



Government Relations

Huddle Message for December 13, 2021

Redistricting: LA County and Orange County December 15 Deadline

On Wednesday, Dec 15, both the LA County Redistricting Commission and the Orange County Board of Supervisors will be finalizing the respective county supervisorial maps that will be in place for the next 10 years.

Orange County's new supervisorial district maps will come into effect Jan 15, thirty days after the ordinance is approved. LA County's redistricting commission will be submitting the district maps to the Los Angeles County Registrar Recorder, ahead of the June 7 primary elections.

Finally, the California Citizen's redistricting commission will be finalizing the statewide maps by December 27. Currently they are still taking public input on the current map proposal. You can participate or view the meetings at <https://www.wedrawthelinesca.org/meetings>.

If you have any questions about redistricting, please contact Jonathan Flores, Civic Engagement Specialist, at jonaflores@altamed.org

Andale Que Esperas Campaign

Our Andale Que Esperas Campaign, in collaboration with Blue Shield and SELA Collaborative, will be hosting a holiday vaccination event, offering COVID-19 and Flu vaccines at our South Gate Clinic this coming Saturday, December 18th from 10AM to 2PM. Additionally, we will also have free toys, food boxes, and gift card giveaways. For the event, we are in need of volunteers, including for canvassers to outreach into the local community and we hope you will join us. If you have any questions, please contact Olivia Lee at olilee@altamed.org.

Top News Lines

Federal

- Last week, hours after the Food and Drug Administration on Thursday authorized the extra doses of Pfizer-BioNTech's COVID-19 vaccine for adolescents aged 16 and 17, the Centers for Disease Control and Prevention recommended that those teens get the added protection as soon as they're six months past their initial shots. "Today, CDC is strengthening its booster recommendations and encouraging everyone 16 and older to receive a booster shot," the agency's website says. "Although we do not have all the answers on the Omicron variant, initial data suggests that COVID-19 boosters help broaden and strengthen the protection against Omicron and other variants." More info [here](#).
- The U.S. Supreme Court on Friday refused for a second time to block a Texas law (named SB 8) that has virtually brought abortions to a halt for anyone more than six weeks pregnant in Texas, a time so early that many women don't know they are pregnant. Separately, the

court dismissed as “improvidently granted” the Justice Department's challenge to the law, meaning the court should not have accepted the case in the first place. More info [here](#).

- Mexico's musical legend Vicente Fernández has passed away yesterday. The king of ranchera music died in a hospital in Guadalajara in his native state of Jalisco. Fernández was famous for iconic songs about love, longing and the countryside that were familiar to U.S. Latinos and people across the Spanish-speaking world. He was seen by many as one of the last artists of the ranchera, a song style rooted in rural Mexico. In 1998, Fernández received a star on the Hollywood Walk of Fame. He won three Grammys and eight Latin Grammys, among other honors. He appeared in more than 30 movies and sold more than 50 million records. More info [here](#).

Infection Prevention

- My apologies for today's technical difficulties.
- Omicron is starting to increase in the number of cases and experts predict it could be the predominant variant in the US by the beginning of January. Studies have shown that Full vaccination with a mRNA booster is our best protection to prevent catching Omicron and will protect us from going to the hospital or dying of COVID-19. If you have not gotten your booster shot yet, please get that as soon as possible.
- Continue to practice the safety measures we have all along recommended. Masking at all times when indoors around people from outside of your household or when outdoors in a crowded space. If you must gather for food/drinks, gather outdoors in a space with plenty of ventilation. Wear well-fitting surgical, KN95 or cloth masks with at least 3 layers. Each time you remove your masks, that is a portal of entry for COVID-19. Delta and Omicron is highly contagious and most people do not know they are contagious until it is too late. Please only remove your masks briefly to eat and drink. Some of you may feel silly, especially if other people have their masks off but it is better to know you are protected.
- **For the All Hands Event tomorrow. Many of us will be eating lunch with our colleagues, please only remove you mask briefly to eat or drink. As long as we continue to follow our safe environment measures of distancing, masking, screening, frequent hand washing, cleaning high touch surfaces and vaccination we will continue to be protected and safe at work and out in the community.**

Human Resources

- As the year concludes, we ask that you remind your employees to review their personal information in ADP, specifically their mailing address, to ensure it is up to date with our system of record. Doing so will ensure proper and safe delivery of employee W-2s and 1095 forms which typically are mailed mid to late January. All address changes can be done via My HR Services located within the Human Resources page of Town Square.

- The IRS has released the new retirement plan contributions limits for 2022. Employees will be able to contribute up to \$20,500 dollars towards their 403b retirement plan. Employees that will be of age 50 or more by 2022 will have the ability to contribute an additional \$6,500 dollars for a total of \$27,000. We remind all employees that AltaMed offers an employer match after the completion of 1 year of service. The match is dollar for dollar up to 4% of your bi-weekly earnings. Participation in the 403b plan is voluntary and is open all year long for employees who wish to begin their contributions or for existing participants to make changes to their deferral amounts. Employees have access to TIAA's around the clock financial consultants and wealth managers by simply calling TIAA directly. Employees that wish to learn more can visit our Benefits page in Town Square.
- Effective immediately the need to make a pre-election for PTO Cash Outs will no longer be necessary. Employees that wish to make a cash out request may do so by completing a PTO Cash Out request form and submitting directly to our payroll department. Please note all requests will be processed in alignment with AltaMed's regular payroll schedule. To ensure timely processing, requests must be submitted at least 2 weeks prior to the pay date hours are being requested to be cashed.
- Additionally, we continue to offer the PTO Donation program for employees that wish to donate hours to fellow employees. The program is designed to allow employees that have the available balance, to transfer hours to employees that may have a dire need for them. For example, an employee that will be out of work due to a medical disability, and does not have the sufficient amount of hours to cover the time off, would be a perfect example of when this program can be utilized for its intended purpose. All PTO donation requests must receive a 1st level Supervisor approval before being processed by Human Resources. We ask all supervisors to ensure they first understand the situation at hand before signing off on these request forms. As managers, you are the first line of defense to ensure we maintain the integrity of this program. Request forms for both the PTO Cash Out and PTO Donation can be located within the Benefits page of Town Square. For any questions on either program, please email Benefits@altamed.org.
- Reminder, all manager and supervisors must complete employee reviews along with employee ratings by Wednesday, December 15th. This is in anticipation of the Merit and Bonus process, which will commence on Monday December 20th. The merit and bonus process will allow all supervisors and managers to complete the recommendations that will impact how much of an increase and bonus their employees will receive. Please ensure that a rating is indicated during the review process, which again, is due by December 15th. For any questions or concerns, please email performancemanagement@altamed.org.