

TO: AHS Staff & Medical Staff
FROM: Delvecchio Finley, Chief Executive Officer
DATE: October 7, 2020
SUBJECT: Please Remain Committed to Our Patients

We're pleased to report that we are primed and ready to care for patients across our system as the union strike Please Remain Committed to Our Patients

This is time of intense emotion for many in the Alameda Health System family as some of our colleagues and co-workers prepare to go out on strike.

I want you to know that, despite disagreements at the bargaining table that we are working to resolve, we remain one team committed to patient care and to the health of the communities we serve. This work action does not change that, and my hope is that we come out stronger, with shared goals, when it is over.

This year has tested us all. As our communities and neighbors looked to us for care and guidance during the worst pandemic in generations, we have looked to each other for the support and the resilience we need to navigate a truly unprecedented situation. We can be proud of the work we've done and confident in our ability to meet community needs going forward.

Yes, we have challenges ahead. We don't yet know what to expect from a second COVID surge at a time many of us already struggle to balance new demands at work and at home. As a system, our financial challenges remain with no easy solutions in sight, particularly as the healthcare needs of our neediest patients increase.

My sincere hope is that we can work through the differences that led to this week's strike so that we can reach agreement on new contracts, rebuild trust and work collaboratively with the unions and employees to strengthen our health system for the long term.

Finally, I'd ask you to please recognize and respect the individual decisions our co-workers have made in choosing whether to take part in the work action. Whatever those decisions, let's start with the understanding that we are all in healthcare because it is extraordinary, honorable work. No short-term dispute should take away from the most important ties that bring us together.

You have my word that I am 100 percent focused on the path ahead and to listening and hearing the concerns of our staff. I know this for certain: Our patients will be well cared for during the strike and after. That is what we do best, and I thank you for your dedication.