

## Memorandum

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**To:** Hospital and Medical Staffs  
**From:** Michelle Childs  
Senior Administrative Director/Human Resources  
**Date:** August 12, 2016  
**Re:** Tentative Agreement

I am pleased to share that we have reached a tentative agreement with the National Union of Healthcare Workers on a new contract for our employees.

During three rounds of mediation, both sides made compromises that ultimately provides a contract with competitive pay and generous benefits as well as incorporates industry standard adjustments for more efficient and effective operations focused on ensuring quality patient care. The tentative agreement now goes before employees for a ratification vote.

The agreement is consistent with our commitment to quality care, responsibly managing district hospital resources and rewarding a work culture that supports our organizational goals and values

Salinas Valley Memorial Healthcare System appreciates the work of members of both negotiating teams and would like to acknowledge the important assistance of Barry Winograd, an arbitrator and mediator, who worked with both parties to help produce an agreement.