COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Karen Kelly
Classification RN
Union CNA
Facility Brentwood Health Center
Signature Karen Kelly

Name Julie Whitfield
Classification IIE3
Union Teamsters
Facility ~~PHCS~~ SBHC
Signature

Name Nicole Alcorn
Classification RN
Union CNA
Facility PHCS -SBHC-
Signature

Name Zohra Akbari
Classification RN
Union ~~RN~~ CNA
Facility PHCS
Signature

Name Veronica Gonzalez-Heredia
Classification CNA
Union Teamster
Facility PHCS
Signature

Name Marissa McWilliam
Classification RN
Union CNA
Facility PHCS
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0319

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Jennifer Rubio
Classification RN
Union CNA
Facility PHCS SBC
Signature

Name Joan Hoffman
Classification MD
Union PDOC
Facility BHC
Signature Joan Hoffman MD

Name Nikki Ha
Classification FNP
Union CNA
Facility PHCS SBC / BHC
Signature , FNP-BC

Name Angelica M LAZO
Classification Care Coordinator
Union 2700
Facility Brentwood Health Center
Signature

Name Janice Jimenez
Classification CHW PHCS
Union 856 Teamsters.
Facility Brentwood Health center
Signature

Name Vanessa Ponce
Classification perm CMA
Union Teamsters
Facility BHK
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 AFL-CIO | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Abdilaziz Jamaal
Classification Physician
Union PDOCC
Facility Pediatrics
Signature

Name Mary Joseph
Classification Physician
Union PDOCC
Facility Peds
Signature

Name Richelle Cruz
Classification DFam Physician
Union PDOCC
Facility Dept Family Medicine
Signature

Name Catherine Bong NP
Classification DFM NP
Union CNA
Facility Dept Family Med
Signature

Name
Classification DFM MD Physician
Union PDOCC
Facility BHC
Signature

Name Yakuan Su
Classification FNP
Union CNA
Facility BHC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Hilya Kumar
Classification Nursing
Union CNA
Facility BHC
Signature Hkumar

Name Moe Myat
Classification Nursing
Union CNA
Facility BHC
Signature

Name Jeffrey Yan
Classification LVN
Union Teamster
Facility BHC
Signature

Name Lelii David
Classification EVS.
Union Teamster 856
Facility BHC
Signature

Name Julie Underwood
Classification LVN
Union Teamster.
Facility BHC
Signature

Name ANTONIO UBALDO SR
Classification E.V.S
Union TEAMSTER
Facility BHC.
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name R. Mally y Rosel
Classification RN
Union CNA
Facility BHC
Signature

Name ~~Miriam Gonzalez~~ Miriam Gonzalez
Classification CMA
Union Teamsters
Facility BHC
Signature Miriam Gonzalez

Name Valerie McCall
Classification CMA
Union NA
Facility BHC
Signature

Name ~~Shatis~~ Shaletia Bowsley
Classification E.V.S
Union Teamster
Facility B. H. C
Signature

Name Rose Bargon
Classification CMA
Union Teamsters
Facility BHC
Signature R. Bargon

Name Gayla Thompson
Classification CHW
Union Teamster
Facility B.H.C
Signature Gayla Thompson

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Lonious Tadosha Williams
Classification LVN
Union BSLA Teamsters
Facility BHC/AHC
Signature

Name Anthony Willis
Classification MHO
Union Teamsters
Facility Public Health SBC
Signature

Name
Classification HES
Union Teamsters
Facility Public Health
Signature

Name Erica Tate
Classification RN
Union ~~CNA~~ CNA
Facility PHCS SBC
Signature Erica Tate

Name Carmen Moreno
Classification CHW
Union Teamsters
Facility Public Health
Signature Carmen Moreno

Name Maria Colin
Classification Teamsters
Union CHW
Facility Public Health
Signature Maria Colin

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Alexandra Duque Silva
Classification MD.
Union PDOCC
Facility Brentwood
Signature

Name Monica Worldridge
Classification NP
Union CNA
Facility BHC
Signature MWorldridge NP

Name Margaret Ferrante
Classification CNA
Union Teamster
Facility BHC
Signature Margaret Ferrante

Name [illegible]
Classification MD
Union N/A
Facility BHC
Signature

Name Belanie Balogun
Classification LVN
Union Teamsters
Facility BHC
Signature Balogun

Name KELLY OLSON
Classification RN
Union CNA
Facility RHCS / SBC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Tina vanWolbeck
Classification PHN
Union CNA
Facility Public Health Nursing
Signature Tina vanWolbeck

Name Karen Bruno
Classification PHN
Union CNA
Facility Public Health Nursing
Signature

Name Grace Hagopian
Classification PHN
Union
Facility Public Health Nursing
Signature Grace Hagopian

Name Laurie Terranova
Classification PHN
Union CNA
Facility Public Health Nursing
Signature

Name Vanessa Lam
Classification PHN
Union CNA
Facility Public health nursing
Signature Lee

Name Laura De la Torre
Classification PHN
Union CNA
Facility Public Health Nursing
Signature Laura delatorre

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Stacie Hinton
Classification Sr Clerk
Union Local 2700
Facility Library
Signature Stacie D. Hinton

Name Christina Valenga
Classification Exp.-clerk
Union Local 2700
Facility Library
Signature Christina Valenga

Name Brenda Ramirez
Classification Library Assistant- Adv.
Union Local 1
Facility Library
Signature Brenda Ramirez

Name Will McCall
Classification Librarian
Union Local 1
Facility Library
Signature

Name Susan Kantor-Horning
Classification Librarian Specialist
Union Local 1
Facility Library
Signature Susan Kantor-Horning

Name Ruth Boyer
Classification Librarian Specialist
Union ~~Library~~ Local 1
Facility Library
Signature Ruth Boyer

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Rich Hall
Classification LA Advanced
Union Local 1
Facility Administration
Signature R. R. Hall

Name Emily Koster
Classification Librarian
Union Local 1
Facility Administration
Signature Emily Koster

Name Andrea Knoll
Classification LA Journey
Union Local 1
Facility Library - Admin - Martinez
Signature Andrea Knoll

Name Sarah Spindle
Classification Librarian
Union Local 1
Facility Library - Admin
Signature Sarah Spindle

Name Catherine Auser
Classification Library Asst.
Union Local 1
Facility Lib. Asst
Signature Catherine Auser

Name Jennifer C. Agustin
Classification Clerk experienced
Union Local 2700
Facility
Signature Jennifer C. Agustin

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Rebecca Malin
Classification Library Assistant Advanced
Union Local 1
Facility Library Administration
Signature Rebecca Malin

Name Deanna Rabago Lechman
Classification Manager
Union 21
Facility Library Admin
Signature

Name Stacie Deng
Classification Business Systems Analyst
Union 21
Facility Library
Signature

Name Tu Huynh
Classification SST
Union 856
Facility Library
Signature

Name Julie Chow
Classification Clerk - Sr. Level
Union 2700
Facility Library
Signature Julie Chow

Name Ron Cruz
Classification Information System Specialist
Union Teamsters
Facility Library
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name RAMON BERGUER
Classification PHYSICIAN
Union NONE
Facility CCRMC
Signature

Name Desiree Rushing
Classification Resp Therapist
Union SEIU
Facility
Signature

Name Sue Wilson
Classification
Union RPA
Facility
Signature

Name Teresa Green
Classification
Union AFSCME/CBTU
Facility
Signature

Name Martha Kuhl
Classification RN
Union CNA/NNU
Facility CHC
Signature

Name Kathy Donohue
Classification RN
Union CNA
Facility Kaiser
Signature K Donohue

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Patti Smith
Classification Sr Clerk
Union Local 2700
Facility L&D
Signature PSmith

Name Chrissy Faulkner
Classification RN
Union CNA
Facility CCRMC - GI
Signature CFaulkner

Name Lilyana Chavdarova
Classification LVN
Union Teamster
Facility CCRMC
Signature

Name [illegible]
Classification RN
Union CNA
Facility CCRMC
Signature

Name PIRAYEH AZARI
Classification RN
Union CNA
Facility CC RMC PACU
Signature Paiya Azari

Name Yesenia Suarez
Classification ISW
Union Teamsters
Facility CCRMC. EVS.
Signature Yesenia Suarez

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Joe Summers
Classification PD
Union Contra Costa CLC
Facility Martinez
Signature

Name S. A. Buchmann
Classification Retired Detention
Union SEIU 1021 & Coverdale (Unions)
Facility SIEGH Co-Chair
Signature S. A. Buchmann

Name REBECCA RUIZ
Classification IFPTE 21 ORGANIZER
Union CWA 9415
Facility OAKLAND OFFICE
Signature

Name JUSTIN DECKER
Classification Representative
Union IFPTE LOCAL 21
Facility
Signature

Name Jerson Graves
Classification Political Coordinator
Union CLC - Contra Costa
Facility Martinez
Signature

Name Peter Masiar
Classification East Bay Director
Union SEIU 1021
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Sisi Gallegos
Classification RN
Union CNA
Facility CCRMC
Signature Sallegos

Name Ulysha [illegible]
Classification R.N.
Union CNA
Facility CCRMC
Signature [illegible]

Name Sonia Jacome
Classification CHN7 - Teamster
Union Teamster
Facility CCRMC
Signature [illegible]

Name Edward Capalla
Classification RN
Union CNA
Facility CCRMC
Signature [illegible]

Name [illegible]
Classification RN
Union CNA
Facility CCRMC, ER
Signature [illegible]

Name MICA LOPATA
Classification RN
Union CNA
Facility OR - CCRMC
Signature [illegible]

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0319

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Margaret Pythak
Classification Sterile Processing Tech
Union Teamsters
Facility CCRMC - SPD
Signature M. Pythak

Name Jennifer Surgo
Classification CST.
Union Teamster
Facility CCRMC
Signature

Name Monica Andrea
Classification STOREKEEPER
Union Teamster
Facility CCRMC
Signature

Name Bryan Salanga
Classification CST
Union Teamster
Facility CCRMC OR
Signature

Name Trino Rogers
Classification Interim NPM
Union CNA
Facility CCRMC
Signature

Name Lowell Cervantes
Classification SPD.
Union TEAMSTER 856
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

1. Name Gina Banchero
   Classification O.R Surgical Technologist
   Union Teamsters
   Facility C.C.R.M.C
   Signature
2. Name Kaitlin Dunn
   Classification SPD Tech
   Union Teamsters
   Facility CCRMC
   Signature
3. Name Hazel Muñoz
   Classification LVN
   Union TEAMSTERS
   Facility CCRMC
   Signature
4. Name Renata Ballati
   Classification CST
   Union Teamsters
   Facility CCRMC
   Signature
5. Name Taylor Edlund
   Classification SPD
   Union Teamster
   Facility CCRMC
   Signature
6. Name Patricia Lewis
   Classification RN
   Union ~~ER~~ - CNA
   Facility CCRMC
   Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name RICHARD Isenberg
Classification RN
Union CNA
Facility CCRMC
Signature R Isenberg

Name Josephine Gonsalves
Classification RN
Union CNA
Facility CCRMC
Signature Josephine Gonsalves

Name RAYMOND ABAYA
Classification RN
Union CNA
Facility CCRMC
Signature

Name Marita N. SISON
Classification RN
Union CNA
Facility CCRMC
Signature

Name Lani Ching
Classification RN
Union CNA
Facility CCRMC
Signature

Name Elizabeth de Paula
Classification RN
Union CNA
Facility CCRMC
Signature Elizabeth de Paula

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU Stronger Together · IFPTE Local 21 · 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name GERALD GILCHRIST
Classification CST
Union Teamsters
Facility CCRMC OR
Signature

Name Laurie Beauchemin
Classification RN
Union CNA
Facility CCRMC
Signature Laurie BeauchemanRN

Name Margaret Fabon
Classification RN
Union CNA
Facility CCRMC
Signature RN

Name Sandra Sanusi
Classification RN
Union CNA
Facility CCRMC
Signature

Name
Classification RN
Union CNA
Facility CCRMC
Signature

Name Sandra Quiroz-Torres
Classification LVN
Union Teamsters
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Liesl Hon
Classification Supply chain clerk
~~Union~~
Facility Medline
Signature

Name Arlene Bancroft
Classification RN
Union CNA
Facility CCRMC
Signature

Name CATHERINE MARINDA LY
Classification RN
Union CNA
Facility CCRMC
Signature

Name Brenda Simmons
Classification Charge Nurse RN
Union CNA
Facility CCRMC
Signature

Name Tasmin Phan
Classification RN
Union CNA
Facility CCRMC
Signature

Name Tyrone George
Classification ISW - Generalist
Union Teamsters
Facility Kitchen
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Fema N. Myers
Classification RN.
Union CNA
Facility Retired
Signature Fema N-myers

Name Tumikia Watu-Khufhaza
Classification Visitors
Union
Facility General Hospital
Signature

Name Timothy Friend
Classification Assistant Facilities Manager
Union Local 1
Facility ccrmc
Signature

Name Grace Rabeya
Classification MSW II
Union SEIU
Facility CHS
Signature

Name MYRA TOGONON
Classification RN
Union CNA
Facility CCRMC
Signature

Name Danielle Iglesias
Classification RN
Union CNA
Facility ccrmc
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

Name Bianca Ibon
Classification Clerk
Union ~~2700~~ Local 2700
Facility CCU
Signature

Name
Classification RN - 2M CU
Union CNA
Facility ccrmc
Signature

Name Nga Pham
Classification RN
Union CNA
Facility CCRMC
Signature

Name Denise Whittle
Classification Secretary - Advanced Level
Union Local 2700
Facility CCRMC - Nursing Admin
Signature Denise L. Whittle

Name MaryBNN Williams
Classification ~~CNA~~ RN
Union CNA
Facility CCRMC
Signature

Name BRUCE ESTES
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | SEIU 1000 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0813

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Kevin Camaya
Classification RN
Union CNA
Facility IMCU
Signature

Name ERMELI ROJES
Classification RN
Union CNA
Facility IMCU
Signature

Name STEVE HILTON
Classification RN
Union CNA
Facility CCU
Signature Steven Hilton

Name JAIME RUIZ
Classification RN
Union CNA
Facility 3E
Signature

Name Kathy Hall
Classification Occupational Therapist
Union Teamsters 856
Facility CCRMC - Hospital
Signature

Name Tiffany Ponikvar
Classification RN
Union CNA
Facility IMCU
Signature Tiffany Ponikvar

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Erica Chan
Classification RN
Union CNA
Facility CCRMC
Signature

Name Janet McCoy
Classification Clerk
Union AFSCME LOCAL 2700
Facility CCRMC
Signature Janet McCoy

Name Evan Poloser
Classification RN
Union CNA
Facility CCRMC
Signature

Name Jennifer Garcia
Classification CCRMC RN CNA
Union CCRMC NA
Facility CCRMC
Signature

Name Arian RASHIDI
Classification RN
Union CCRMC CNA
Facility CCRMC
Signature

Name Mohamud Shakeel Dimahomed
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU | IFPTE | STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Rumelda Sellers
Classification RN
Union CNA
Facility CCRMC
Signature R Sellers

Name Stephanie Ayres
Classification RN
Union CNA
Facility CCRMC
Signature

Name Angela Bennett
Classification RN
Union CNA
Facility CCRMC
Signature

Name
Classification RN
Union CNA
Facility
Signature

Name Kathy Avila
Classification RN
Union CNA
Facility CCRMC
Signature

Name Traressa Hunter
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

"All Unions Listed Below"

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Dalene R DeLuca
Classification Senior Clerk
Union Local 2700 AFSCME
Facility CCRMC Emergency Dept.
Signature Dalene R DeLuca

Name Lisa VanOrder
Classification CNA
Union Teamsters 856
Facility CCRMC - ER
Signature LVanOrder CNA

Name Amanda Diplock
Classification RN
Union CNA
Facility CCRMC ER
Signature ADiplock

Name Meagan Wooldridge Metzler
Classification RN
Union CNA
Facility CCRMC ER
Signature MW Metzler

Name Helena Abid
Classification RN
Union CNA
Facility CCRMC
Signature Helena

Name Stefani Macagba
Classification RN
Union CNA
Facility CCRMC
Signature Stefani Macagba

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Raquel Tranquira
Classification RN
Union CNA
Facility CCRMC - ED
Signature

Name Leila Villanueva
Classification RN
Union CNA
Facility CCRMC - ED
Signature

Name ROSE MISTA
Classification RN
Union CNA
Facility CCRMC - ED
Signature

Name ASHLEY RIVERO
Classification RN
Union CNA
Facility CCRMC
Signature

Name JANEAN Filbeck
Classification Certified Nursing Assistant
Union Teamsters 856
Facility CCRMC
Signature Janean Filbeck

Name
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | SEIU Local 1021 | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Julie Holmes
Classification RN
Union CNA
Facility MTZ-ER
Signature

Name SIGRID HERNANDEZ
Classification RN
Union CNA
Facility CCRMC-ER
Signature

Name Tamku Tenzing
Classification RN
Union CNA
Facility MTZ-ER
Signature

Name TIFFANY POUDD
Classification RN
Union CNA
Facility CCRMC ED
Signature

Name IVON DOLORES GUZMAN
Classification EVS-ISW
Union Teamsters
Facility CCRMC-ED
Signature

Name SARAH DINOZO
Classification RN
Union CNA
Facility CCRMC-ED
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name CHRISTIAN NGO
Classification RN
Union CNA
Facility CCRMC
Signature

Name PATRICK MALLARE
Classification STOREROOM CLERK
Union TEAMSTERS 856
Facility CCRMC
Signature

Name Azenew Tahere
Classification Psychiatric in patient 4C
Union CNA
Facility CCRMC
Signature

Name Charlene Curcio
Classification RN
Union CNA
Facility
Signature

Name Margarita Soles
Classification Mental Health Clinicians
Union Teamsters
Facility
Signature

Name Gilchrist
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Kevin Stump
Classification EXP Level Clerk
Union 2700
Facility CCRMC
Signature Kevin Stump

Name Rodney Gottschall
Classification Senior Level Clerk
Union 2700
Facility CCRMC
Signature Rodney G.

Name Francisco Taylor
Classification Account Clerk Experienced
Union 2700
Facility CCRMC
Signature F. Taylor

Name Christina Wexler
Classification Account Clerk
Union 2700
Facility CCRMC
Signature Christina Wexler.

Name Jasmine Campos
Classification Acct Clerk Sup
Union Local 512
Facility CCRMC
Signature

Name Lisa Gindev
Classification ~~2700~~ Acct Clerk Advance
Union 2700
Facility HR - CCRMC
Signature Lisa G.

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name PETER LAZAREV
Classification MLT
Union TEAMSTERS 856
Facility CCRMC LAB
Signature Peter Lazarev.

Name Rene Abella
Classification LAB (CLS)
Union TEAMSTERS
Facility LAB.
Signature

Name LYNN BUSTOS
Classification LAB. SCIENTIST
Union TEAMSTER
Facility CCRMC-LAB
Signature Maria Thomas

Name Maria Thomas
Classification CLS
Union Teamster
Facility CCRMC - LAB
Signature

Name CARMENCITA HERNANDEZ
Classification CLS
Union 856
Facility CCRMC-LAB
Signature

Name Co Tran
Classification C.L.S.
Union Teamsters
Facility CCRMC Lab
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Robin Hargrave
Classification RN
Union CN
Facility CCRMC
Signature [signature]

Name Erick Manzanarez
Classification Biomed
Union Teamsters
Facility CCRMC
Signature [signature]

Name CHANTELL BAKER
Classification LVN
Union TEAMSTERS
Facility CCRMC
Signature [signature]

Name Anna C. Khimes
Classification Phlebotech
Union 856
Facility CCRMC LAB
Signature [signature]

Name LUCERO TORRES
Classification CCRMC lab Tech
Union Teamsters
Facility CCRMC
Signature [signature]

Name GIGI DONNELLY
Classification SR-CLS
Union TEAMSTER
Facility CCRMC-LAB
Signature [signature]

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name JULIET REA
Classification HISTOTECH
Union TEAMSTER
Facility CCRMC
Signature

Name ANNABEL ARAP
Classification LT II
Union TEAMSTER
Facility CCRMC
Signature

Name WILMA L. LEE
Classification HISTOTECH
Union TEAMSTER
Facility CCRMC
Signature

Name Ruslana Delaney
Classification Lab Tech II
Union TEAMSTER
Facility LAB
Signature

Name ABNESH KISHOR
Classification LAB
Union TEAMSTER
Facility CCRMC
Signature Abnesh Kish

Name Hani Kalad
Classification CLS
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Zachary Nacion
Classification RN
Union CNA
Facility CCRMC
Signature

Name Maria Sarmiento
Classification RN
Union CNA
Facility CCRMC
Signature

Name Catherine Brandt
Classification RN
Union CNA
Facility CCRMC
Signature

Name Maria Isabel N. Villanueva
Classification RN
Union CNA
Facility CCCRMC
Signature

Name PHILIP SANTIAGO
Classification ISW
Union ~~TEAMSTER~~ TEAMSTER
Facility CCRMC
Signature

Name GILBERT ESTRADA
Classification ISW
Union TEAMSTER
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Linda Bartlett
Classification Lead Sterile Processing tech
Union Teamsters 856
Facility CCRMC
Signature Linda Bartlett

Name BEMBO PUNZALAN
Classification OR
Union CNA
Facility CCRMC
Signature

Name Alycia Sanchez
Classification Surgical Tech
Union Teamster
Facility CCRMC
Signature Alycia Sanchez

Name Geraldine Sunga
Classification RN - Charge Nurse.
Union CNA
Facility CCRMC
Signature

Name Brandy Kurchner
Classification AFSCME 2700
Union Surgery Scheduler
Facility CCRMC
Signature Brandy K

Name DON SANCHEZ
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Maria I. Alejandrino
Classification Clinical Lab. Scientist
Union Teamster
Facility Laboratory
Signature

Name THU-HA LE
Classification CLS
Union Teamster
Facility LAB
Signature

Name Chelsea Reidy
Classification RN
Union CNA
Facility CCRMC
Signature

Name J. DEGUZMAN
Classification RN
Union CNA
Facility CCRMC
Signature

Name K. Mentary
Classification RN
Union CNA
Facility CCRMC
Signature

Name Brenda Salgado
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Liz Mackerson RN
Classification RN
Union CNA
Facility LTD CCRMC
Signature

Name Jaspreet Khahera
Classification RN
Union CNA
Facility CCRMC
Signature Khahera

Name Paula Packham
Classification RN
Union CNA
Facility CCRMC
Signature

Name CATHERINE YAO-TEITEH
Classification RN
Union CNA
Facility CCRMC
Signature

Name Rockhead
Classification RN
Union CNA
Facility CCRMC - PACH
Signature Rockhead

Name CANDIDO G REYES
Classification RN
Union CNA
Facility CCRMC PACH
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Katrina Parks
Classification RN
Union CNA
Facility CCRMC
Signature

Name Jessica Boriack
Classification
Union
Facility CCRMC
Signature

Name Mayank Sharma
Classification RN
Union CNA
Facility CCRMC
Signature

Name Archie Glen
Classification RN
Union CNA
Facility CCRMC
Signature

Name MALOU CUSTODIO
Classification RN
Union CNA
Facility CCRMC
Signature

Name Sally Barnett
Classification Staffing
Union 27
Facility CCRMC
Signature Sally Barnett

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Eddie Mendoza Ong
Classification RN
Union CNA
Facility CCRMC
Signature

Name Emma Salazar
Classification RN
Union CNA
Facility CCRMC
Signature

Name Luz Ocampo
Classification RN
Union CNA
Facility CCRMC
Signature

Name Victoria Yoder
Classification RN
Union
Facility CCRMC
Signature

Name Lisa Garcia
Classification RN
Union CNA
Facility CCRMC
Signature

Name Francis Christobal
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Edward Benongan
Classification EVS
Union
Facility
Signature

Name Tyesha Reed
Classification CNA
Union
Facility
Signature

Name Jon, MENDOZA
Classification RN
CNA
Union
Facility CCRMC
Signature

Name ROBBART BALA
Classification RN
Union CNA
Facility CCRMC
Signature

Name Kristina Serrano
Classification MFT / MHPS
Union 21
Facility CCRMC
Signature SAM ARDEZOIA

Name SAM ARDEZOIA
Classification PATIENT
Union
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Ngozi Umezurike
Classification Nursing
Union CNA
Facility CCRMC
Signature Umezurike

Name Janice Prado
Classification RN
Union CNA
Facility CCRMC
Signature

Name Jenica Ramos
Classification RN
Union CNA
Facility CCRMC
Signature

Name
Classification Education & Training Specialist
Union CNA
Facility CCRMC
Signature

Name Rosalind Hunter
Classification RN
Union CNA
Facility CCRMC
Signature Rosalind Hunter

Name
Classification
Union Local 1
Facility Martinez VA
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE | STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Leanna Abush
Classification RN
Union CNA
Facility CCCRMC
Signature Leanna Abu

Name Jessica Cortes
Classification RN
Union CNA
Facility CCCRMC
Signature

Name SHARMAYNE RAMIREZ
Classification RN
Union CNA
Facility CCCRMC
Signature

Name JO REYES
Classification RN
Union CNA
Facility CCCRMC
Signature

Name ALICIA CABRAL
Classification RN
Union CNA
Facility CCCRMC
Signature ACabral

Name Yonedith Ver
Classification RN
Union CNA
Facility CCCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Susan Sivilay
Classification ER Reg Clerk
Union Local 2700
Facility Contra Costa Regional Med. Center
Signature

Name Tiara Knight
Classification Senior Level Clerk
Union Local 2700
Facility CCRMC
Signature

Name Evelyn Lira
Classification Senior Level Clerk
Union Local 2700
Facility CCRMC - ED
Signature

Name CHRIS BOWERMAN
Classification SENIOR LEVEL CLERK
Union LOCAL 2700
Facility CCRMC
Signature

Name Bre Kalilikane
Classification CLERK - SR. LVL
Union Local 2700
Facility CCRMC
Signature

Name Katrina Perez
Classification Clerk - Exp level
Union Local 2700
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | FPTE Local 21 AFL-CIO | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name GINA BERMUDEZ
Classification RN
Union CNA
Facility CCRMC - ED
Signature Gina Bermudez

Name Melissa Huntington
Classification RN
Union CNA
Facility CCRMC - ED
Signature Huntington

Name Jennifer Milne
Classification RN
Union CNA
Facility CCRMC-ED
Signature

Name Concepcion Cantoran
Classification CNA
Union TeamReach
Facility CCRMC - ED
Signature Concepcion Cantoran

Name Perry O'Brien
Classification RN
Union CNA
Facility CCRMC ED
Signature

Name Steven Garcia
Classification OT
Union Teamsters
Facility ccrmc
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name ANGELA BECK
Classification CLERK - EXP
Union 2700
Facility CCRMC
Signature

Name MEGA GO
Classification Acc Clerk
Union 2700
Facility CCRMC.
Signature

Name Joanie Copeland
Classification Account Clerk
Union 2700
Facility CCRMC
Signature Joanie Copeland

Name Derica Ware
Classification ~~CNA~~ RN
Union CNA
Facility CCRC
Signature

Name Shakir Sud.
Classification MD
Union PDOC
Facility CCRMC.
Signature

Name Lisa Angella
Classification U Hrusand
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

Name Peggy Stanton
Classification RN
Union Teamsters 856
Facility CCRMC
Signature Peggy Stanton

Name Angela Steinhart
Classification Occupational Therapist II
Union Teamsters 856
Facility CCRMC
Signature

Name GEORGE FLORES
Classification RN
Union CNA
Facility CCRMC
Signature

Name Emily Caudill
Classification RN
Union CNA
Facility CCRMC
Signature

Name Hanbale MIRAGOL
Classification RN
Union CNA
Facility CCRMC
Signature

Name Wayne Dixon
Classification RN
Union CNA
Facility CCRMC
Signature Wayne

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU · IFPTE · Strength in Numbers

NationalNursesUnited.org » NationalNurses » @NationalNurses

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Lindsay Tak
Classification RN
Union CNA
Facility CCRMC
Signature

Name Leticia Billups
Classification RN
Union CN
Facility CCRMC
Signature

Name Harkaren Bhandal
Classification CCRMC – RN
Union LNA
Facility CCRMC
Signature

Name Christina Ponce
Classification RN
Union CNA
Facility CCRMC
Signature

Name Raddy J. VanVay
Classification RN
Union CNA
Facility CCRMC
Signature

Name James Ruiz
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

NursesUnited.org » NationalNurses » @NationalNurses

0813

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

Name MARGARITA SOTO
Classification RN
Union CNA
Facility CCRMC
Signature

Name Shelby Burton
Classification RN
Union CNA
Facility CCRMC
Signature Shelby Burton

Name Trudy Egu
Classification RN
Union CNA
Facility CCRMC
Signature

Name Hailey D'Atri
Classification RN
Union CNA
Facility CCRMC
Signature Hailey D'Atri

Name Neysa Ramos
Classification RN
Union CNA
Facility CCRMC
Signature Neysa Ramos

Name MARIA REGINA MANALOTO
Classification Charge Nurse
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | SEIU Local 1021 | IFPTE Local 21 | Strength in Numbers

NationalNursesUnited.org » NationalNurses » @NationalNurses

0818

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

1. Name Colleen Perne
   Classification RN
   Union CNA
   Facility CCRMC
   Signature Colleen Perne
2. Name Connie Hsiao
   Classification RN
   Union CNA
   Facility CCRMC
   Signature RN
3. Name Yu Fei Zhao
   Classification RN
   Union CNA
   Facility CCRMC
   Signature
4. Name CHELSIE DARRAH
   Classification RN
   Union CNA
   Facility CCRMC
   Signature
5. Name Susan Musisi
   Classification RN
   Union CNA
   Facility CCRMC
   Signature
6. Name MAUREEN PRATT
   Classification RN
   Union CNA
   Facility CCRMC
   Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Alessandra Pereira
Classification RN
Union CNA
Facility CCRMC
Signature Alessandra S. Pereira

Name Chaka Smith
Classification RN
Union CNA
Facility CCRMC
Signature CSmith

Name Kristen Quesada
Classification RN
Union CNA
Facility CCRMC
Signature KQuesada

Name Cyrus Jabali
Classification RN
Union CNA
Facility CCRMC
Signature

Name Karen Lee
Classification RN
Union CNA
Facility CCRMC
Signature

Name Pankito. B
Classification RN
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0813

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Vanessa Davis
Classification RN
Union CNA
Facility CCRMC
Signature VDavis

Name GUADA PRADO
Classification RN
Union CNA
Facility ccrmc
Signature

Name Fidelia Uwaechie
Classification ~~CCRMC~~ RN
Union CNA
Facility CCRMC
Signature

Name Ogechi Nnama
Classification RN
Union CNA
Facility CCRMC
Signature Ogechi

Name STEGFRED MACIAS
Classification RN
Union CNA
Facility CCRMC-4C
Signature

Name Catherine Nwosu
Classification CNA-Nursing Assistant
Union Team Stew
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | BRO STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Chante Moses
Classification RN
Union CNA
Facility CCRMC
Signature

Name Annamarie Jaroca
Classification CNA
Union YES
Facility CCCRMC
Signature

Name Ravinder Kaur
Classification CNA
Union Yes
Facility CCRMC
Signature Ravinder K

Name R. Battle
Classification CNA
Union Yes
Facility 1
Signature

Name RAMONA CHAVEZ
Classification CLERK
Union 2700
Facility CCRMC
Signature

Name Khin Su
Classification RN
Union CNA
Facility MHC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Alyssa Smith
Classification RN
Union CNA
Facility CCRMC
Signature alyssasmith

Name Ellemi Wondimayegnehu
Classification RN
Union CNA
Facility CCRMC
Signature

Name Jathan Reyes
Classification RN
Union CNA
Facility CCRMC
Signature

Name Joan Reny
Classification MD
Union PDOC
Facility CCRMC
Signature

Name Emmary Mallari
Classification CPhT
Union N/A
Facility CCRMC
Signature

Name Lisa Browne
Classification MRT
Union AFSCME 2700
Facility CCRMC
Signature Lisa Browne

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU Stronger Together · IFPTE LOCAL 21 AFL-CIO · 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

1 Name Kati Johnson
Classification RN
Union CNA
Facility CCRMC
Signature Kati Johnson

2 Name Maria Tesolin
Classification Clerk
Union AFSCME 2700
Facility Martinez Health Center
Signature Maria Tesolin

3 Name Paulos Adhanom
Classification CCRMC
Union Nurse ?
Facility
Signature

4 Name John Roark
Classification MD
Union DOCC
Facility CCCMC
Signature

5 Name Carree Coley
Classification CCRMC
Union AFSCME 2700
Facility
Signature

6 Name Stacey Harris-Brunner
Classification Nursing Program Mgr
Union Local 21
Facility Detention
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

1. Name Ronimar Panugaling
   Classification RN
   Union CNA
   Facility CCRMC
   Signature
2. Name Arlene Mamingar
   Classification RN
   Union CNA
   Facility CCRMC
   Signature
3. Name TSION BERHE
   Classification RN
   Union CNA
   Facility CCRMC
   Signature
4. Name Jledith Palaeuin
   Classification RN
   Union CNA
   Facility CCRMC
   Signature
5. Name Gretchen Vander Kamp
   Classification Volunteer Doula
   Union
   Facility CCRMC
   Signature Gretchen Vander Kamp
6. Name Selina Thomas
   Classification MD
   Union PDOC
   Facility CCRMC
   Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · SEIU Local 1021 · IFPTE Local 21 · Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Fitnawit Zere
Classification RN
Union CNA
Facility CCRMC
Signature

Name Angie Cottone
Classification RN
Union CNA
Facility CCRMC
Signature AngieCottone

Name Lupe Gladay Villalobos
Classification
Union
Facility CCRMC
Signature

Name Jessica Kim
Classification
Union PDOC
Facility
Signature

Name Richard Bryan
Classification Storeroom Clerk
Union Teamsters
Facility Martinez
Signature

Name Carla Juell
Classification Senior Clerk
Union SEIU
Facility Health Information Management
Signature C Juell

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | SEIU Local 1021 | IFPTE Local 21 | BSO Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Peter Dinglasan
Classification RN
Union CNA
Facility CCRMC
Signature

Name Kathrina Parks
Classification RN
Union CNA
Facility CCRMC
Signature

Name Richelle Bolotaow
Classification RN
Union CNA
Facility CCRMC
Signature

Name Etagegn Belew
Classification LVN
Union 4B
Facility CCRMC
Signature

Name Carol Vasquez
Classification LVN
Union Teamsters
Facility CCRMC
Signature

Name Sue Jeong Flanagan
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Dawnielle Vargas
Classification Physical Therapist II
Union Teamsters 856
Facility CCRMC
Signature Dawnielle Vargas

Name Ronnie Marquez
Classification PT II
Union Teamsters
Facility CCRMC
Signature

Name Lisa Egley
Classification PT II
Union Teamsters 856
Facility ccrmc
Signature Lisa Egley

Name Anna Lee
Classification PT II
Union Teamsters 856
Facility CCCMC
Signature Annlee

Name Jaclyn Chow
Classification OT II
Union Teamster 856
Facility CCRMC
Signature Jaclyn Chow

Name RODRIGO MARTIN
Classification THERAPIST AIDE
Union TEAMSTERS 856
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Violeta Jimenez
Classification Care Coord
Union Local 2700
Facility PHC
Signature

Name Robert Quinonez
Classification CARE COORD
Union LOCAL 2700
Facility PHC
Signature

Name Daisy Ron
Classification Clerk Senior
Union 2700
Facility Pittsburg health Center
Signature

Name Marquetta Smith
Classification CLERK-SENIOR
Union Local 2700
Facility PHC
Signature Marquetta Smith

Name Rosemarie Velez Gonzalez
Classification Clerk-Senior
Union 2700
Facility PHC
Signature

Name Laura CRUZ
Classification Clerk- SENIOR
Union 2700
Facility PHC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Engelica Sharpe
Classification RN
Union CNA
Facility CCRMC
Signature Engelica Sharpe

Name ERIN DE VERA
Classification RN
Union CNA
Facility
Signature

Name Yukia Johnson
Classification RN
Union CNA
Facility CCRMC
Signature Yukia

Name Xiuli
Classification RN
Union CNA
Facility CCRMC
Signature

Name Helen Lewis
Classification LVN
Union Teamsters
Facility CCRMC
Signature Helen Lewis

Name Julie Rensen
Classification Clerk
Union 2700
Facility CCRMC
Signature Julie Rensen

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name STEVE HILTON
Classification RN
Union CNA
Facility CCRMC
Signature

Name ANTONIO MAGANA
Classification Clerk
Union 2700 AFSCME
Facility CCRMC
Signature

Name Melani S. Wells
Classification LVN
Union Teamsters
Facility CCRMC
Signature

Name Harbinder Kaur
Classification RN
Union CNA
Facility
Signature Ken Fukukawa

Name
Classification RN
Union CNA
Facility
Signature

Name Rage alle
Classification EVS Perm
Union Teamster
Facility Hospital
Signature Rage

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name FLORENTINA CALINESCU
Classification RN
Union CNA
Facility CCRMC
Signature

Name Trudy Egge
Classification RN
Union CNA
Facility CCRMC
Signature

Name MaryJane Gatmaitan
Classification RN
Union CNA
Facility CCRMC
Signature

Name Annie Sales
Classification RN
Union CNA
Facility CCRMC
Signature

Name SHERYL FLORES
Classification RN
Union CNA
Facility CCRMC
Signature

Name Vien Nguyen
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | Local 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Claudia franquez
Classification EVS
Union Teamsters
Facility CCRMC
Signature Claudia Franquez

Name caitlin kelly
Classification RN
Union CNA
Facility CCRMC
Signature

Name Sandy Harris
Classification RN
Union CNA
Facility CCRMC
Signature Sandy Harris

Name Jennifer Castro
Classification RN
Union CNA
Facility CCRMC
Signature Jennifer Castro RN

Name
Classification RN
Union CNA
Facility CCRMC
Signature

Name Punam Joshi
Classification URC
Union Local 21
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU | IFPTE | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Linda Wooldridge
Classification RN
Union CNA
Facility CCRMC
Signature Linda Wooldridge

Name Alice Wells
Classification RN
Union CNA
Facility CCRMC
Signature Alice Wells RN

Name Jannet Garcia
Classification RN
Union CNA
Facility CCRMC
Signature

Name SHAWNIE PLOURDE
Classification RN
Union CNA
Facility CCRMC
Signature

Name Lisa Schindler
Classification RN
Union CNA
Facility CCRMC
Signature Lisa Schindler

Name Susan Schumann
Classification LVN
Union Teamsters.
Facility CCRMC
Signature Susan Schumann

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU · IFPTE Local 21 · Local 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Vickey Dominguez
Classification MSW II
Union SEIU 1021
Facility CCRMC
Signature Vickey Dominguez

Name Jessica Carter
Classification MSW II
Union SEIU 1021
Facility CCRMC
Signature

Name Carolyn Brooks
Classification MSW II
Union SEIU 1021
Facility CCRMC
Signature Carolyn Brooks

Name Okee Nwadigo
Classification MSW II
Union SEIU 1021
Facility CCRMC
Signature

Name Odinchezo Agaelo
Classification MSW II
Union SEIU 1021
Facility CCRMC
Signature

Name Andrew Boyle
Classification MSW II
Union SEIU 1021
Facility CCRMC
Signature Andrew T. Boyle

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | SEIU LOCAL 1021 | IFPTE | STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Lisa Diamond
Classification RN
Union CNA
Facility CCRMC
Signature Lisa Diamond

Name Tina Voss
Classification RN
Union CNA
Facility CCRMC
Signature

Name CCRMC Mayra Arriola
Classification LVN
Union Teamsters
Facility
Signature

Name Vincente Aguiguifr
Classification ISW- SPECIALIST
Union Teamers
Facility CCRMC
Signature

Name Andrea Sparks
Classification RN
Union CNA
Facility CCRMC, 5D, 5C
Signature Andrea Sparks RN

Name Lolita Cahayag
Classification Experienced Clerk
Union 2700
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name RICHARD FREDERICKS
Classification STOREROOM CLERK
Union TEAMSTERS
Facility CCRMC
Signature Richard Fredericks

Name ERICA PATTERSON
Classification CLERK
Union 2700
Facility CCRMC
Signature

Name Trent Tate
Classification RCP II
Union T 856
Facility Hospital
Signature

Name CHRIS REYNOLDS
Classification RCP II
Union 856
Facility RCSP
Signature

Name Michael Espinoza
Classification IT Tech
Union Teamsters
Facility CCRMC
Signature

Name Benjamin Johnson
Classification IT Technician
Union 856
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | SEIU Local 1021 | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Katelyn Heinrich
Classification Social Work
Union SEIU local 1021
Facility CCRMC
Signature Katelyn Heinrich

Name Katie Jacobs
Classification Medical SW II
Union SEIU 1021
Facility CCRMC
Signature Jacobs

Name Mary Wilson
Classification Medical SW II
Union SEIU 1021
Facility CCRMC
Signature

Name Linda M. Wise
Classification Medical SW II
Union SEIU 1021
Facility MHC
Signature Linda M. Wise

Name Chiyo Avila
Classification Clerk
Union AFSCME
Facility CCRMC
Signature Chiyo Avila

Name Jeannie DeTomasi
Classification Secretary - Advanced Level
Union AFSCME
Facility CCRMC/HSS
Signature Jeannie DeTomasi

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · SEIU Local 1021 · IFPTE Local 21 · USW Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Carla Domnick
Classification Medical Social Worker II
Union SEIU 1021
Facility MHC
Signature ~~Carla Domnick~~

Name Francine Lewis
Classification Financial Counselor
Union Local 2700
Facility
Signature Francine Lewis

Name Yesenia V. Ndjar-Ramirez
Classification CHWII
Union Teamster 856
Facility MHC
Signature

Name Lucy Murillo-Perez
Classification Clerk
Union
Facility Cardiopulmonary
Signature Lucy Murillo Perez

Name Cristina Cruz
Classification CHWS
Union Teamsters
Facility Healthy Start
Signature

Name Gloria LaFarga GLORIA LAFARGA
Classification CHWSP.
Union Teamsters
Facility Healthy Start
Signature Gloria LaFarga

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

OSI9

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Yuniz, Lori
Classification RN
Union CNA
Facility CCRMC
Signature

Name Dhillon, Archana
Classification Clerk
Union
Facility CCRMC
Signature Archana Dhillon

Name KERRY BRAGG
Classification EVS
Union
Facility AHC
Signature Kerry Bragg

Name RENE TRINIDAD JR
Classification ISW
Union TEAMSTER
Facility EVS
Signature Rene C Trinidad Jr

Name NATASHA PETIT
Classification MHCS
Union Teamsters 856
Facility CCRMC
Signature Natasha Petit

Name Lori Belhumeur
Classification MHCS
Union Teamsters 856
Facility CCRMC
Signature Lori C Belhumeur

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU · IFPTE · 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

OSHA

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name MERCIA SPICER
Classification RN
Union CNA
Facility CC RMC
Signature MSpicer

Name Joe O'Donnell
Classification CITIZEN
Union
Facility
Signature

Name Adam Curtis
Classification RN
Union CNA
Facility CCRMC
Signature

Name Niam Deli
Classification CNA
Union CCRMC
Facility
Signature

Name Patty Johnston
Classification Clerk - Senior
Union AFSCME
Facility CCRMC
Signature Patty Johnston

Name Jami V Jones
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name MAIA JACKSON
Classification SENIOR LEVEL CLERK
Union LOCAL 2700
Facility BLDG 1 MARTINEZ
Signature

Name Jovita E LARES
Classification CLERK SR LEVEL
Union LOCAL 2700
Facility Bldg 1 MARTINEZ
Signature

Name Maria Barba
Classification Sr. Clerk
Union Local 2700
Facility Bldg 1 Martinez
Signature

Name Isaura TYRRIENGLO
Classification SENIOR LEVEL CLERK
Union LOCAL 2700
Facility BLDG 1 MARTINEZ
Signature

Name McClain, Carlotta
Classification Specialist Clerk
Union 2700
Facility Hospital
Signature

Name Sue Grammond
Classification Senior Clerk
Union 2700
Facility Hospital
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Sonia Monroy
Classification Clerk Senior Level
Union 2700
Facility WCHC
Signature Sonia Monroy

Name Marci Lawrence
Classification Clerk- Senior Level
Union 2700
Facility WCHC
Signature Marci Lawrence

Name Catherine Hart
Classification Clerk Senior Level
Union 2700
Facility MHTC
Signature

Name Amie Evans
Classification Clerk-Senior Level
Union 2700
Facility Martinez Health Center
Signature Amie

Name Debbie O'Hara
Classification Senior Clerk
Union AFSCME 2700
Facility CCRMC Bldg #7
Signature Debbie O'Hara

Name Kelsi Childs
Classification RN
Union 2700
Facility CCRMC ED
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Cheryl Maldonado
Classification Senior Clerk
Union 2700
Facility ECAMH
Signature Cheryl Maldonado

Name NIASHA DORION
Classification CLERK- EXPERIENCED LEVEL
Union 2700
Facility ECAMHS
Signature

Name Leslie Palomino
Classification ~~2700~~ Lead Clerk
Union 2700
Facility ECAMHS
Signature Palomino

Name Lisa Hyde
Classification Clerk- EXPERIENED LEVEL
Union 2700
Facility ECAMHS
Signature Hyde

Name Lucy Bermudez
Classification Medical Records Tech.
Union 2700
Facility ECAMH
Signature

Name Vivian Paez
Classification Senior Clerk
Union 2700
Facility ECAMHS
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Mayrastephanie Lopez
Classification Senior Health Education Specialist
Union Teamsters 856
Facility Dept. of Public Health
Signature

Name Clayton Johnson
Classification Health Education Specialist
Union Teamsters 856
Facility Dept. of Public Health
Signature Clayton for

Name Nancy Z. Benavides
Classification ASA III
Union Local 21
Facility 597 Center Ave. Public Health
Signature

Name Kim Carter
Classification Admin Analyst
Union Local 21
Facility Public Health 597 Center Ave Suite 170
Signature

Name Gwenn White
Classification Health Education Specialist
Union Teamsters 856
Facility Dept. of Public Health
Signature Gwenn White

Name Ana Villalobas
Classification SHES
Union Teamsters
Facility CWPP
Signature A Villalobas

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU | IFPTE Local 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name LORENA Herrera
Classification EW III
Union 1021
Facility Hall Ave
Signature L Herrera

Name SIMON PHOMMACHIT
Classification ET III
Union 1021
Facility HALL AVE
Signature

Name Elmara Duarte
Classification EW III
Union SEIU
Facility 1275 HALL
Signature Imara Duarte

Name Virginia Paraizo
Classification Clerk - Senior Level
Union AFSCME 2700
Facility Hall AVE
Signature Virginia Paraizo

Name KAREN BEGLEY
Classification CLERK - SENIOR LEVEL
Union AFSCME 2700
Facility Hall AVE
Signature Karen Begley

Name Frances Hughes
Classification Eligibility Worker
Union 1021
Facility 1275 Hall Ave
Signature Frances Hughes

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name De Ana Buckner
Classification SSPA
Union 1021-SEIU
Facility Hall Ave - Richmond CA
Signature DeAn Buckn

Name Jenny Anderson
Classification SSPA
Union 1021-SEIU
Facility 1275A Hall Ave, Richmond
Signature Jenny Anderson

Name Doris Dorniak
Classification EW III
Union 1021-SEIU
Facility HALL AVE - RICHMOND
Signature Doris Dorniak

Name Sterling Johnson
Classification EW III
Union 1021-SEIU
Facility Hall Ave Richmond, CA
Signature [redacted]

Name Shannon Perry
Classification Courtroom Clerk
Union 2700
Facility Court
Signature Shannon Perry

Name Catherine Myers
Classification Specialist Clerk
Union 2700
Facility 2500 Bates Ave
Signature Catherine Myers

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU · IFPTE Local 21 · 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Monika Kaur
Classification HHC LVN
Union Teamster's Local
Facility Brentwood Health Center
Signature

Name Nohemi Bermudez
Classification LVN
Union Teamsters
Facility BHC
Signature

Name Dorie Escalante
Classification Senior Clerk
Union AFSCME 2700
Facility BHC
Signature

Name Gail Banados
Classification Senior Clerk
Union Local 2700
Facility BHC - HHM
Signature

Name
Classification Senior clerk
Union AFSCME 2700
Facility BHC
Signature

Name Alexis Rodriguez
Classification Senior Clerk
Union Local 2700
Facility BHC - HHM
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 056 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Tiauna Dominguez
Classification Senior Level Clerk
Union AFSCME 2700
Facility Brentwood Health Center
Signature Tiauna Dominguez

Name BRENDA SCOTT
Classification SR. CLERK
Union AFSCME 2700
Facility BRENTWOOD HEALTH CENTER
Signature Brenda J Scott

Name Joshua Windham
Classification Sr. Clerk
Union AFSCME 2700
Facility BHC
Signature

Name Lucy Rosa
Classification Sr. Level Clerk
Union AFSCME 2700
Facility
Signature

Name Sandra Ortega
Classification Sr. Level Clerk
Union AFSCME 2700
Facility BHC
Signature

Name MICHELLE ARSENAULT
Classification HHC LVN
Union TEAMSTERS LOCAL 856
Facility BRENTWOOD HEALTH CENTER
Signature Michelle D Arsenault

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Elvia Colmenares
Classification MRT
Union AFSCME Local 2700
Facility Brentwood Health Center
Signature Elvia Colmenares

Name Reina Aguilar-Ortega
Classification Senior Clerk
Union AFSCME 2700
Facility BHC - Admin Office
Signature

Name Michelle Holmes, M.D.
Classification Physician
Union PDOC
Facility Brentwood Health center
Signature

Name Kimberly Sanchez
Classification CMA
Union Teamsters
Facility Brentwood Health center
Signature Kimberly Sanchez

Name Joy Creey
Classification CMA
Union Teamsters
Facility BHC
Signature Joy Creey

Name Mireya Diaz RN
Classification RN
Union CNA
Facility BHC
Signature RN

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Susan Kraft
Classification Clerk Senior Level
Union Local 2700
Facility CCRMC DI Imaging
Signature Susan Kraft

Name Amber Davis
Classification Clerk - Senior Level
Union Local 2700
Facility Pittsburg Health Center
Signature

Name Sonia Garcia
Classification JWXC Clerk-Senior
Union Local 2700
Facility Pittsburg Health Center
Signature Sonia Garcia

Name Christine Chambers
Classification Senior Clerk
Union Local 2700
Facility Pittsburg Health
Signature Christine Chambers

Name Blanca E. López
Classification JWXC Clerk-Sr level
Union 2700
Facility Pittsburg Health Ctr.
Signature

Name Andrea Chris Aiello
Classification JWXB Clerk
Union 2700
Facility Pittsburg Health Center
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. We demand that this county:

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

Name Ana Davidson
Classification Clerk Senior Level
Union AFSME
Facility Concord Health Center. Bldg 7
Signature

Name Ruben Trujillo
Classification Senior Clerk
Union AFSCME Local 2700
Facility Concord Health Clinic Bld 7
Signature

Name Victoria Walker
Classification CR Clerk
Union 2700
Facility CCHC
Signature

Name CHERI STINNILY
Classification SENIOR LEVEL CLERK
Union 2700
Facility Concord H.C
Signature

Name RACHEL DIAZ
Classification ACUTE CLINIC COORDINATOR
Union LOCAL 2700
Facility CHC
Signature

Name Helen Jones
Classification Senior Level Clerk
Union Local 2700
Facility CHC 1
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Have Contra Costa Happen · SEIU Local 1021 · IFPTE · Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0919

2019

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Aidé Picazo-Hernandez
Classification Certified Medical Assistant
Union Teamsters 856
Facility Antioch Health Center
Signature [signature]

Name Linda Robbins-Arnst
Classification LVN
Union Teamsters 856
Facility AHC
Signature [signature]

Name Grace Binsol
Classification Registered nurse
Union CNA
Facility AHC
Signature [signature]

Name Lucille Figueroa
Classification RN
Union CNA
Facility AHC
Signature [signature]

Name Aida Beche
Classification AHC
Union CNA
Facility AHC, CMA
Signature [signature]

Name Salma Gonzalez
Classification CMA
Union Teamsters 856
Facility AHC
Signature [signature]

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU Stronger Together · IFPTE Local 21 · 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1,.2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Sonnia Tinezo
Classification Reg Clerk
Union Afme 2700
Facility AHC
Signature [signature]

Name TIFFANY BALDWIN
Classification CLERK - REGISTRATION
Union AFSCME 2700
Facility ANTIOCH HEALTH CENTER
Signature [signature]

Name Irma Suniga
Classification SR LEVEL CLERK
Union AFSME 2700
Facility AHC
Signature [signature]

Name DONELL BERRY
Classification CLERK - REGISTRATION
Union AFSME
Facility AHC
Signature [signature]

Name Magda Y. Picasso
Classification Registration Clerk
Union AFSME 2700
Facility Antioch Health Center
Signature [signature]

Name ROXANNE E. MOLINA
Classification REGISTRATION CLERK
Union AFSME 2700
Facility ANTIOCH HEALTH CENTER
Signature [signature]

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Leticia Hurtado
Classification Sr. Clerk
Union Local 2700
Facility Antioch Health Center
Signature Leticia Hurtado

Name Lori Pagan
Classification LVN
Union TEAMSTERS 856
Facility AHC
Signature Lori Pagan

Name [illegible]
Classification
Union Teamsters 856
Facility AHC
Signature Rachel

Name Kelly Velasquez
Classification LVN
Union TEAMSTERS
Facility AHC
Signature [illegible]

Name Claudia Torres
Classification Senior Clerk
Union Local 2700
Facility AHC
Signature [illegible]

Name Irene Ramirez
Classification LVN
Union Teamsters
Facility AHC
Signature [illegible]

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Luz Elena Onate
Classification Senior Clerk
Union 2700
Facility AHC
Signature

Name Astrid Vanessa Gutierrez
Classification Senior Clerk
Union 2700
Facility AHC
Signature

Name Jennifer Guerra
Classification Clerk Specialist Lead
Union local 2700
Facility AHC
Signature

Name Rachel Biedsell
Classification MA
Union
Facility AHC
Signature

Name Leti Gutierrez
Classification Clerk Specialist Level
Union Local 2700
Facility AHC
Signature

Name Stacey Phillips
Classification LVN
Union ~~SEIU~~ teamsters
Facility AHC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | SEIU Local 1021 Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Rita Reilly
Classification SR. Clerk
Union 2700
Facility Pittsburg Health Center
Signature Rita Reilly

Name Christina Alcantar
Classification senior clerk
Union 2700
Facility Pittsburg Health Center
Signature

Name ~~Hanh Ngo~~ Hanh Ngo
Classification ~~Registered Nurse~~ Registered Nurse
Union CNA
Facility PHC
Signature ~~(ERROR)~~ PHC

Name KATHERINE REECE
Classification LVN / NURSING
Union TEAMSTER
Facility PHC
Signature Katherine Reece, LVN

Name Sharon Holder
Classification LVN
Union Teamsters
Facility PHC
Signature

Name Abigail Romero
Classification Senior Clerk
Union 2700
Facility PHC
Signature Abigail Romero

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy,** providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Yen Do
Classification
Union SEIU 1021
Facility Contra Costa Hospital
Signature Yen Do

Name
Classification
Union OEA (Oakland Education Assoc.)
Facility
Signature

Name Rodney Brown
Classification
Union OEA
Facility
Signature

Name Keith D. Brown
Classification
Union OEA
Facility
Signature Keith D. Brown

Name Mariena Manzanarez
Classification
Union AFSCME 3299
Facility UC Berkeley
Signature Mariena Manzanarez

Name Kandy Piper
Classification Retired
Union AFSCME 3299
Facility UC Berkeley
Signature Kandy Piper

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU · IFPTE · STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Jeanne Cunningham
Classification PHN, CCS program
Union CNA
Facility 597 Center Ave, Ste 150 Martinez
Signature Jeanne Cunningham

Name Ryan Pacheco
Classification PHN
Union CNA
Facility 597 Center Ave, Ste 150 Martinez
Signature

Name MARY-KAY MASSEY
Classification PHN
Union CNA
Facility 597 CENTER AVE, STE 150 MARTINEZ
Signature Mary-Kay Massey

Name Brigitte E. Imhof
Classification PHN
Union CNA
Facility 597 center Ave, Martinez Suite 150
Signature B. E. Imhof

Name MARIA BELARO
Classification PHN
Union CNA
Facility 597 Center ave Martinez (Suite 150)
Signature

Name Laura Stephens
Classification PHN
Union CNA
Facility 597 Center Ave Suite 150 Martinez, Ca
Signature Laura Stephens

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name John Carpetta
Classification Clerk - Senior
Union AFSCME 2700
Facility Contra Costa Health Plan
Signature

Name Irene Fischer
Classification RN Per Diem Staff Nurse
Union CNA
Facility CCHP
Signature

Name Kathie Phun
Classification Staff Nurse
Union CNA
Facility Health Services (CCHP)
Signature

Name Ravinder Kaur
Classification Registered Nurse
Union CNA
Facility CCHP
Signature

Name Edith Unibio Rojas.
Classification Registered Nurse.
Union CNA.
Facility Contra Costa Health Plan.
Signature Edith Unibio Rojas.

Name Marian Gentry
Classification Nurse Program Manager
Union Local 21
Facility 597 Center Suite 150
Signature

California Nurses Association
National Nurses United
Local 512 AFSCME
Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN
LOCAL 1021 SEIU Stronger Together
FPTE
850 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Danielle Cassidy
Classification Registered Nurse
Union CNA
Facility CCRMC
Signature Danielle Cassidy

Name Christina Foote McDermont
Classification RN
Union CNA
Facility CCRMC
Signature

Name DANIEL JORNALS
Classification ISW-L
Union TEAMSTERS
Facility CCRMC
Signature

Name Cheyenne Zavala
Classification Clerk-Exp.
Union AFSCME
Facility CCRMC
Signature

Name MARISSA
Classification RN
Union CNA
Facility CCRMC
Signature

Name Katherine
Classification aide
Union Teamster
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | SEIU Local 1021 | IFPTE Local 21 | Local 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Jeff Brown
Classification linen
Union
Facility CCRMC
Signature
Name Greg Pilarski
Classification DI Tech III A
Union Teamsters 856
Facility CCRMC
Signature
Name Vishakha Bhushan
Classification Volunteer
Union Volunteer
Facility CCRMC
Signature
Name VERONICA SANCHEZ
Classification Clerk Specialist
Union Local 2700
Facility CCRMC
Signature
Name Mariah Pacheco
Classification ISW
Union Teamsters 856
Facility CCRMC
Signature
Name EWA Sochea
Classification ISW/ISA
Union TEAMSTER
Facility CCRMC
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU · IFPTE Local 21 · 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Darlene Hall
Classification QA
Union 21
Facility UR
Signature Darlene Hall RN

Name Punam Joshi
Classification URC
Union Local 21
Facility CCRMC
Signature PJ RN

Name Rashad Pritchett
Classification Nutrition Services Supervisor
Union Local 21
Facility CCRMC
Signature

Name Ivan. Omicrm
Classification PN
Union CNA
Facility CCRMC
Signature

Name
Classification I.S.
Union TEAMSTER
Facility 2400 [illegible] / RMC
Signature

Name Regina Silventes
Classification Med transcriber
Union 2700
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Jessica Harper
Classification PHN
Union CNA
Facility Public Health
Signature Jessica Harper

Name Susan Arhuno
Classification PHN
Union CNA
Facility Public Health
Signature Susan Arhuno

Name Vicky Davidson
Classification PHN
Union CNA
Facility Public Health
Signature

Name Elizabeth Peters
Classification PHN
Union CNA
Facility Public Health
Signature

Name Candice Young
Classification PHN
Union CNA
Facility Public Health
Signature Candice Young

Name Martha Flores
Classification CHW II
Union Teamsters
Facility Public Health
Signature Martha A Flores

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name DARYL MCNEAL
Classification PHN
Union CNA
Facility Bates
Signature

Name Linda Liu Kung
Classification PHN
Union CNA
Facility Bates
Signature

Name Angie Guerra
Classification phn. CNA.
Union
Facility Bates, public health
Signature

Name Laurie Terranova
Classification PHN
Union CNA
Facility Bates Public Health
Signature

Name Marsion Kimura
Classification PHN
Union CNA
Facility Bates Public Health
Signature

Name Dinah Sales
Classification PHN
Union CNA
Facility Perinatal
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Daniella Poy Wing
Classification Adult Pool, PHN
Union CNA
Facility Public Health
Signature D. Poy Wing

Name Alexia Kapiniaris-Jimenez
Classification Adult Unit, PHN
Union CNA
Facility Public Health, Contra Costa
Signature Alexia Kapiniaris-Jimenez

Name Joan Aubin
Classification PHN II, RN
Union CNA
Facility
Signature

Name Nancy Olivieros
Classification PHN Adult Pool
Union CNA
Facility Public Health
Signature

Name Brenda Moore-Henson
Classification Adult Pool - PHN
Union CNA
Facility Public Health, Contra Costa
Signature Brenda Moore-Henson

Name Elizabeth Page
Classification PHN adult Pool
Union CNA
Facility Public health
Signature Elizabeth Page

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Ji-Young Woo
Classification PHN
Union CNA
Facility Health Services - NFP
Signature

Name Riza Wilford
Classification PHN
Union CNA
Facility Health Services
Signature RizaMal

Name Gabriela Apilado
Classification PHN
Union CNA
Facility Health Services - NFP
Signature

Name Jaime Bacalpo
Classification PHN
Union CNA
Facility Health Services - NFP
Signature

Name Alicia Arand
Classification PHN
Union CNA
Facility 597 Center Ave. Health Services - NFP
Signature

Name Marita Vukalic
Classification PHN
Union CNA
Facility Health Services NFP
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Marcela Damian-Garcia
Classification Clerk
Union
Facility CCRMC
Signature
Name Cindy Fernandez
Classification RN
Union ~~CCPMTE~~ CNA
Facility CCRMC
Signature
Name Omar Walker
Classification ISW
Union 856
Facility CCRMC
Signature
Name YUPA ASSAMPSUNDANT
Classification
Union CNA
Facility CCRMC
Signature
Name Blanca Cabrera
Classification UD Clerk
Union Local 27
Facility CCRMC
Signature
Name Dalen Marsh
Classification EVS generalist
Union 856 transfers
Facility CCRMC
Signature Dalen Marsh

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | SEIU LOCAL 1021 | IFPTE | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name MARICEL FLORES
Classification RN
Union CNA
Facility CCRMC
Signature

Name MARIALUZ OMANDAM
Classification RN
Union CNA
Facility CCRMC
Signature

Name Amy Rin
Classification RN
Union CNA
Facility CCRMC
Signature

Name Elizabeth Taylor
Classification Clerk
Union N/A
Facility CCRMC
Signature

Name
Classification RN
Union CNA
Facility CCRMC
Signature

Name Amy Barron
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | Local 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Beverly Campbell
Classification ISW
Union 856
Facility CCRMC
Signature Beverly a Campbell

Name BRETT WATERHOUSE
Classification CARDIO PULM
Union 856
Facility CCRMC
Signature Brett Waterhouse

Name Sriramya
Classification Pharmacist
Union Teamsters 856
Facility CCRMC
Signature

Name Yolanda Hanavan
Classification Clerk
Union Local 2700
Facility CCRMC
Signature Yolanda Hanavan

Name Mark Jones
Classification ISW - Gen
Union TEAMSTERS 856
Facility CCRMC
Signature

Name Keen Bond
Classification Non Union
Union
Facility CCRMC
Signature Rep.

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Tracie Macedo
Classification RN
Union CNA
Facility CCRMC
Signature Tracie Macedo

Name Chasary Charelle
Classification RT/ULT
Union Local 21
Facility CCRMC
Signature

Name Graciela Vagnerano
Classification Patient Financial Serv. Specialist
Union AFSCME
Facility CCRMC
Signature G Vagnerano

Name Socorro Salgado
Classification Housekeeping
Union Teamster
Facility CCRMC
Signature

Name Gale Mathews
Classification RN
Union CNA
Facility CCRMC
Signature

Name Tony Sadler
Classification Nutritional Services
Union Teamsters
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | Local 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name ANDREA BULLOCK
Classification ASA
Union LOCAL 21
Facility 255 Glacier Martinez
Signature ABullock

Name BARRY SCHAMACH
Classification IS PROJECT MANAGER
Union LOCAL 21
Facility PUBLIC WORKS
Signature B Schamach

Name Alex Natthanpor
Classification Emma Analyst I
Union Local 21
Facility 255 Glacier Drive
Signature Alex Natthanpor

Name Isabel Hernandez
Classification ~~Local 21~~ MSW
Union Local 1021
Facility Public Health
Signature

Name ALLYN GOSSOR
Classification ADVICE NURSE UNIT LVN
Union TEAMSTERS
Facility 595 CENTER AVE
Signature

Name Adilia Ruiz-Negrete
Classification Acct. Clerk
Union 2700
Facility PA
Signature Adilia Ruiz-Negrete

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Cassandra Sorto Miranda
Classification SATA
Union Local 21
Facility 50 Douglas, Suite 320B
Signature CS Miranda

Name Devin Taylor
Classification SATA
Union Local 21
Facility 50 Douglas, Suite 320B
Signature

Name TSEGU WOLDE-Michael
Classification SATA
Union Local 21
Facility 50 Douglas Dr. Ste 320B
Signature

Name Kim Dao
Classification SATA
Union Local 21
Facility 50 Douglas Dr, Ste 320B
Signature Kim Dao

Name WEDAD SHAMMAS
Classification SATA
Union Local 21
Facility 50 douglas Suit 332
Signature

Name Durae Jackson
Classification SAVA
Union Local 21
Facility 50 Douglas, Ste 320-B
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Shavdeep Dosanjh
Classification Volunteer
Union Volunteer
Facility CCRMC
Signature ~~Shavdeep~~

Name Katherine Flemmer
Classification LVN
Union UDW
Facility CCRMC
Signature

Name JoAnn Lee
Classification VOLUNTEER
Union
Facility
Signature

Name Roger allen
Classification EVS Perm
Union 856
Facility CCR Hospital
Signature Roger all

Name [illegible]
Classification RN
Union
Facility CCRMC
Signature

Name Mayword
Classification DI TECH III
Union TEAMSTERS 856
Facility CCRMC
Signature Mayword

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Rosalyn Reid
Classification Sterile processing
Union teamsters CCRMC
Facility SPD
Signature Rosalyn Reid

Name Melissa Pineda
Classification Utilization Review Coordinator / Quality Mngmt
Union Local 21
Facility CCRMC
Signature Melissa Pineda

Name Khristine Anne Ruliva
Classification RN
Union CNA
Facility CCRMC
Signature KRuliva

Name Omar Clark
Classification ISW
Union Teamsters 856
Facility Food Services
Signature

Name Myisha Dozier
Classification LAB TECH
Union Teamsters
Facility Contra Costa Regional LAB
Signature

Name Gail Varney
Classification Senior Clerk
Union AFSCME
Facility West County Adult Mental Health
Signature Gail Varney

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name LORNA JOAN S. BITANGA-DANICA
Classification EDUCATOR
Union CNA
Facility # CCRMC
Signature

Name Kim Lopez
Classification Supervisor
Union 21
Facility CCRMC
Signature Kim Lopez

Name MARGUERITE LEE
Classification PHARM I
Union Transfers 856
Facility CCRMC
Signature

Name Rani Visweswaran
Classification Mental Health Program Supervisor
Union Local 21
Facility CCRMC
Signature Rani Visweswaran

Name A. DePalma
Classification Exp Lvl Clerk
Union 2700
Facility CCRMC
Signature

Name Jane Grant
Classification DI Tech III
Union Teamsters
Facility CCRMC
Signature Jane Grant

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU Stronger Together · IFPTE LOCAL 21 · AFL-CIO · 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU Stronger Together · IFPTE Local 21 · 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Shannon Martinez
Classification RN
Union CNA
Facility CCRMC
Signature
Name Liz Mastenson
Classification RN
Union CNA
Facility CCRMC
Signature
Name Janni Hu
Classification R.N
Union CNA
Facility CCRMC
Signature
Name
Classification RN
Union CNA
Facility
Signature
Name Patti Smith
Classification Sr Clerk
Union 2700
Facility CCRMC
Signature
Name CRISTO GUEVARRA
Classification MSW
Union STRENGTH
Facility CCRMC
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU · IFPTE Local 21 · Local 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Michele Fonda
Classification RN CM
Union SEIU CNA
Facility CCHP
Signature Michele Fonda

Name Hadiya Velum
Classification Acct Clerk
Union AFSCME
Facility
Signature Hadiya Velum

Name Connie Glass
Classification Experienced Clerk
Union Local 2700
Facility Contra Costa Health Plan
Signature

Name Rachael Earley
Classification Reg Nurse
Union CNA
Facility CCHP
Signature

Name Pedro Martinez
Classification Acct clerk Adv. Level III
Union 2700
Facility Patient Accting
Signature

Name Frank Lee
Classification
Union N/A
Facility CCHP
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name THADDEUS A. ROSALES
Classification Registered Nurse
Union CNA
Facility Contra Costa Health Plan
Signature

Name Laneisha Terrell
Classification Admin Analyst
Union Local 21
Facility Public Health CCS
Signature

Name
Classification
Union
Facility
Signature

Name Corynn Hirt
Classification JDVC
Union 2700
Facility
Signature

Name Cynthia Laird
Classification Member Service Counselor
Union Local Teamsters 856
Facility Contra Costa Health plan
Signature

Name Michele Price
Classification Acct Clerk Supervisor
Union 512
Facility PAC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Melinda Harris
Classification Admin Analyst
Union ~~Local~~ LOCAL 21
Facility PW - Martinez
Signature C Harris
Name ROCHELLE JOHNSON
Classification Mgmt
Union Local 21
Facility Glacier
Signature
Name Arnelle Anderson
Classification Staff Nurse
Union CNA
Facility
Signature
Name Madeline Simpkins
Classification Clerk
Union
Facility
Signature
Name Stacy Fields
Classification SOIC work
Union SOIC
Facility Center Ave
Signature
Name Meenu Chauhan
Classification Accont Clerk
Union 2700
Facility HSD
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy,** providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Theresa Ronquillo
Classification Rehab Aide
Union Teamsters
Facility CCRMC Rehab Therapy
Signature
Name
Classification REHAB AIDE
Union TEAMSTERS
Facility CCRMC
Signature
Name RODRIGO MARTIN
Classification THERAPIST AIDE
Union TEAMSTERS
Facility CCRMC
Signature
Name Dennis Balbedina
Classification PT II
Union Teamsters
Facility CCRMC
Signature
Name Rosemarie Cagayan
Classification PT II
Union Teamsters
Facility CCRMC
Signature
Name Lisa Bugalso
Classification OT
Union teamster
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 AFL-CIO | 999 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy,** providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Chelsea Mikos
Classification Perm-Fulltime SLP
Union Teamsters
Facility CCRMC
Signature Chelsea Mikos

Name KAREN LLOYD
Classification F/T REHAB A/DIR
Union LOCAL 21
Facility CCRMC
Signature KLloyd

Name Theresa Night
Classification Rehab Sup
Union Local 21
Facility CCRMC / PHC / WCHC
Signature

Name Rocky Ramiro Amagin
Classification PT
Union Teamsters
Facility PHC
Signature

Name Heidi Anne Ilan
Classification F/T PT II
Union Teamsters
Facility PHC
Signature

Name Mahjabeh Pezeshkeh
Classification PT II
Union Teamsters
Facility WCHC
Signature Mahjabeh

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU | IFPTE | BSB STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

08:9

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy,** providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Danielle Boyer, PT
Classification Physical Therapist
Union 856 Teamsters
Facility CCRMC - Martinez Clinic
Signature Danielle Boyer

Name Marshaun De Mus, PT
Classification Physical Therapist
Union Teamsters - 856
Facility WCHC
Signature Marshaun De Mus

Name Marie Amagun, PT
Classification Physical Therap.
Union Teamsters - 856
Facility ~~Rehab Therapy Martinez~~
Signature
Name ~~Kristen Ray~~
Classification Therapist Aide
Union Teamsters 856
Facility Rehab Therapy Mtz
Signature
Name Kristen Bay
Classification Occupational Therapist
Union Teamster
Facility PHC
Signature
Name Angel Connolly
Classification Occupational Therapist
Union Teamster 856
Facility Rehab. MTZ
Signature
Name Christine Brighton

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Sharricci Darcy
Classification MSW
Union SEIU
Facility Health Services
Signature Sharricci Darcy

Name Christina Connolly
Classification RN - Advice
Union CNA
Facility Health services
Signature Christina Connolly

Name Harpreet Chatha
Classification Auth - UM RN
Union CNA
Facility CCHP
Signature

Name Alicia Bartlett
Classification Auth UM RN
Union CNA
Facility CCHP
Signature Bartlett

Name Christine Wampler
Classification Administrative Analyst
Union Local 21
Facility 597 Center Ave. #110
Signature Christine Wampler

Name Angela Sprull
Classification Sr Clerk
Union 2700
Facility 597 Center Ave
Signature Angela Sprull

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | STRENGTH IN NUMBERS

@NationalNurses

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Tom Susic
Classification Information Systems Programmer Analyst
Union Local 21
Facility 255 Glacier
Signature Tom Susic

Name EDRIS KAKAR
Classification Network Technician II
Union Local 21
Facility 255 Glacier DR
Signature

Name Aundra Harvey
Classification
Union 2700
Facility PT ACCT
Signature

Name Jacqueline Kidd
Classification HS Administrator
Union Local 21
Facility 202 Glacier - JH
Signature Jacqueline Kidd

Name
Classification Health Svcs Mental Health Counselor
Union
Facility
Signature

Name Ryan Schnacker
Classification
Union Local 21
Facility
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU Stronger Together · IFPTE · STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Adam Parker
Classification PT II
Union Teamsters
Facility Pittsburg Health Center
Signature Adam Parker

Name Jordan David
Classification PT I
Union Teamsters
Facility WCHC
Signature

Name Angelique Rebrola
Classification PT Aide
Union Teamsters
Facility WCHC
Signature

Name MAUREEN CLAMUCHA
Classification REHAB AIDE
Union TEAMSTER
Facility PHC
Signature

Name Ileana R. Kaleialii
Classification Therapist Aide
Union Teamster
Facility PHR
Signature Ileana R. Kaleialii

Name Sandra Sandoval
Classification Clerk
Union 2700
Facility Rehab
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Ogechi Okorie
Classification RN
Union CNA
Facility CCRMC
Signature

Name Eve On-At
Classification RN
Union CNA
Facility CCRMC
Signature

Name Janessa Green
Classification RN
Union CNA
Facility CCRMC
Signature

Name Renee Rayasyan
Classification CNA RN
Union CNA
Facility CCRMC
Signature

Name Ezihe Ekpemo
Classification ~~CNA~~ RN
Union CNA
Facility CCRMC
Signature

Name JOANNE F. NG
Classification RN
Union CNA
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU | IFPTE | STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Pardeep K. Grewal
Classification RN
Union CNA
Facility CCRMC
Signature

Name Rosemary Leta
Classification RN
Union CNA
Facility CCRMC
Signature Rosemary Leta RN

Name Alicia LIVINGSTON
Classification RN
Union CNA
Facility CCRMC
Signature

Name Susana Tiu RN
Classification RN
Union CNA
Facility CCRMC
Signature

Name MARINA SHENOUDA
Classification RN
Union CNA
Facility CCRMC
Signature

Name CRISTINA SIMPSON
Classification RN
Union
Facility CCRMC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name TRINA DUKES
Classification Clerk Specialist
Union 2700
Facility CFS
Signature Trina Dukes

Name Chushenda Cooper
Classification Senior Clerk
Union 2700
Facility CFS
Signature Chushenda Cooper

Name Virginia Paraizo
Classification Clerk
Union 2700
Facility CFS
Signature Virginia Paraizo

Name Jaleesa Jeffery
Classification Social Worker II
Union SEIU 1021
Facility Hall CFS
Signature

Name Suliana Teo
Classification clerk
Union 2700
Facility CFS
Signature Suliana Teo

Name William Hodson
Classification SLC
Union 2700
Facility 1275 Hall
Signature William Hodson

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Ayesha Smith
Classification SLC
Union AFSCME 2700
Facility Hall - EHSD
Signature

Name William Huntley
Classification SW III
Union SEIU 1021
Facility Hall EHSD
Signature

Name Milena Sam
Classification SW III
Union SEIU 1021
Facility Hall, EHSD
Signature

Name MARIA AGUERRO
Classification SW II
Union SEIU 1021
Facility HALL EHSD
Signature

Name VERNITA JAMES
Classification SW III
Union LOCAL 1021
Facility HALL AVE EHSD
Signature

Name Judith Pamo
Classification EW III
Union LOCAL 1021
Facility HALL AVE EHSD
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Ashley Payne
Classification EW III
Union SEIU 1021
Facility N/A
Signature Ashley P

Name Debra Turner
Classification SSPA
Union SEIU 1021
Facility EHSD
Signature Debra Turner

Name Merrionth Ropp
Classification SSPA
Union SEIU 1021
Facility EHSD
Signature Merrionth Ropp

Name Grace Lee
Classification Social Worker II
Union SEIU 1021
Facility CFS
Signature

Name MARGARET VALENCIA
Classification SOCIAL WORKER SUP II
Union SEIU 1021
Facility CFS
Signature

Name Kristina Cox
Classification SW II
Union SEIU 1021
Facility CFS
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU Stronger Together · IFPTE Local 21 · 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Erick Lopez
Classification EW III
Union SEIU Local 1021
Facility 1275-A Hall Ave
Signature

Name Patricia Birmingham
Classification EW
Union 1021
Facility Hall Ave
Signature

Name Patricia Ruiz
Classification EW III
Union SEIU Local 1021
Facility Hall Ave
Signature

Name Iveth Carrasco
Classification SSPA
Union SEIU Local 1021
Facility Hall Ave
Signature

Name Deborah Leftridge
Classification EW III
Union SEIU
Facility HALL AVE
Signature

Name Teddrick Harris
Classification EW III
Union SEIU Local 1021
Facility Hall Ave
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name JEANE ALLARD
Classification Clerk - Sr. Level
Union AFSCME 2700
Facility 1275A Hall Ave, Richmond
Signature JAllard

Name JOANN MADRIGAL
Classification CLERK EXPERIENCED LEVEL
Union AFSCME - 2700
Facility 1275A HALL AVE RICHMOND
Signature

Name Verna Burnham
Classification Clerk - Exp. Level
Union AFSCME
Facility 1275A Hall Av. Richmond
Signature Verna Burnham

Name William C. Pryor II
Classification Clerk - Exp. level
Union AFSCME
Facility 1275A HALL AVE RICHMOND
Signature William C. Pryor II

Name Connie S. Duvall
Classification Clerk-Exp. Level
Union AFSCME 2700
Facility 1275A Hall AVE Richmond
Signature Connie S Duvall

Name Felicia Gloyd
Classification SSPA
Union S614
Facility 1275 Hall Ave Richmond
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Ann Katzburg
Classification President
Union San Ramon Valley Education Assoc.
Facility
Signature

Name Bambi Marien
Classification Ex. Board Member
Union UFCW 5
Facility
Signature

Name Bradley Long
Classification
Union IAM AW
Facility
Signature

Name MARK PLUBELL
Classification BUSINESS AGENT
Union HEAT & FROST INSULATORS - 16
Facility
Signature

Name Cheryll Grover
Classification County Clerks
Union Local 2700
Facility CC Reg. Med Center
Signature

Name Doug Jones
Classification Medical Assistant/Ward Clerk
Union SEIU-UHW
Facility 25-year former Worker at Eden Medical Center
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name JD Smith
Classification Water Conservation Tech
Union AFSCME L2019
Facility EBMUD
Signature

Name Michael Aidan
Classification Levi's Rep
Union IFPTE #20
Facility
Signature

Name Harry Baker
Classification Retired
Union SEIU 1021
Facility
Signature

Name Josh Knigge
Classification Executive Director
Union IBT 665 / #ATSE 122
Facility
Signature

Name Champagne Brown
Classification 9703 - SF
Union SEIU 1021
Facility
Signature Champagne Contra Costa Resident.

Name Via Linder
Classification MSW II
Union SEIU 1021
Facility RHC
Signature Via Linder

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Donnelle Brown
Classification EW Sup
Union 512
Facility EHSD
Signature

Name Farhad Ziaee
Classification RN III
Union 1021
Facility Hall Ave
Signature

Name CATRINA KILGORE
Classification SSPA
Union 1021
Facility EHSD
Signature

Name Kevin Frandsen
Classification SSPA
Union SEIU 1021
Facility 1275 A Hall Ave
Signature

Name MICHAEL J. GRANAT
Classification
Union ATU1555
Facility BART
Signature

Name
Classification MSW II
Union SEIU 1021
Facility RHC
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. We demand that this county:

- Provide appropriate staffing to prevent workplace violence.
- Communicate workplace violence plans that are unit and area specific.
- Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- Provide 24/7 badging and security on the first and third floors.
- Install plexiglass in departments where there is a high risk to workplace violence.
- Develop a plan for debriefing and following up from workplace violence incidents.
- Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- Provide union members a seat at the table when creating the workplace violence plan.
- Cease making unilateral changes to our working conditions without union members' input.

Name NANCY WILLIAMS
Classification VQSB
Union TEAMSTERS 856
Facility ACBH
Signature [signature] LMFT

Name Ferdinand Uwaechie
Classification MHCS
Union TEAMSTER 856
Facility ACBH
Signature Uwaechie, LMFT.

Name DAVID JASKOLSKI
Classification MHCS
Union TEAMSTER 856
Facility ACBH
Signature [signature] LMFT

Name Sonya
Classification Alcohol Drug Counselor
Union 856 Teamsters
Facility Antioch BH
Signature [signature]

Name Bernice Zamora
Classification CSW II
Union 856 Teamsters
Facility ACBH
Signature [signature]

Name Elicabeth Silvera
Classification CSW II
Union 856 Teamsters
Facility ACBH.
Signature [signature]

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU Stronger Together · IFPTE Local 21 · 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. We demand that this county:

- Provide appropriate staffing to prevent workplace violence.
- Communicate workplace violence plans that are unit and area specific.
- Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- Provide 24/7 badging and security on the first and third floors.
- Install plexiglass in departments where there is a high risk to workplace violence.
- Develop a plan for debriefing and following up from workplace violence incidents.
- Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- Provide union members a seat at the table when creating the workplace violence plan.
- Cease making unilateral changes to our working conditions without union members' input.

Name Irma Ierma, LMFT
Classification MHCS
Union Teamsters 856
Facility ACBH
Signature Irma Ierma, LMFT

Name Myesha Richardson, AMFT
Classification MHCS
Union Teamsters 856
Facility ACBH
Signature , AMFT

Name Floris Mendoza, LMFT
Classification MHCS
Union Teamster 856
Facility ACBH
Signature

Name Diana Dapdiz de Martin
Classification MH CS
Union Teamster 856
Facility ACBH
Signature

Name Kimberly Roberts
Classification CSWS
Union Teamsters 856
Facility ACBH
Signature

Name Analia Marroquin
Classification MHCS
Union Teamsters
Facility ACBH
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | SEIU Local 1021 Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Richard Escalante
Classification CMA
Union Teamsters 856
Facility AHC
Signature

Name Claudine Metuge
Classification LVN
Union Teamsters 856
Facility AHC
Signature

Name
Classification MD
Union PDOCC
Facility ANC
Signature

Name JoAnne Garrett
Classification CMA
Union Teamsters
Facility Antioch
Signature

Name Brenda
Classification CMA
Union Teamsters
Facility AHC
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name STEVE OLDER
Classification MAINT MECH
Union IAM
Facility
Signature

Name Lauren Older
Classification
Union
Facility
Signature

Name Amy Hines-Shaikh
Classification
Union UPTE-CWA 9119
Facility
Signature

Name Laurie Earp
Classification
Union AFSCME (former)
Facility
Signature

Name Susan Schacher
Classification supporter
Union Peralta Fed of Teachers
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

Name Michele Tateo
Classification RN
Union CNA
Facility Contra Costa Regional Medical Center
Signature Michelle Tateo

Name Marilia Baltazar
Classification RN
Union CNA
Facility CCRMC
Signature

Name Dorothy Davis-King
Classification CNA
Union Teamster
Facility CCRMC
Signature

Name Martha Kore
Classification CNA
Union
Facility CCRMC
Signature Martha

Name Firehiwot Arega
Classification CNA
Union
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0813

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Tadosha Williams
Classification LVN
Union Teamsters
Facility BHC/AHC
Signature

Name Leila Dorsallo
Classification AHC/Nurse
Union Teamsters
Facility AHC
Signature

Name Cecilia Gonzalez
Classification CMA.
Union Teamsters
Facility AHC
Signature

Name Billie Jo Wright
Classification Lab Tech
Union Teamsters
Facility AHC Lab
Signature

Name Osman Galato
Classification LVN
Union Teamster
Facility AHC
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. We demand that this county:

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

Name AMANDA S. ROBERTSON.
Classification CLERK - SENIOR.
Union AFSCME 2700
Facility Concord Health Center Building 2.
Signature

Name Mirla Chinchilla
Classification Experienced Clerk.
Union AFSCME 2700
Facility Concord Health Cente Bldg 2
Signature

Name Miriam Delossantos
Classification senior clerk
Union AFSCME 2700
Facility Miller wellness center
Signature

Name Joyce Garrett Hufleif
Classification Clerk
Union AFSCME 2700
Facility CHC
Signature

Name Carmen Varini
Classification ~~CHC~~ - Clerk
Union 2700
Facility CHC
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

2019

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Victoria Skerritt
Classification ASA III
Union Local 21
Facility Public Works
Signature VSkerritt

Name Scott Anderson
Classification Analyst
Union 21
Facility Public Works
Signature

Name Michelle Cordis
Classification Sr. Civi Eng.
Union L21
Facility PWD
Signature Michelle C

Name CEDRITTS CLAIBORNE
Classification PPS R
Union LOCAL 21
Facility PUBLIC HEALTH
Signature

Name Navpreet Kang
Classification Medical Interpreter
Union Teamsters
Facility Health Services
Signature NKang

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Patricia Bryson
Classification Secretary / Advanced
Union 2700
Facility CCHP - Member Services
Signature Patricia Bryson

Name Maria Gutierrez
Classification HES
Union teamster
Facility PH
Signature

Name Michelle Collins
Classification Acct Clerk Sup
Union SEIU
Facility Pat Acct
Signature

Name WENDY JIMENEZ
Classification ACCT CLERK
Union 2700
Facility PAT ACCT
Signature

Name MICHELLE - NSD
Classification DT
Union TEAMSTERS 856
Facility PH CD
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0829

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Regan Rieverts
Classification DHN
Union CNA
Facility 2500 Bates Ave Concord CA
Signature

Name Susanne Polos
Classification PHN
Union CNA
Facility 2500 Bates Ave, Concord, CA
Signature

Name Johnalice Waters
Classification PHN
Union CNA
Facility 2500 Bater Ave Concord CA
Signature

Name James Walter NP
Classification PHN
Union CNA
Facility CMCT 2500 Bates Concord CA
Signature

Name Liliana Metzger
Classification ~~CNA~~ PHN
Union CNA
Facility 2500 Bates, Concord
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Jessica Lim
Classification OCCUPATIONAL THERAPIST II
Union TEAMSTERS
Facility CCRMC
Signature

Name Rosemarie Bagajena
Classification Physical Therapist II
Union Teamsters
Facility CCRMC
Signature RPBagajena

Name Sherry Yeager
Classification Occupational Therapist II
Union Teamsters 856
Facility CCRMC
Signature

Name Cris Carpio
Classification Therapist Asst.
Union Teamsters 856
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU | IFPTE | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Michelle McDowell
Classification Diagnostic Imaging tech
Union Teamsters local 856
Facility CCRMC
Signature Michelle McDowell

Name Courtney Curran
Classification DI Tech
Union Teamsters local 856
Facility CCRMC
Signature

Name Melanie Ramboyong
Classification DI Tech II
Union Teamsters Local 856
Facility CCRMC
Signature

Name CHRISTOPHER ROBLES
Classification DI TECH
Union TEAMSTERS LOCAL 856
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name DeAnna Arzaga-Martinez
Classification Sr. level Clerk
Union 2700
Facility CCRMC
Signature

Name Melanie Harden
Classification Sr. level Clerk
Union 2700
Facility CCRMC
Signature

Name Charles Phillip Harrington
Classification Senior Clerk
Union 2700
Facility CCRMC
Signature

Name Claudia Gonzalez
Classification Senior Clerk
Union 2700
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name MARK MARCOS
Classification RN
Union CNA
Facility CCRMC
Signature M. MARCOS

Name Victoria Ogunbo
Classification RN
Union CNA
Facility CCRMC
Signature

Name
Classification Expt Med Staf
Union
Facility
Signature

Name Elizabeth, Ong
Classification RN
Union CNA
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Leticia Espinoza
Classification Clerk - Senior level
Union Local 2700
Facility PHC
Signature

Name Virginia Reyes
Classification clerk senior level
Union Local 2700
Facility PHC
Signature

Name Susana Stelo
Classification clerk experienced
Union Local 2700
Facility PHC
Signature

Name HAROLD SANTOS
Classification CLERK
Union LOCAL 2700
Facility IVCHC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association · National Nurses United · AFSCME Local 512 · AFSCME Local 2700 · SEIU Local 1021 · IFPTE Local 21 · Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- Provide appropriate staffing to prevent workplace violence.
- Communicate workplace violence plans that are unit and area specific.
- Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- Provide 24/7 badging and security on the first and third floors.
- Install plexiglass in departments where there is a high risk to workplace violence.
- Develop a plan for debrieting and following up from workplace violence incidents.
- Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- Provide union members a seat at the table when creating the workplace violence plan.
- Cease making unilateral changes to our working conditions without union members' input.

Name Paul Valdez
Classification ISW GENERALIST
Union TEAMSTERS 856
Facility MLK
Signature

Name Joanne Brekke
Classification LVN
Union Teamsters
Facility MLK
Signature

Name
Classification Clerk Experienced Level
Union 2700
Facility Lab.
Signature LIZA BLACKARD

Name Julia M. Santos
Classification Clerk Spec.
Union AFSCME 2700
Facility Lab.
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Marcela Cardenas
Classification Clerical care coordinator
Union 2700
Facility CHC
Signature

Name Christa Alley
Classification LVN
Union 856
Facility CHC
Signature CAlley

Name Marina Rabinovich
Classification RN
Union CNA
Facility Public Health
Signature

Name ARACELI ALVAREZ
Classification CMA
Union Teamsters
Facility CHC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU Stronger Together · IFPTE LOCAL 21 · 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Corticha Flucus
Classification Clerk - Senior Level
Union 2700
Facility PHC
Signature Cuticha Flucus

Name Jessica Molina
Classification Clerk - Senior level
Union 2700
Facility Pittsburg Health Center
Signature

Name Celina B. Salvador
Classification Clerk - Senior Level
Union 2700
Facility Pittsburg Health Center.
Signature Celina B. Salvador.

Name Regina Brown
Classification Clerk - Senior Level
Union 2700
Facility Pittsburg Health Center
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU Stronger Together · IFPTE Local 21 · 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy,** providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Lloyd T Douglas
Classification Journey Lineman
Union IBEW 1245
Facility
Signature

Name Rick Silvano
Classification DRIVER - CLERK
Union TEAMSTERS 856
Facility LIBRARY
Signature Rick Silvano

Name Jerry Hollerschau
Classification Store Keeper
Union Teamsters 856
Facility Library
Signature

Name Hector Reyes
Classification Driver Clerk
Union Teamsters 856
Facility Library
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN · LOCAL 1021 SEIU · IFPTE · STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Noel Gatmaitan
Classification PHN
Union CNA
Facility P.H
Signature

Name Vanessa Segovia
Classification PHN
Union CNA
Facility CCHS
Signature

Name
Classification PHN
Union CNA
Facility Public Health Nursing
Signature

Name Dave Tingzon
Classification RN
Union CNA
Facility MH - Concord
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Lisa FLORES
Classification RN
Union CNA
Facility CCRMC
Signature

Name KARAMJEET KAUR
Classification RN
Union CNA
Facility WEST COUNTY ADULT MENTAL HEALTH
Signature Jeet Kaur

Name Junee Ramos
Classification RN
Union CNA
Facility CC PUBLIC HEALTH
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Nicole Bolton
Classification NP
Union CNA
Facility DPH
Signature

Name Kitty Li
Classification PHN
Union CNA
Facility Public Health
Signature

Name Nancy Olivenos
Classification PHN
Union CNA
Facility Public Health
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

C819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Elizabeth Venegas
Classification RNA
Union CNA
Facility CCRMC
Signature

Name Leani Cesino
Classification RN
Union ~~CCRMC~~ CNA
Facility CCRMC
Signature

Name Julie Waring
Classification RN
Union CNA
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Ashley Tyrrel
Classification Doctor
Union PDOC
Facility CCRMC
Signature Ashley Tyrrel

Name Julie O'Brien
Classification nurse
Union
Facility Los medanos college
Signature Julie O'Brien

Name Chrystell Muse
Classification RN
Union
Facility
Signature

Name Maria Luna
Classification RN
Union CNA
Facility CCRMC
Signature Maria Luna

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 AFL-CIO | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Claudia Rojas
Classification RN
Union CNA.
Facility CCRMC PACU
Signature Claudia Rojas

Name Laura Reynolds
Classification RN
Union CNA
Facility CCRMC
Signature Laura Reynolds, RN

Name Kimberly Ferrer,
Classification RN
Union CNA
Facility CCRMC
Signature K. Ferrer

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. We demand that this county:

- Provide appropriate staffing to prevent workplace violence.
- Communicate workplace violence plans that are unit and area specific.
- Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- Provide 24/7 badging and security on the first and third floors.
- Install plexiglass in departments where there is a high risk to workplace violence.
- Develop a plan for debriefing and following up from workplace violence incidents.
- Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- Provide union members a seat at the table when creating the workplace violence plan.
- Cease making unilateral changes to our working conditions without union members' input.

Name Andrea Enos
Classification MRT
Union Local 2700
Facility CHC HIM
Signature Andrea Enos

Name Daisy Jauregui
Classification Clerk (ADI Clerk)
Union Local 2700
Facility CHC HIM
Signature Daisy Jauregui

Name Alma Y. Garcia
Classification Senior Clerk
Union Local 2700
Facility CHC2
Signature Alma Garcia

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Known | SEIU Local 1021 | IFPTE Local 21 | Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0919

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name DANICIA HARRISON
Classification CLERK-SENIOR LEVEL (SLC)
Union AFSCME 2700
Facility 1275-A HALL AVE RICHMOND, 94804
Signature

Name Kathie Cardona
Classification Senior Reg Clerk
Union afscme 2700
Facility 2500 alhambra Ave
Signature

Name DAVID LYNDS
Classification SENIOR CLERK
Union AFSCME 2700
Facility
Signature 5022

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE | 250 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name DIANA AGUILAR
Classification CMA
Union TEAMSTERS
Facility BHC
Signature [signature]

Name Jennifer Rubio
Classification RN
Union CNA
Facility BHC
Signature Jennifer Rubio

Name Isela Bautista
Classification Care Coordinator - Senior level clerk
Union 2700 AFSCME
Facility BHC
Signature [signature]

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | AFSCME 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Carolyn Cheifetz
Classification PHN
Union CNA
Facility Public Health
Signature Carolyn Cheifetz

Name Michelle Sharrow
Classification PHN
Union CNA
Facility Public Health
Signature

Name Lisa Simms
Classification PHN
Union CNA
Facility Public health
Signature Lisa Simms

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU Stronger Together · IFPTE Local 21 · 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Veronica Fleming
Classification Adult Pool, PHN
Union CNA
Facility Public Health
Signature Veronica Fleming

Name Stephanie Story
Classification Public Health Nurse, Adult Pool
Union CNA
Facility Public Health
Signature Stephanie Story

Name Maureen Morelli
Classification Adult Pool, PHN
Union CNA
Facility Public Health
Signature Maureen Morelli

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Jessica Redding
Classification RN
Union CNA
Facility IMCU CCRMC
Signature Jessica Redding

Name Ezike Ekpunobi
Classification RN
Union CNA
Facility IMCU CCRMC
Signature

Name Patricia Miller
Classification RN
Union CNA
Facility CCRMC IMCU
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Ben Klein PHCC
Classification
Union 21
Facility EMS
Signature Ben K
Name Patti Weisinger
Classification HS Admin Lvl A
Union 21
Facility EHS
Signature Patti Weisinger
Name
Classification
Union
Facility
Signature
Name
Classification
Union
Facility
Signature
Name
Classification
Union
Facility
Signature
Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE | 850 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

08:9

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Linh Huynh
Classification Health Services Accountant
Union 21
Facility Health Services
Signature

Name Gemma Fontanilla
Classification HSD - Accountant
Union 21
Facility Health Services
Signature

Name ISABEL ONGKINGCO
Classification HSD - ACCOUNTANT
Union 21
Facility HSD
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU Stronger Together · IFPTE Local 21 · 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name LELAND JOHNSON
Classification ASA III
Union LOCAL 21 IFPTE
Facility D.A.
Signature

Name BRIAN MANN
Classification IT Project Mgr
Union 21 - IFPTE
Facility SUMMIT
Signature

Name GEOFF MARTIN
Classification PHLC
Union LOCAL 21
Facility EMS
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | 850 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Laurie Crider, RN
Classification PH RN Program Mgr
Union 21
Facility Public Health
Signature L. Crider RN, BSN, PHN, CCM

Name Liza Mangaoang
Classification Supervising Acct.
Union 21
Facility Public Works
Signature Liza Mangaoang

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Josephine (Joy) Belleza
Classification Rehab Supervisor
Union Local 21
Facility Contra Costa Regional Medical Center
Signature J Belleza

Name Douglas Gorman
Classification WC Return to Worker Counselor
Union 21
Facility Risk Mgmt
Signature

Name Sarah Ely
Classification Liability Claims Adjuster
Union Local 21
Facility Risk Mgmt
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | AFSCME Local 512 | AFSCME Local 2700 We Make Contra Costa Happen | SEIU Local 1021 | IFPTE Local 21 | Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name [illegible]
Classification [illegible]
Union Local 21
Facility CCRMC
Signature [illegible]

Name Frances Tolentino
Classification CLI Supervisor
Union Local 21
Facility CCRMC
Signature [illegible]

Name Leah McIntosh
Classification Staff Asst
Union LOCAL 21
Facility 400 Ellinwood
Signature Leah McIntosh

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. We demand that this county:

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

Name Isabel Orozco
Classification Senior Clerk
Union Local 2700
Facility East County Childrens Behavioral Health Svc.
Signature

Name Lorena Rivera
Classification D. Level Clerk
Union Local 2700
Facility East County Childrens BHS.
Signature

Name Camille Nolan
Classification Clerical Supervisor
Union Local 512
Facility Antioch Childrens Behavioral Health
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 056 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Shasti Bale
Classification RN
Union CNA
Facility CCRMC
Signature

Name VANESSA GUIÑEZ
Classification RN
Union CNA
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE LOCAL 21 AFL-CIO | 856 STRENGTH IN NUMBERS

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

Name Jennifer Giron
Classification RN
Union CNA
Facility CCRMC
Signature [signature]

Name Lenee Cayabyab
Classification RN
Union CNA
Facility CCRMC
Signature [signature]

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Have Contra Costa Happen | Local 1021 SEIU | IFPTE | Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0813

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Stevani Verducci
Classification ED Charge Nurse
Union CNA
Facility CCRMC
Signature

Name Samantha Paw
Classification RN
Union CNA
Facility CCRMC - ED
Signature SPaw

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE Local 21 | 856 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Silvia Zapien-Barajas
Classification Clerk Experienced Level
Union Local 2700
Facility Contra Costa Regional Medical Center
Signature

Name Jennifer D Jackson
Classification Sr. Level Clerk
Union Local 2700
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Patricia Nicholas
Classification Senior Clerk
Union 2700
Facility PHC
Signature P Nicholas

Name Erika Amaya
Classification Reg Clerk
Union 2700
Facility PHC
Signature Amaya

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 AFL-CIO | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Maeij Raepke
Classification OTR/L
Union N/A
Facility CCRMC Rehab Therapy
Signature
Name Lurza Bowlsby
Classification Occupational Therapist
Union 21
Facility CCRMC
Signature
Name
Classification
Union
Facility
Signature
Name
Classification
Union
Facility
Signature
Name
Classification
Union
Facility
Signature
Name
Classification
Union
Facility
Signature
Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU | IFPTE LOCAL 21 | 999 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy,** providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Melanie Smith
Classification Aging + Adult Services Senior Staff Assistant
Union IFPTE 21
Facility 500 Ellinwood Way
Signature Melanie Smith

Name AARON Dayle
Classification PHEC / EMS
Union Local 21
Facility 77 ARNOLD DR
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · Local 1021 SEIU · IFPTE · 859 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name C. Youngblood
Classification ASA III
Union Local 21
Facility SR Douglas, Mtz
Signature

Name GASHAW TAKELE
Classification PHA (Ass. Manager Cardiopulm.)
Union Local 21
Facility CCRMC
Signature Gashaw Takele

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE | 850 Strength in Numbers

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Amrita Kaur
Classification ASA III
Union Local 21
Facility EHSD
Signature amritakaur

Name Gabriel Lemus
Classification Principal Planner
Union L21
Facility DCD - 30 Muir, Martinez
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association · National Nurses United · Local 512 AFSCME · Local 2700 AFSCME We Make Contra Costa Happen · SEIU Local 1021 Stronger Together · IFPTE Local 21 · STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0818

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- **Provide appropriate staffing** to prevent workplace violence.
- **Communicate workplace violence plans** that are unit and area specific.
- **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- **Provide 24/7 badging and security** on the first and third floors.
- **Install plexiglass** in departments where there is a high risk to workplace violence.
- **Develop a plan for debriefing** and following up from workplace violence incidents.
- **Reassess the 24/7 Partners in Care Welcome policy,** providing guidelines and rules for visitors.
- **Provide union members a seat at the table** when creating the workplace violence plan.
- **Cease making unilateral changes to our working conditions** without union members' input.

Name Daniella Poy Wing
Classification Adult Pool, PHN
Union CNA
Facility Bates
Signature D. Poy Wing

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | SEIU Local 1021 Stronger Together | IFPTE Local 21 | Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » Provide appropriate staffing to prevent workplace violence.
- » Communicate workplace violence plans that are unit and area specific.
- » Provide effective unit and area specific workplace violence trainings to all staff and make it mandatory and hands-on.
- » Provide 24/7 badging and security on the first and third floors.
- » Install plexiglass in departments where there is a high risk to workplace violence.
- » Develop a plan for debriefing and following up from workplace violence incidents.
- » Reassess the 24/7 Partners in Care Welcome policy, providing guidelines and rules for visitors.
- » Provide union members a seat at the table when creating the workplace violence plan.
- » Cease making unilateral changes to our working conditions without union members' input.

Name Lina Xiao
Classification RN
Union CNA
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0813

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name VICTOR RAMIREZ
Classification x ray tech CCRMC
Union Teamsters
Facility CCRMC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME WE MAKE CONTRA COSTA HAPPEN | LOCAL 1021 SEIU Stronger Together | IFPTE Local 21 | 856 STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Joanny Tan
Classification RN
Union CNA
Facility CCRMC - 4C
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | Local 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Rosaura Silva
Classification Care Coordinator
Union Local 2700
Facility PHC
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0619

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Chris Arias
Classification SR Clerk
Union 2700
Facility Martinez Hospital - ER Reg
Signature Chris

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Vincent Naldoza
Classification RN
Union CNA
Facility CCRM
Signature Vincent Naldoza

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

Name _____
Classification _____
Union _____
Facility _____
Signature _____

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU | IFPTE | Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0813

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Richard Herd
Classification Admin Analyst
Union Local 21
Facility ASD
Signature Richard Herd

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE | STRENGTH IN NUMBERS

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

COUNTY EMPLOYEES DESERVE A SAFE WORKPLACE!

Contra Costa County union members are overwhelmingly disappointed with the county's deficient workplace violence prevention plan. As of April 1, 2018, the county was required under the law to be in full compliance with the Cal/OSHA regulations of a workplace violence prevention plan.

Rather than formulate a workplace violence plan that would insure the safety of the staff and the patients, the county has been intransigent and neglected all input from the frontline employees, leaving the hospital, clinics, detention facilities, and offices unsafe both to staff and to the patients we serve.

Now, all union members are calling on the Board of Supervisors to hold the county accountable to make the necessary changes to comply with the law, to commit to making our facilities a safer place for our community and workforce, and to start prioritizing the safety of the employees over its financial reserves. **We demand that this county:**

- » **Provide appropriate staffing** to prevent workplace violence.
- » **Communicate workplace violence plans** that are unit and area specific.
- » **Provide effective unit and area specific workplace violence trainings** to all staff and make it mandatory and hands-on.
- » **Provide 24/7 badging and security** on the first and third floors.
- » **Install plexiglass** in departments where there is a high risk to workplace violence.
- » **Develop a plan for debriefing** and following up from workplace violence incidents.
- » **Reassess the 24/7 Partners in Care Welcome policy**, providing guidelines and rules for visitors.
- » **Provide union members a seat at the table** when creating the workplace violence plan.
- » **Cease making unilateral changes to our working conditions** without union members' input.

Name Cassandra O'Neal
Classification Eligibility Work Supervisor I
Union 512
Facility 4545 Delta Fair BLVD, Antioch
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

Name
Classification
Union
Facility
Signature

California Nurses Association | National Nurses United | Local 512 AFSCME | Local 2700 AFSCME We.Make Contra Costa Happen | Local 1021 SEIU Stronger Together | IFPTE Local 21 | 856 Strength in Numbers

www.NationalNursesUnited.org » NationalNurses » @NationalNurses

0819