

To: Hospital and Medical Staffs, Foundation and Volunteers  
From: Pete Delgado  
President/CEO  
Date: May 23, 2016  
Re: Next Steps

I'm pleased to report that NUHW has agreed to enter into mediation in our contract discussions. We are now working with the California State Mediation and Conciliation Service to obtain a mutually acceptable mediator, through which we hope to reach agreement on a new contract for our NUHW-represented employees.

Last week Salinas Valley Memorial Board President Rafael Garcia reached out to NUHW with an invitation to discuss possible next steps. We outlined several options for consideration, including fact finding, mediation, and binding arbitration. The hospital agreed to take part in whichever approach the union chose. The purpose of this mediation is to ascertain whether there is a way that the current bargaining impasse can be broken and agreement reached.

As we begin this new chapter, and in accordance with the implementation of our Last, Best, and Final Offer, the 2-percent wage increase is effective this pay period beginning Monday, May 23rd, with pay date June 10th.

Finally, it's great to see the full team back together again at the hospital, and I'm sure our patients and this community agree. As I said before, I haven't given up. I look forward to the day we can put this behind us to focus on the important work at hand – improving the health of our community.