

Mediation Update

To: Hospital and Medical Staff
From: Michelle Childs
Senior Administrative Director, Human Resources
Date: June 28, 2016
Re: Mediation

I'm glad to report that two mediation sessions have been scheduled for next month to help the Hospital and NUHW reach agreement on a new contract.

We will meet with the state mediator on July 19, and we have also set aside July 26 if it turns out that we need more time for discussion. The mediator's role is to identify areas of potential agreement and encourage joint problem solving as part of a focused work session.

Our goal for these sessions is, as it was before, to work with the union to resolve our differences after nearly a year of negotiations. We believe this will require both sides to come to sessions ready to explore a path to compromise, with the goal of getting a new contract in place for SVMH employees represented by NUHW.

While our earlier attempt at mediation did not produce an agreement, we are hopeful that another try will be helpful for several reasons:

- We have invited members of the Salinas Valley Memorial Board of Directors to take part in these mediated talks. We welcome the Board's involvement and share its commitment to finding a middle ground in these contract talks.
- Successful mediation could help avert a second strike that could be disruptive in our community and put pressure on employees to take part in a picket when many would prefer to work their shifts.

We remain ready to move toward a better working relationship with NUHW and a contract that supports our continued commitment to our employees, our patients, and the Salinas Valley region.