

## Negotiations Update

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To: Hospital and Medical Staffs  
From: Michelle Childs  
Senior Administrative Director/Human Resources  
Date: March 31, 2016  
Re: NUHW Negotiations

Following many months of contract negotiations between the hospital and NUHW, we have jointly agreed to seek the assistance of a mediator to reach agreement on a new contract for NUHW-represented employees. We came to this agreement after the union declined Factfinding, a separate PERB-regulated process to help resolve bargaining disputes.

Mediation is scheduled for April 12, with a second day reserved the following week if the parties determine more time is necessary.

Mediation services will be provided by the State Mediation & Conciliation Service, which assigns a mediator to meet with both bargaining teams with the purpose of helping the parties reach agreement.

Among the unresolved contract issues are wages, health benefits, PTO and matters related to overtime and shift differentials. A summary of all outstanding issues is attached.

### **FACTS ABOUT MEDIATION**

- Mediation is not binding; while the process is designed to help the sides reach agreement, the mediator does not determine or impose specific contract terms.
- The mediation proceedings are private and confidential. The mediator makes no public recommendation nor takes a public position on the issues discussed.
- If mediation is unsuccessful, the union may still request Factfinding but must do so within 30 days of the date a mediator is appointed, which in our case was March 15.

We welcome the mediator's assistance as an opportunity to find a path toward agreement, and are hopeful the mediation process will be successful in that goal.

Additional information, including our contract proposals, is available on our negotiations website at [www.negotiationsupdate.com](http://www.negotiationsupdate.com).

