

LYON-MARTIN COMMUNITY HEALTH SERVICES**Labor-Management Committee Meeting Update**

On Monday, March 23, 2026, we addressed the following with Management:

Consulting and DEI Budget for Fiscal Year 2026 - 2027:

Management stated that the expected budget for Bran's and Gus's roles at the clinic is built into the 2026 fiscal year. While Bran's role is not directly budgeted, it can be funded through the DEI line item if Bran's services are still needed. Management also expects to follow up based on Bran's recommendations for clinic growth. Whether hiring a consultant to support the clinic after Bran's contract ends will depend on Bran's recommendation.

SF Department of Public Health Budget Cuts: Due to cuts to DEI grants at the city level via SFDPH, the BIPOC fellowship and the career support role are on hold until we secure appropriate funding for those positions. It appears Management was aware this might be a mid-year issue and had not rehired for these positions, meaning none of our staffing are currently impacted by the budget cuts. They indicated interest in collaborating with us and notifying us of further budget cuts as soon as practicable so that we can collaborate on budget advocacy.

Next Steps Following Non-Violent Communication Trainings:

Management expressed their intent to schedule more non-violent communication training for both staff and management. They also expressed an intent for follow-up training to be more specific to the clinic and include role-playing scenarios for skill-building.

Upcoming De-Escalation & Safety Trainings: Management is identifying someone who is a good cultural fit for the clinic to administer broader de-escalation training. They stated that they believe these meetings are a priority but have not yet scheduled or established a final curriculum. They also shared there would be a self-defense class available at the retreat in addition to these future training sessions.

For any questions, concerns or future Joint Labor Management Committee agenda items, reach out to our stewards or our organizer:

Anmol Singh • James Weinstock • Margarita Herrera • Neo Ishak • Zoe Hammer

Join Us For Our Next
Bimonthly General
Membership Meeting:

April 6, 2026
6:30 p.m. to 7:30 p.m.

Over Zoom
us02web.zoom.us/J/
9909557358



(Scan to join meeting)

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Monthly Joint
Labor Management
Committee Meeting
Every 4th Tuesday
9:15 a.m. to 10:15 a.m.

NUHW Organizer: Lealani Manuta: (415) 590 0135 or lmanuta@nuhw.org.