

June 28, 2018

Alameda Health System Bargaining Representatives

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

I write to discuss the two developments referenced above and steps that Alameda Health System will take with regard to each. My intent in this communication is to engage in a constructive dialogue that acknowledges the impact of the *Janus* decision for our organizations and the requirements of SB 866. I am looking forward to the opportunity for constructive discussion and partnership to address these issues.

As initial steps I have taken the following actions:

- Our Labor Relations staff has been directed to continue to administer processes and to abide by the provisions of the MOUs we have negotiated not impacted by the *Janus* decision.
- Our payroll staff has identified all employees who are currently subject to “agency fee” deductions and we will provide that information to you by June 29, 2018.
- Our payroll staff will process “agency fee” deductions in accordance with the *Janus* decision. We are requesting that you provide confirmation to discontinue deductions or confirmation of future deduction requests by July 6, 2018 to insure proper processing of the next payroll.
- We will confirm to you changes to the next payroll consistent with the foregoing.
- Our payroll staff has been instructed that effective this date requests to alter “agency fee” deductions will be submitted to your organization and then forwarded to payroll. Our intent is to inform employees who submit a request to payroll of this new procedure; we can meet and confer to discuss your thoughts on this process.
- We have reiterated steps for conducting our new employee orientation in accordance with SB 866 and prior law.
- We are scheduled to meet with many of you in the next two weeks on this topic and by this correspondence I am extending an invitation to that meeting on July 11, 2018, to discuss MOU provisions that may be impacted by the *Janus* decision and SB 866 and modifications that may be necessary or required.

Please contact me with any questions you may have concerning the foregoing and I will make myself available to address your concerns.

Regards,



Tony Redmond  
Chief Human Resources Officer

Cc: Chief Executive Officer  
Alameda Health System Board of Trustees