

# NUHW

## NATIONAL UNION OF HEALTHCARE WORKERS

### Political & Community Support Coalition Letters: Wellpath Negotiations

#### Elected Leaders:

- Congressman Josh Harder, CD 10
- Sonoma Board of Supervisor, Susan Gorin, D1
- Sonoma Board of Supervisor, Lynda Hopkins, D5
- Sonoma Board of Supervisor, Chris Coursey, D3
- Assemblymember Adam Gray, AD 21
- State Senator Anna Caballero, SD 12
- Modesto Mayor, Sue Zwahlen
- Modesto Councilmember, Chris Ricci, D3
- Modesto Councilmember, Tony Madrigal, D2
- Modesto Councilmember, Jenny Kenoyer, D5

#### Community Allies:

- Modesto/Stanslaus NAACP Unit 1048
- North Bay Labor Council, AFL-CIO
- All Faculty Association; Santa Rosa Junior College
- HPEACE: Health Professionals for Equity & Community Empowerment
- Staff Nurses' Association
- United Nations Association: Sonoma County Chapter
- North Bay Jobs with Justice
- North Valley Labor Federation
- Stanislaus & Tuolumne Counties Central Labor Council

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April 27, 2021

Justin Searle  
Executive Vice President, Local Government Operations (Western U.S.)  
Wellpath  
3911 Sorrento Valley Blvd, Suite 130  
San Diego, CA 92121

Dear Mr. Searle,

I write today to express my support for good-faith negotiations between Wellpath Stanislaus Division and the members of the National Union of Healthcare Workers (NUHW). I encourage Wellpath to participate in a fair collective bargaining agreement to ensure workers have access to necessary protections and to optimize healthcare delivery to incarcerated persons in Stanislaus County.

Wellpath's healthcare professionals have an integral role in ensuring that high-quality healthcare services are equitably delivered to this vulnerable population. The importance of their work has only been amplified with the onset of the COVID-19 pandemic, as workers face a disproportionately higher risk of contracting the virus while working in detention facilities. We must not overlook the role these healthcare professionals have in helping us fight this pandemic. These frontline workers put their health and safety at risk every day to make sure that inmates remain healthy and continue to receive vital care. In order to help the workers continue their important services, I encourage Wellpath to engage in a collective bargaining agreement that allows them to work in an environment that upholds fair, safe, and equitable workplace standards.

As these negotiations continue, I urge you to support an agreement that will prioritize adequate staffing, financial security, and safe working conditions for the good of all employees as well as the delivery of high-quality patient care.

I appreciate your time and attention to this urgent matter.

Sincerely,



Josh Harder  
Member of Congress

BOARD OF SUPERVISORS

575 ADMINISTRATION DRIVE, RM. 100A  
SANTA ROSA, CALIFORNIA 95403

(707) 565-2241  
FAX (707) 565-3778



SUSAN GORIN  
Supervisor, First District

March 3, 2021

Justin Searle  
Executive Vice President  
Local Government Operations  
3911 Sorrento Valley Blvd., Suite 130,  
San Diego, CA 92121

Dear Mr. Searle,

As an elected member of the Sonoma County Board of Supervisors representing District 1, I support the members of the National Union of Healthcare Workers (NUHW) and encourage continued good-faith negotiations with the Wellpath Stanislaus Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe and equitable workplace standards for these professionals.

NUHW members have informed me that Wellpath management has worked with the Union to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19. However, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have informed me of a cycle of noncompetitive wages, which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, the workers inform me that understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. I understand negotiations are ongoing; however, it is my hope that NUHW's proposals are strongly considered and Wellpath management addresses these issues.

While I am sure that productive negotiations are forthcoming, I want to take this opportunity to once again express my strong support for an outcome that addresses NUHW's members' needs around safe working conditions and economic security. Now more than ever, we must ensure

**Supervisor Susan Gorin**  
**Sonoma County's First District**

health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

A handwritten signature in black ink that reads "Susan Gorin". The signature is written in a cursive, flowing style.

Susan Gorin  
Sonoma County Supervisor, First Supervisorial District  
Chair, Sonoma County Board of Supervisors

CC: Wellpath, Stanislaus Division



COUNTY OF SONOMA  
BOARD OF SUPERVISORS

575 ADMINISTRATION DRIVE, RM. 100A  
SANTA ROSA, CALIFORNIA 95403

(707) 565-2241



February 18, 2021

To: Justin Searle, Executive Vice President, Local Government Operations  
CC: Wellpath Sonoma Division

Dear Mr. Searle,

As an elected member of the Sonoma County Board of Supervisors representing District 5, I support the members of the National Union of Healthcare Workers (NUHW) and encourage continued good-faith negotiations with the Wellpath Sonoma Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons, in facilities compromised by various COVID-19 outbreaks, is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe and equitable workplace standards for these professionals.

NUHW members have informed me that Wellpath management has worked with the Union to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19. However, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have informed me of a vicious cycle of uncompetitive wages which leads to problems with recruitment and understaffing, creating stressful and challenging working conditions.

While I am sure that productive negotiations are forthcoming, I want to take this opportunity to once again express my strong support for an outcome that addresses NUHW's members' needs around safe working conditions and economic security. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

Lynda Hopkins  
Supervisor, Fifth District



BOARD OF SUPERVISORS

575 ADMINISTRATION DRIVE, RM. 100A  
SANTA ROSA, CALIFORNIA 95403

(707) 565-2241  
FAX (707) 565-3778



CHRIS COURSEY  
Supervisor, Third District

To: Justin Searle, Executive Vice President, Local Government Operations  
CC: Wellpath Sonoma Division

Mr. Searle,

In order to provide quality health care to inmates in the care of Sonoma County, and a safe and equitable workplace for those who provide that care, I support the members of the National Union of Healthcare Workers (NUHW) and encourage continued good-faith negotiations with the Wellpath Sonoma Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe and equitable workplace standards for these professionals.

NUHW members have informed me that Wellpath management has worked with the Union to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19. I appreciate that. However, they also raise serious issues regarding healthcare delivery in our county jail, including recruitment challenges that result in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle.

Additionally, the workers inform me that understaffing sometimes results in licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. This is very concerning to me.

I understand negotiations are ongoing; however, it is my hope that Wellpath management addresses these issues as soon as possible.

I appreciate the work that you do in Sonoma County, and hope that negotiations with NUHW are collaborative and successful. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Please don't hesitate to contact me to discuss any of these issues. Thank you for your attention to this matter.

Sincerely,

Chris Coursey  
Sonoma County Supervisor, District 3

STATE CAPITOL  
P.O. BOX 942849  
SACRAMENTO, CA 94249-0021  
(916) 319-2021  
FAX (916) 319-2121

E-MAIL  
Assemblymember.Gray@assembly.ca.gov



DISTRICT OFFICE  
690 W. 16TH STREET  
MERCED, CA 95340  
(209) 726-5465  
FAX (209) 726-5469

1010 TENTH STREET, SUITE 5800  
MODESTO, CA 95354  
(209) 521-2111  
FAX (209) 521-2102

March 8, 2021

Justin Searle  
Executive Vice President, Local Government Operations  
Wellpath  
3911 Sorrento Valley Blvd., Suite 130  
San Diego, CA 92121

**RE: NUHW Collective Bargaining Agreement**

Dear Mr. Searle:

I am writing to you to express my support for good-faith negotiations between Wellpath Stanislaus Division and the members of the National Union of Healthcare Workers (NUHW) to secure a lasting and fair collective bargaining agreement.

The high-quality medical and behavioral support services for incarcerated persons performed by the members of the NUHW are essential to our community's public safety. Their work has become even more critical during the COVID-19 pandemic. These frontline workers serve as the backbone for mitigating the spread of a lethal virus that has claimed the lives of more than 500,000 Americans

As these essential workers place themselves at risk to maintain the health and safety in our detention centers, a collective bargaining agreement must be settled to establish fair, safe, and equitable workplace standards.

I understand that collective bargaining negotiations are ongoing, but it is my hope that an agreement can be reached to provide adequate staffing, safe working conditions, and financial security for these professionals that are placing their lives at risk for the greater good.

Please do not hesitate to contact me at (916) 319-2021 should you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Adam C. Gray", enclosed in a rectangular box.

Assemblymember Adam C. Gray  
21<sup>st</sup> Assembly District

CAPITOL OFFICE  
STATE CAPITOL, ROOM 5052  
SACRAMENTO, CA 95814  
(916) 651-4012

DISTRICT OFFICES  
510 W. MAIN STREET, SUITE E  
MERCED, CA 95340  
(209) 726-5495

132 W. GABILAN STREET, SUITE 101  
SALINAS, CA 93901  
(831) 769-8040

SENATOR.CABALLERO@SENATE.CA.GOV  
WWW.SENATE.CA.GOV/CABALLERO

# California State Senate

SENATOR  
**ANNA M. CABALLERO**  
TWELFTH SENATE DISTRICT



CHAIR  
BUDGET SUBCOMMITTEE  
#4 ON STATE ADMINISTRATION  
AND GENERAL GOVERNMENT

CHAIR  
SELECT COMMITTEE ON  
PREPARING CALIFORNIA'S  
FUTURE WORKFORCE

VICE CHAIR  
JOINT COMMITTEE ON FAIRS  
ALLOCATION AND CLASSIFICATION

MEMBER  
AGRICULTURE  
BANKING AND FINANCIAL  
INSTITUTIONS

HOUSING  
NATURAL RESOURCES  
AND WATER

February 18, 2021

Justin Searle  
Executive Vice President, Local Government Operations  
Wellpath  
3911 Sorrento Valley Blvd. Suite 130  
San Diego, CA 92121

Dear Mr. Searle:

I am writing to you to express my support for the members of the National Union of Healthcare Workers (NUHW) and to encourage continued good-faith negotiations with the Wellpath Stanislaus Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons – in facilities compromised by various COVID-19 outbreaks – is essential and commendable. As these frontline workers place their health and safety at risk to maintain the health and safety in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe, and equitable workplace standards for these professionals.

It is my understanding that despite AB 685 (Reyes) and recent Cal/OSHA regulations, which require a formalized notification procedure when an employee may have been exposed to COVID-19, Wellpath has made minimal effort to comply with the new state law in the Stanislaus detention centers. In addition, I was informed Wellpath has rejected NUHW's proposal to establish similar guidelines and procedures to ensure that employees are notified of exposure to non-Wellpath staff with whom they work in close proximity, including Stanislaus County Sheriff's Deputies, as is required by Cal/OSHA. Coupled with news reports of the Sheriff's Deputies refusal to consistently adhere to county health directives regarding masking, I remain concerned about further jeopardizing the health and safety of inmates and staff.

NUHW members informed me of additional subjects they hope to address through the collective bargaining process such as understaffing. I understand negotiations are ongoing; and it is my hope that NUHW's proposals will be strongly considered. Finally, I want to reiterate my



support for an outcome that addresses NUHW's members' needs around safe working conditions and economic security. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Please do not hesitate to contact me at (916) 651-4012 should you have any questions about my support.

Sincerely,

A handwritten signature in black ink that reads "Anna M. Caballero". The signature is written in a cursive style with a long horizontal flourish at the end.

Anna M. Caballero  
12th Senate District

cc: Wellpath Stanislaus Division



**Sue Zwahlen, Mayor**  
**City of Modesto**

*1010 Tenth Street, Suite 6200  
Modesto, CA 95354  
szwahlen@modestogov.com*

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March 16, 2021

Justin Searle  
Executive Vice President, Local Government Operations  
3911 Sorrento Valley Blvd., Suite 130,  
San Diego, CA 92121

Mr. Searle,

As Modesto Mayor, I support the members of the National Union of Healthcare Workers (NUHW) and encourage continued good-faith negotiations with the Wellpath Stanislaus Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe and equitable workplace standards for these professionals.

NUHW members have informed me that Wellpath management has worked with the Union to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19. However, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have informed me of a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, the workers inform me that understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. I understand negotiations are ongoing; however, it is my hope that NUHW's proposals are strongly considered and Wellpath management addresses these issues.

Justin Searle  
Executive Vice President, Local Government Operations  
March 16, 2021

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While I am sure that productive negotiations are forthcoming, I want to take this opportunity to once again express my strong support for an outcome that addresses NUHW's members' needs around safe working conditions and economic security. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,



SUE ZWAHLEN, Mayor



**Councilmember Chris Ricci**  
**Modesto City Council, District 3**

*1010 Tenth Street, Suite 6200*

*Modesto, CA 95354*

[ricci@modestogov.com](mailto:ricci@modestogov.com)

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March 10, 2021

Justin Searle , Executive Vice President, Local Government Operations  
3911 Sorrento Valley Blvd., Suite 130,  
San Diego, CA 92121

Dear Mr. Searle,

As a Modesto City Councilmember, I support the members of the National Union of Healthcare Workers (NUHW) and encourage continued good-faith negotiations with the Wellpath - Stanislaus Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe and equitable workplace standards for these professionals.

NUHW members have informed me that Wellpath management has worked with the Union to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19. However, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have informed me of a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, the workers inform me that understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. I understand negotiations are ongoing; however, it is my hope that NUHW's proposals are strongly considered and Wellpath management addresses these issues.

While I am sure that productive negotiations are forthcoming, I want to take this opportunity to once again express my strong support for an outcome that addresses NUHW's members' needs around safe working conditions and economic security. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

  
CHRIS RICCI, City Councilmember, District 3





**Office of Councilmember Tony Madrigal**

**Modesto City Council, District 2**

*1010 Tenth Street, Suite 6200*

*Modesto, CA 95354*

[tmadrigal@modestogov.com](mailto:tmadrigal@modestogov.com)

[tonymadrigal@gmail.com](mailto:tonymadrigal@gmail.com)

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March 12, 2021

Justin Searle

Executive Vice President, Local Government Operations

3911 Sorrento Valley Blvd., Suite 130,  
San Diego, CA 92121

CC: Wellpath Stanislaus Division

Dear Mr. Searle,

As an elected member of the Modesto City Council representing District 2, I support the members of the National Union of Healthcare Workers (NUHW) and encourage continued good-faith labor negotiations with the Wellpath Stanislaus Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe and equitable workplace standards for these professionals.

NUHW members have informed me that Wellpath management has worked with the Union to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19. However, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have informed me of a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, the workers inform me that understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. I understand negotiations are ongoing; however, it is my hope that NUHW's proposals are strongly considered and Wellpath management addresses these issues.

While I am sure that productive negotiations are forthcoming, I want to take this opportunity to once again express my strong support for an outcome that addresses NUHW's members' needs around safe working conditions and economic security. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

TONY MADRIGAL  
City Councilmember, District 2



**Councilmember Jenny Kenoyer**  
**City of Modesto, District 5**  
*1010 Tenth Street, Suite 6200*  
*Modesto, CA 95354*  
*jkenoyer@modestogov.com*

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March 29, 2021

Justin Searle , Executive Vice President, Local Government Operations  
3911 Sorrento Valley Blvd., Suite 130,  
San Diego, CA 92121

Dear Mr. Searle,

As a Modesto City Councilmember, I support the members of the National Union of Healthcare Workers (NUHW) and encourage continued good-faith negotiations with the Wellpath - Stanislaus Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe and equitable workplace standards for these professionals.

NUHW members have informed me that Wellpath management has worked with the Union to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19. However, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have informed me of a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, the workers inform me that understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. I understand negotiations are ongoing; however, it is my hope that NUHW's proposals are strongly considered and Wellpath management addresses these issues.

While I am sure that productive negotiations are forthcoming, I want to take this opportunity to once again express my strong support for an outcome that addresses NUHW's members' needs around safe working conditions and economic security. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

JENNY KENOYER, Councilmember, District 5



March 6, 2021

Justin Searle  
Executive Vice President, Local Government Operations  
3911 Sorrento Valley Blvd., Suite 130  
San Diego, CA 92121

Mr. Searle,

The Modesto/Stanislaus NAACP Unit 1048 of Stanislaus County supports and encourages good-faith negotiations.

The health care professionals employed by your company are integral to our community's public safety. Their work—providing high-quality medical and behavioral health services for incarcerated persons in facilities compromised by various COVID-19 outbreaks—is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative to establish fair, safe, and equitable workplace standards for these professionals.

The National Union of Healthcare Workers (NUHW) members informed the NAACP that Wellpath management has worked with the Union to address serious issues with working conditions that leave both caregivers and patient inmates vulnerable to COVID-19; and that there are potentially serious problems with healthcare delivery in our county jail. The NAACP has been informed of a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, we are told that understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside their scope and for which registered nurses are required per the contract with the county.

In addition, we are aware of the startling revelations brought forth from the DOJ's report concluding a five-year investigation into the Santa Rita Jail - a Wellpath contracted facility. Per this report, patient inmates in Santa Rita with serious mental illnesses have been subject to "prolonged periods of restrictive housing under conditions that place them at substantial risk of serious harm" underpinning the Jail's failure to "provide constitutionally adequate mental health treatment," resulting in "worsening mental health conditions for prisoners with serious mental health needs." I understand the scope of the DOJ's investigation was targeted to the Santa Rita Jail and no evidence suggests these conditions exist in Stanislaus; however, collectively we cannot dismiss similar concerns from NUHW clinicians regarding patient inmates' access to mental health services (emanating from recurrent understaffing) at the Stanislaus County Jail.

While I am sure that productive negotiations are forthcoming, I want to take this opportunity to express our support once again for an outcome that addresses employee safe working conditions and economic security. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Sincerely,

A handwritten signature in black ink that reads "Wendy Byrd". The signature is written in a cursive, flowing style.

Wendy Byrd, President  
Modesto/Stanislaus NAACP

CC: Wellpath Stanislaus Division  
Jeff Dirkse, Sheriff-Coroner/Stanislaus County





March 31, 2021

To: Justin Searle, Executive Vice President, Local Government Operations

Mr. Searle,

As a labor organization who seeks to fulfill the hopes and aspirations of all working people in Sonoma County, the North Bay Labor Council stands in solidarity with the members of the National Union of Healthcare Workers (NUHW) and calls on Wellpath to engage in good-faith negotiations with the Wellpath Sonoma Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe, and equitable workplace standards for these professionals.

While NUHW members have worked with Wellpath management to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have observed a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, this understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. We urge Wellpath management to take seriously the concerns of its frontline staff and strongly consider NUHW's proposals to address these issues.

As an organization we represent over 70 thousand working people and some 70 union affiliates, the North Bay Labor Council stands firmly on the side of Wellpath workers and the patient inmates they serve. We urge Wellpath to respect the workers that it employs by bargaining in good faith and reaching an agreement that addresses workers' safe staffing and economic security in a substantive way. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jack A. Buckhorn".

Jack A. Buckhorn  
Executive Director  
North Bay Labor Council, AFL-CIO

1371 Neotomas Avenue  
Santa Rosa, CA 95405

cc: Wellpath Sonoma Division

t (707) 545-6970  
f (707)-544-6336





## LETTER OF SUPPORT

To: Justin Searle, Executive Vice President, Local Government Operations  
From: Santa Rosa Junior College All Faculty Association  
cc: Wellpath Sonoma Division

Mr. Searle:

As a union of college faculty, including nursing faculty, in Sonoma County, the Santa Rosa Junior College All Faculty Association (AFA) stands in solidarity with the members of the National Union of Healthcare Workers (NUHW) and calls on Wellpath to engage in good-faith negotiations with the Wellpath Sonoma Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons--in facilities compromised by various COVID-19 outbreaks--is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe, and equitable workplace standards for these professionals.

While NUHW members have worked with Wellpath management to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have observed a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, this understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. We urge Wellpath management to take seriously the concerns of its frontline staff and strongly consider NUHW's proposals to address these issues.

As an organization that represents the labor rights of college faculty, AFA stands firmly on the side of Wellpath workers and the patient inmates (some of whom are SRJC students) they serve. We urge Wellpath to respect the workers that it employs by bargaining in good faith and reaching an agreement that addresses workers' safe staffing and economic security in a substantive way. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sean Martin', written over a light blue horizontal line.

Sean Martin, AFA President  
on behalf of the AFA Executive Council

### All Faculty Association

Santa Rosa Junior College

[afa@santarosa.edu](mailto:afa@santarosa.edu)

<http://www.afa-srjc.org/>

(707) 527-4731

To: Justin Searle, Executive Vice President, Local Government Operations  
CC: Wellpath Sonoma Division

Mr. Searle,

As HPEACE, Health Professionals for Equity and Community Empowerment, an organization of 200 health professionals in Sonoma County working for workers' rights and social justice, HPEACE stands in solidarity with the members of the National Union of Healthcare Workers (NUHW) and calls on Wellpath to engage in good-faith negotiations with the Wellpath Sonoma Division.

The health care professionals employed by your company are integral to our community's health and public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe, and equitable workplace standards for these professionals.

While NUHW members have worked with Wellpath management to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have observed a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, this understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. We urge Wellpath management to take seriously the concerns of its frontline staff and strongly consider NUHW's proposals to address these issues.

As an organization of health professionals in Sonoma County who have firmly and consistently worked for the well-being and safety of health professionals, the rights of all workers and the equity for all who have been marginalized and remain under-represented, HPEACE stands firmly on the side of Wellpath workers and the patient inmates they serve. We urge Wellpath to respect the workers that it employs by bargaining in good faith and reaching an agreement that addresses workers' safe staffing and economic security in a substantive way. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

HPEACE



To: Justin Searle, Executive Vice President, Local Government Operations  
CC: Wellpath Sonoma Division

Mr. Searle,

As a union representing staff nurses at Santa Rosa Memorial Hospital in Sonoma County, the Staff Nurses' Association stands in solidarity with the members of the National Union of Healthcare Workers (NUHW) and calls on Wellpath to engage in good-faith negotiations with the Wellpath Sonoma Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe, and equitable workplace standards for these professionals.

While NUHW members have worked with Wellpath management to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have observed a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, this understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. We urge Wellpath management to take seriously the concerns of its frontline staff and strongly consider NUHW's proposals to address these issues.

As an organization the Staff Nurses' Association stands firmly on the side of Wellpath workers and the patient inmates they serve. We urge Wellpath to respect the workers that it employs by bargaining in good faith and reaching an agreement that addresses workers' safe staffing and economic security in a substantive way. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

Sue Gadbois RN  
Board Member, Staff Nurses' Association



## UNITED NATIONS ASSOCIATION OF THE UNITED STATES OF AMERICA

Sonoma County Chapter

To: Justin Searle, Executive Vice President, Local Government Operations

cc: Wellpath Sonoma Division

Dear Mr. Searle:

As proponents of implementing the United Nations' World Development Goals on a local basis in Sonoma County, the Sonoma County Chapter of the United Nations Association of the USA stands in solidarity with the members of the National Union of Healthcare Workers (NUHW) and calls on Wellpath to engage in good-faith negotiations with the Wellpath Sonoma Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe, and equitable workplace standards for these professionals.

While NUHW members have worked with Wellpath management to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have observed a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, this understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. We urge Wellpath management to take seriously the concerns of its frontline staff and strongly consider NUHW's proposals to address these issues.

As an organization, the UNA-USA Sonoma County stands firmly on the side of Wellpath workers and the patient inmates they serve. We urge Wellpath to respect the workers that it employs by bargaining in good faith and reaching an agreement that addresses workers' safe staffing and economic security in a substantive way. Now more



than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

Rick Luttmann, PhD  
For the UNA-USA Sonoma Board



To: Justin Searle, Executive Vice President, Local Government Operations  
CC: Wellpath Sonoma Division

Mr. Searle,

As an organization working for economic, racial, and climate justice in Sonoma County, North Bay Jobs with Justice stands in solidarity with the members of the National Union of Healthcare Workers (NUHW) and calls on Wellpath to engage in good-faith negotiations with the Wellpath Sonoma Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe, and equitable workplace standards for these professionals.

While NUHW members have worked with Wellpath management to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have observed a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, this understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. We urge Wellpath management to take seriously the concerns of its frontline staff and strongly consider NUHW's proposals to address these issues.

As a coalition of 26 community and labor organizations, North Bay Jobs with Justice stands firmly on the side of Wellpath workers and the patient inmates they serve. We urge Wellpath to respect the workers that it employs by bargaining in good faith and reaching an agreement that addresses workers' safe staffing and economic security in a substantive way. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

Max Bell Alper  
Executive Director



April 20, 2021

Justin Searle  
Executive Vice President, Local Government Operations  
3911 Sorrento Valley Blvd., Suite 130,  
San Diego, CA 92121

CC: Wellpath Stanislaus Division

Mr. Searle,

As the leader of the North Valley Labor Federation, a partnership of over 70 local unions in the North San Joaquin Valley, I write to support the members of the National Union of Healthcare Workers (NUHW) and encourage continued good-faith negotiations with the Wellpath Stanislaus Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe and equitable workplace standards for these professionals.

NUHW members have informed me that Wellpath management has worked with the Union to address serious issues with working conditions that left both caregivers and patient inmates vulnerable to COVID-19. However, there are still serious problems with healthcare delivery in our county jail. The workers who take care of our inmates have informed me of a vicious cycle of uncompetitive wages which leads to problems with recruitment, resulting in understaffing. That understaffing in turn creates stressful and unsafe working conditions that lead to low retention rates, continuing the cycle. In addition, the workers inform me that understaffing is creating unsafe practices such as licensed vocational nurses being forced to perform work that is outside of their scope and for which registered nurses are required per the contract with the county. I understand negotiations are ongoing; however, it is my hope that NUHW's proposals are strongly considered and Wellpath management addresses these issues.

While I am sure that productive negotiations are forthcoming, I want to take this opportunity to once again express my strong support for an outcome that addresses NUHW's members' needs

around safe working conditions and economic security. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'TRB' or similar initials, written in a cursive style.

Tim Robertson, Executive Director  
North Valley Labor Federation





Exec. Secretary-Treasurer  
Astrid Zuniga, UDW #3930

President  
Dean Fadeff, OE3

Vice President  
Kristen Rasmussen, IBEW1245

Date: 4/26/21

Justin Searle  
Executive Vice President, Local Government Operations  
3911 Sorrento Valley Blvd., Suite 130,  
San Diego, CA 92121

CC: Wellpath Stanislaus Division

Mr. Searle,

As the Executive Secretary/Treasurer of the Stanislaus & Tuolumne Central Labor Council representing 30 Affiliate Unions and more than 30,000 working families in Stanislaus county, we support the members of the National Union of Healthcare Workers (NUHW) and encourage continued good-faith negotiations with the Wellpath Stanislaus Division.

The health care professionals employed by your company are integral to our community's public safety. Their work providing high-quality medical and behavioral health services for incarcerated persons - in facilities compromised by various COVID-19 outbreaks - is commendable. As these frontline workers are placing their health and safety at risk to maintain continuity in our detention centers, it is imperative that a collective bargaining agreement is settled to establish fair, safe and equitable workplace standards for these professionals.

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FB: Stanislaus Tuolumne Counties Central Labor Council  
PO BOX 5317  
Modesto, CA 95352 \* Office: (209) 872-4754

[www.stclc.org](http://www.stclc.org)



Exec. Secretary-Treasurer  
Astrid Zuniga, UDW #3930

President  
Dean Fadeff, OE3

Vice President  
Kristen Rasmussen, IBEW1245

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While I am sure that productive negotiations are forthcoming, I want to take this opportunity to once again express my strong support for an outcome that addresses NUHW's members' needs around safe working conditions and economic security. Now more than ever, we must ensure health care workers have the necessary protections and support to continue serving our communities.

Thank you for your attention to this matter.

Sincerely,

Astrid Zuniga, Executive Secretary/Treasurer  
Stanislaus & Tuolumne Counties Central Labor Council



FB: Stanislaus Tuolumne Counties Central Labor Council  
PO BOX 5317  
Modesto, CA 95352 \* Office: (209) 872-4754

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