



# Committee of Interns and Residents

**SEIU**Healthcare®

## **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

# HIGHLANDHOSPITAL

A member of Alameda Health System

1411 East 31st Street  
Oakland, CA 94602

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

A handwritten signature in blue ink, appearing to be 'John Pearson', with a long horizontal line extending to the right.

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

Danielle Bortti  
Executive officer  
SEIU

February 25, 19

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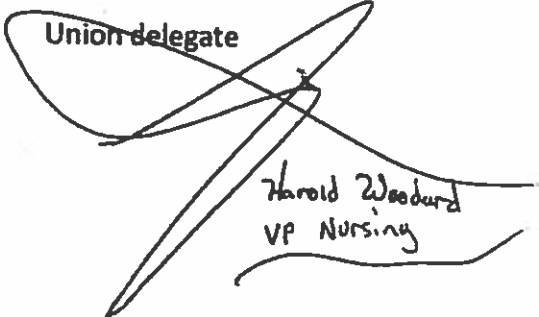
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Union delegate



Harold Woodward  
VP Nursing

February 25, 19

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Sincerely, *Patricia Reynolds* RN BSN Chief steward

Union delegate

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Union delegate

Halley Darigan, RN  
Shop Steward

February 25, 19

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Union delegate

Shop Steward SEIU



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Union delegate

*Carl J. [unclear], SEIU member*

February 25, 19

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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.

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Sincerely,

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John Pearson  
SEIU Local 1021 AHS Chapter President

February 26, 19

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Sincerely,

Union delegate

A handwritten signature in black ink that reads "Diane Fagan, RN". The signature is written in a cursive style with a large loop at the end of the name.

February 26, 2019

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Sincerely,

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

A handwritten signature in black ink, appearing to read "Sonya O'Shea". The signature is written in a cursive, flowing style.

February 26, 2019

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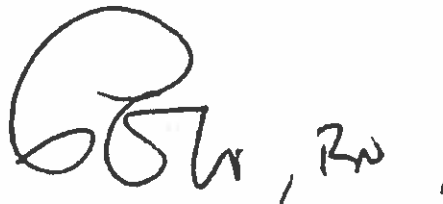
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and

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 , RN , 1021 BARGAINING TEAM  
PATRICK WOODBURY

February 26, 2019

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*Adrian Jackson* RRT, Shop Steward  
Adrian Jackson

February 26, 2019

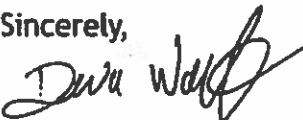
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