

# Board Meeting

## Emergency Board Meeting

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## **NOTICE**

### **NORTHERN INYO HEALTHCARE DISTRICT BOARD OF DIRECTORS EMERGENCY MEETING**

December 5, 2025 at 10:00 am

The Board meets in person at 2957 Birch Street, Bishop, CA 93514. Members of the public will be allowed to attend in person or via Zoom. Public comments can be made in person or via Zoom.

TO CONNECT VIA ZOOM: (A link is also available on the NIHD Website)

<https://us06web.zoom.us/j/3257893484?pwd=VrgnzdFhLFICk7h6MlbfqehXlilrqm.1#success>

Meeting ID: 325 789 3484

Password: 623576

#### **PHONE CONNECTION:**

(669) 444-9171

(253) 215-8782

Meeting ID: 325 789 3484

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1. Call to Order at 10:00 am.
  2. The Board will consider and vote on a finding that the situation meets the criteria under Government Code §54956.5 for an emergency meeting. – *Action Item*
  3. Public Comment: At this time, members of the audience may speak only on items listed on the Notice for this meeting, and speakers will be limited to a maximum of three minutes each with a total time limit of thirty (30) minutes for all public comments unless otherwise modified by the Chair. Speaking time may not be granted and/or loaned to another individual for purposes of extending available speaking time unless arrangements have been made in advance for a large group of speakers to have a spokesperson speak on their behalf. Comments must be kept brief and non-repetitive. The Board is prohibited from generally discussing or taking action on items not included on this Notice.
  4. Adjournment to closed session for:
    - a. Conference with Labor Negotiator  
Pursuant to Government Code § 54957.6  
Agency Designated Representative: Chief Human Resources Officer  
Employee Organization: AFSCME Council 57

5. Return to open session and report on any actions taken in closed session.
6. Adjournment

*In compliance with the Americans with Disabilities Act, if you require special accommodations to participate in a District Board meeting, please contact administration at (760) 873-2838 at least 24 hours prior to the meeting.*



DATE: December 2025  
TO: Board of Directors, Northern Inyo Healthcare District  
FROM: Christian Wallis, Chief Executive Officer  
RE: Contingency Planning for Strike Action

## MEMORANDUM

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### Background

The District has received a formal 10-day notice that the union will initiate a strike on December 15, 2025. To maintain safe clinical care and uninterrupted core operations during the strike, administration has conducted a focused assessment confirming that the action will create significant operational, staffing, and financial demands on the District. Contingency staffing agencies require advance notice and fully executed agreements before they will mobilize clinical and non-clinical personnel. Preapproved authority is necessary for the District to secure the staffing resources required to support patient care and essential services during the strike period.

### Discussion

Preliminary cost estimates for securing a full contingency workforce show a projected range of \$650,000 to \$900,000 for a five-day strike scenario. While the Union has provided advance notice of a one-day strike for the Technical Unit and a four-day strike with the RN Unit, the proposed contracts provide for a five-day minimum commitment. These estimates include staffing agency fees, travel, lodging, overtime, internal support, and potential security enhancements. Agencies may also impose higher rates during peak demand periods or short-notice activations.

In addition to contingency staffing, a strike could necessitate unplanned operational expenses that exceed the CEO's current spending authority. These may include additional security services, communications support, temporary operational resources, and other emergent needs. To ensure timely responses and uninterrupted patient care, temporary flexibility in spending authority is needed, with safeguards in place for Board oversight.

### Recommendation

1. Authorize the CEO to execute a contingency workforce contract for strike coverage in an amount not to exceed \$900,000.
2. Authorize the CEO to exceed the District's standard spending authority by up to \$100,000, with approval from the Board President, through December 31, 2025. The full Board will be notified as soon as possible of any expenditures made under this temporary authority.

These recommendations will ensure the District is able to respond effectively should a strike occur and maintain safe, continuous operations for the community.