

February 8<sup>th</sup>, 2022

Dr. Chitra Akileswaran, MD, MBA  
President, East Bay Medical Group  
East Bay Medical Group (EBMG)

Ms. Lorna Jones-Henry  
Chief Human Resources Officer  
Alameda Health System (AHS)

Re: EBMG's Compensation Proposal for Physicians

Dear Dr. Akileswaran and Ms. Jones-Henry,

This letter is to clarify Service Employee International Union (SEIU) Local 1021's position regarding EBMG and AHS compensation proposal. We agree with the goals of this proposal to increase compensation for physicians to prevent turn-over and serve the patients and the community of Alameda County.

As you are aware, SEIU 1021 is in the process of being certified as the sole bargaining agent for the physicians at EBMG/AHS. Although we are in support of this compensation proposal, once bargaining has commenced, we will make additional bargaining proposals that will have a financial impact. Our expectation is that these proposals be fully considered by EBMG/AHS. Furthermore, it is our expectation that EBMG/AHS abide by the Meyers Milias Brown Act (MMBA) and notice and bargain over any changes in hours, wages and working conditions.

We hope to work in partnership to advocate for the EBMG/AHS physicians through the bargaining process in the near future.

Sincerely,

Emma Gerould, SEIU 1021 Field Supervisor

David Duong, MD

Rebecca Gonsalves, MD

Youssef Youssef, MD

Ana Liang, MD

Denise Tükenmez, MD

Davida Flattery, DO

Lilavati Indulkar, MD

CC: AHS Board of Trustees