we expect from AHS. We are concerned that this round of negotiations is not prioritizing issues which are essential for providing high-quality, timely patient care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We expect that AHS will continue to support the Residents - who work side by side with us every day - in caring for our patients.

Sincerely,

John Pearson
SEIU Local 1021 AHS Chapter President

and

AHS Chapter SEIU 1021 Member Leaders

[Signature]

PATRICK WOODBURY
February 26, 2019

Dear AHS:

On behalf of SEIU Local 1021 we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission -- to care for our patients. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the motivation to improve patient care that we expect from AHS. We are concerned that this round of negotiations is not prioritizing issues which are essential for providing high-quality, timely patient care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We expect that AHS will continue to support the Residents - who work side by side with us every day - in caring for our patients.

Sincerely,

John Pearson
SEIU Local 1021 AHS Chapter President and
AHS Chapter SEIU 1021 Member Leaders

[Handwritten signatures]

[Handwritten signatures]

[Handwritten signatures]
February 26, 2019

Dear AHS:

On behalf of SEIU Local 1021 we are writing a letter of unwavering support and solidarity for Highland Residents/CIR during their ongoing contract negotiations with AHS.

We collaborate with residents on a daily basis. We share the same mission -- to care for our patients. Residents work some of the longest and hardest hours in this hospital. Just like all of us, they need safe and fair working conditions and to be adequately equipped to do their job well.

We are concerned that this round of CIR/AHS contract negotiations has not reflected the motivation to improve patient care that we expect from AHS. We are concerned that this round of negotiations is not prioritizing issues which are essential for providing high-quality, timely patient care. Some of these issues include access and maintenance of phones for call teams, funds for essential equipment and education, access to meals when delayed by pt care, and reimbursement for required licensure. We expect that AHS will continue to support the Residents - who work side by side with us every day - in caring for our patients.

Sincerely,

[Signature]

SEIU Shop Steward RN

John Pearson
SEIU Local 1021 AHS Chapter President and AHS Chapter SEIU 1021 Member Leaders