



Negotiations Update

To: Hospital and Medical Staffs, Foundation and Volunteers
From: Pete Delgado
President/CEO
Date: July 27, 2016
Re: Mediation

It is with great disappointment I report that two days of mediation with NUHW failed to result in a contract agreement for our NUHW-represented employees. We had great hopes that, through this process, we could reach common ground with the union on several important issues. Unfortunately, these efforts ultimately did not result in an agreement.

The rules of the mediation process include complete confidentiality, so while we cannot share any details of our discussions, we remain committed to reaching a resolution.

We therefore encourage the Union to continue this discussion—whether through Fact Finding or binding arbitration. We believe that continued communication is the only way to find the common ground that could bring a successful end to this process. We know employees want a new contract, and believe we are all better off to move beyond the disagreements that divide us. We work best as a team in serving our patients and our community, and we seek a constructive relationship with NUHW in helping Salinas Valley Memorial fulfill our mission and deliver on our promise to the people of our healthcare district and beyond.