

May 6, 2016



Sal Rosselli
National Union of Healthcare Workers
5801 Christie Avenue, Suite 525
Emeryville, CA 94608-1986
Fax: 510.834.2019

Re: **NUHW'S NOTICE OF INTENT TO STRIKE**

Dear Mr. Rosselli:

We are in receipt of your May 6, 2016 written notice that NUHW intends to strike Salinas Valley Memorial Hospital beginning at 6:00AM on May 17, 2016, and continuing until 5:59AM Wednesday May 18, 2016.

The Hospital deeply regrets your decision to call this unwarranted strike. As you undoubtedly anticipated, the Hospital must take steps to ensure that it is able to adequately care for patients and protect the safety and security of our employees and our facilities.

To that end, the Hospital will take immediate steps to determine the extent to which replacement staff may be required. In the event that replacement staff are obtained, our contract with the staffing agency requires a minimum of three (3) days engagement for each replacement staff. Striking employees whose positions are filled by replacement staff on the day of the strike will not be able to return to work for the duration of the minimum engagement period in our contract with the staffing agency.

As you know, SVMH operates in the public interest, and provides vital services which are not otherwise available in our community. Specifically, SVMH submits that the following classifications constitute essential employees: Clinical Pharmacist, Clinical Pharmacist – Night, Clinical Pharmacist - PD. In the event that these classifications are not adequately staffed, there will be a significant health and safety risk to the population in the Salinas area. Accordingly, we ask that NUHW immediately confirm that it will not be asking employees in these classifications to participate in the strike. Without your immediate assurances, we will need to seek injunctive relief to ensure that essential employees will continue to be available to serve our patients.

We look forward to your response.

Sincerely,

A handwritten signature in black ink, appearing to read "Michelle B. Childs".

Michelle B. Childs
Sr. Administrative Director/Human Resources