

Memorandum

To: All CNA-represented Staff
From: Michelle Childs, Sr. Administrative Director/Human Resources
Date: May 9, 2016
Re: NUHW's Announced Strike

The National Union of Healthcare Workers informed Salinas Valley Memorial Hospital (the Hospital) it intends to strike for one day, beginning on May 17, 2016, at 6:00am.

We are deeply disappointed that NUHW has called upon our employees to strike. The Hospital is committed to ensuring that patient care remains a top priority. As a CNA-represented employee, you provide an invaluable service to our Hospital, and we trust that you will continue to work as usual during the strike.

As a reminder, the current CNA contract with the Hospital contains a *No Strike* Article. Specifically, the Article provides:

“There shall be no strike, sympathy strike, slowdown or other stoppage of work by the Association or Association employees and no lock out by the Hospital during the life of this Agreement.”

By agreeing that nurses shall not engage in a sympathy strike, CNA has assured the Hospital that nurses will not strike in support of NUHW. The Hospital hopes and expects that CNA-represented employees will honor their obligations under the contract.

In order to ensure patient safety and quality care, we must be able to count upon all staff scheduled to work. Accordingly, we will need to presume that absences from work during the period of the NUHW strike (absent medical certification to the contrary) are strike-related and will be treated as unauthorized absences. Employee requests for authorized absences (e.g., paid time-off) during the period of a NUHW strike may or may not be granted, depending on the operational needs of the department. Employees who are absent from work without authorization, including during a strike, will not be paid.

Thank you for all you do to make this an outstanding organization with nationally recognized quality. We appreciate your dedication and your commitment to provide care to our patients during this unfortunate strike.

Cc: Christie Gonder, Chief Nursing Officer
Luis Fonseca, Chief Operating Officer
Teresa Mack, CNA Labor Representative