

## Memorandum

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**To:** SVMHS Staff  
**Cc:** Medical Staff, Foundation, Volunteers  
**From:** Pete Delgado  
President/CEO  
**Date:** May 16, 2016

Many of you may feel torn and anxious about the prospect of the strike planned for tomorrow. This note is to all of you, whether you have been here 40 years or 40 days, whether or not you are active in a union, and whether or not you support the strike. I know that you care about your work and our patients, and that you are all part of the great team at Salinas Valley Memorial.

You may know that I'm absolutely, positively against the union's decision to call a strike. I don't believe it's in the best interest of our patients and co-workers. I believe it undercuts our progress in efforts to make our hospital stronger and improve patient satisfaction. But as it now looks like we're headed for a strike and some difficult days ahead, please let me share my thoughts on a few things.

- 1) We have many temporary employees joining us who are here to help us keep the hospital running smoothly. Their expertise is in helping hospitals in situations like this and with other staffing challenges. They are as committed to doing good work, so I hope they will feel welcome.
- 2) Teamwork and trust is the heart of good patient care. So I hope that we can concentrate on looking forward and focus on patients. Let's not let the emotions from the picket line carry forward into our work in the hospital.
- 3) This too shall pass. I don't think anyone wants this strike to cause long-lasting harm to our work environment or to our reputation. We want to work with the union on issues important to its members, and look forward to that opportunity when things return to normal.

Finally, I want to thank all of you for your professionalism during difficult times. I am confident that we will ultimately reach agreement with the union and move beyond negotiations and on to better days.