



SEIU Local 1021 Alameda Health System *Bargaining Update for March, 2024*

Your elected SEIU 1021 Bargaining Team has met with management multiple times over the past months. **Our contract with AHS expires on May 31 and we are working with a sense of urgency.** We've made proposals to help AHS recruit and retain workers, and make AHS a safe, healthy place for both patients and workers.

We've proposed:

- **Wage increases** that make AHS more able **to solve our recruitment and retention crisis**
- **Longevity pay** for permanent and SAN workers
- **A massive safety proposal to protect workers** at the worksites and in the parking lots and areas around the facilities
- Additional holidays
- Reducing weekend work requirements for long-term employees
- Improvements to overtime language
- Improvements to bereavement leave
- Increasing and improving personal leave
- Increases to training pay and tighter controls on who can provide training
- Language increasing the union's ability to represent workers with shop stewards and chapter officers
- Requiring management to provide grievance settlements in a timely fashion
- Increasing reporting pay, and much more!

AHS management has proposed:

- Weakening our union, by eliminating a grievance step, making it harder to resolve things at the lowest level
- Giving management more time in responding to grievances
- Eliminating all time and attendance protections by deleting two sideletters
- Making it more difficult for workers to transfer within AHS, hurting the ability to recruit and retain
- Increased management rights across AHS

We need to show management that we're united and that we demand a fair contract by May 31! **Rally at Fairmont / John George on Wednesday, March 20 at noon**—RSVP with the MRC at 877-687-1021.

Shirts and lunch available: please RSVP! Fairmont: meet at the cafeteria starting at 11:30; Rally at John George sign on Fairmont at noon.