

NOTICE OF IMPLEMENTATION

Attached to this Notice of Implementation is the last, best and final offer made by Salinas Valley Memorial Hospital to the National Union of Healthcare workers on February 12, 2016.

Salinas Valley Memorial Hospital has determined to implement, effective immediately, all of the terms contained in the last, best, and final offer with the exception of those specifically identified below. The implemented economic terms shall be made effective on the earliest practical date consistent with payroll and benefit plan requirements.

The provisions of the last, best and final offer that are not being implemented are as follows:

- Memorandum of Understanding V (Subcontracting). Prior contract language on Subcontracting (Memorandum of Understanding V) remains in place.
- Article I (Recognition). This Article relates to the Union's right to organize employees at Hospital facilities. The Hospital cannot unilaterally restrict the Union's rights. Those rights are not impacted by implementation.
- Article III (Union Membership). This Article addresses the agency shop, which means that employees must pay dues to the Union. The implementation will not impact the rights of the employees and the Union relating to Union membership.
- Article XXX (No Strikes). The Hospital cannot prohibit strike activity in the absence of a contract. The Union may still strike if it wishes to do so.
- Article XXXIV (Term of Agreement). The Hospital cannot unilaterally impose duration. The implemented terms will only remain in place until the two sides reach agreement.
- The Hospital specifically excluded from its impasse declaration two portions of its proposals, specifically Article I(d) (Recognition at off-site locations) and the final two sentences of Article XXI(A)(I) which deal with future changes to the health plan. Because no impasse was reached on these proposals, they cannot and will not be implemented.

The implementation does include the proposed deletion of certain expired Memoranda of Understanding, as reflected in the last, best and final offer conveyed to the Union on February 12, 2016.