

Memorandum

To: Hospital and Medical Staffs
From: Pete Delgado
President/CEO
Date: July 18, 2016
Re: Tomorrow's Mediation

As we begin mediated talks with NUHW, it's important for employees to know one thing: We are focused on reaching agreement with the union to reach a new contract.

Negotiations aren't easy. That's why after nearly a year of talks had passed and the sides had reached impasse, we implemented certain terms of our last offer, including pay increases that would otherwise have had to wait until a new contract was finalized.

It's unfortunate that the union continues to run a campaign against the hospital in the media and on social media because the real work has to take place at the bargaining table, and with the help of a professional mediator we have a great opportunity to finally reach agreement.

I'm hopeful that the union comes to mediation ready to approach these talks in good faith. As a public healthcare district with a responsibility to keep the hospital strong for the long term, we're not always in the position to meet all of the union's demands. But we're certainly ready to move toward the union on some outstanding issues, just as we hope the union is open to moving toward us. The goal, of course, is to reach agreement somewhere in the middle. That's how the process is supposed to work.

Salinas Valley Memorial continues to offer pay and benefits that are among the best in the region, a commitment as important to us as our dedication to excellent patient care. That has been our commitment to employees for many, many years, and it remains our commitment today.

So we'll be listening to the union in mediation and hope the union gives us the same respect. That's the most important element to moving past disagreements, and toward a healthy partnership that serves the best interests of our patients and employees.