



Wilma Chan, SUPERVISOR, THIRD DISTRICT

ALAMEDA COUNTY BOARD OF SUPERVISORS

COMMITTEES:  
Health, Chair  
ALL IN, Chair  
Personnel & Legislative  
Unincorporated Services

September 22, 2020

AHS Board of Trustees  
c/o Ronna Jojola Gonsalves  
Alameda Health System  
1411 East 31<sup>st</sup> Street  
Oakland, CA 94602

Dear Members of the Board of Trustees:

As a member of the Alameda County Board of Supervisors, providing quality patient care to our communities and ensuring a safe and just work environment for all workers at Alameda Health System is of the utmost importance. For over three years, I have heard consistent concerns raised by various unions about AHS's labor relations approach, collective bargaining strategy, and bargaining team. Today, I am writing to strongly urge you to overhaul labor relations at Alameda Health System.

From my perspective, there are two key issues that the Board of Trustees should quickly work with the AHS Administration to address:

- **Labor Relations Team Composition:** I appreciate the Trustee's taking my suggestion to bring in mediators to help move stalled contract negotiations forward. In addition, I believe AHS should send in a new Labor Relation Team to lead negotiations on open contracts with CNA and SEIU 1021. Changing up the team may help alleviate some of the distrust and communications issues that are currently undermining progress toward reaching agreement. A new team may also help change the tone and tenor of the negotiations process; no agreement can be reached without an atmosphere of mutual respect.
- **Collective Bargaining Strategy:** It is my belief that AHS is being too ambitious in the number of issues it is attempting to resolve through one contract negotiation process. One of the main complaints I have repeatedly heard from CNA, SEIU 1021, and other unions is that the System is attempting to rewrite entire contracts and opening hundreds of provisions at a time. While there are many financial and operational challenges facing AHS, attempting to resolve structural issues by rewriting long-time, established contracts all at once is not realistic. This approach erodes trust and makes it difficult for both parties to identify priority areas for negotiation or to focus on areas of common ground and/or compromise. The Trustees should direct your Labor Negotiations Team to limit the number of issues to be resolved during the current bargaining process. Longer term issues can be addressed after the COVID-19 public health emergency. I would also like to reiterate my request that AHS adopt an Interest-based Bargaining strategy.

I know that the Trustees are eager to expeditiously reach agreement on open contract negotiations. With CNA and SEIU 1021 indicating that they are preparing to strike within two weeks, it is critical that the Trustees move swiftly to address these issues and proactively engage in shaping the System's approach to collective bargaining and labor relations more broadly. A strike during the COVID-19 public health emergency would be detrimental to patient care and staff morale.

I would appreciate a response on how AHS will proceed with labor negotiations as soon as possible. If you have any questions or concerns, please do not hesitate to contact me at 510-272-6693.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Wilma Chan', with a stylized flourish at the end.

Supervisor Wilma Chan, District Three

Cc: Elizabeth Ortega-Toro, Alameda Labor Council, AFL-CIO  
Mabel Lam, CNA  
Nato Green, SEIU Local 1021  
Delvecchio Finley, Alameda Health System  
Tony Redmond, Alameda Health System  
Terry Lightfoot, Alameda Health System