

**RESOLUTION NO. 2016-04
OF THE BOARD OF DIRECTORS OF
SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM**

IMPLEMENTING LAST, BEST AND FINAL OFFER TO NUHW

Salinas Valley Memorial Healthcare System ("SVMHS") is a local health care district organized and operated pursuant to Division 23 of the California Health and Safety Code;

Negotiations between Salinas Valley Memorial Hospital ("Hospital") and the National Union of Healthcare Workers (NUHW) have now extended for ten months. The two sides have engaged in 23 bargaining sessions and a mediation under the auspices of the State Mediation and Conciliation Service. Since February of this year, the two sides have been at impasse.

The employees represented by NUHW deserve to have a new contract. Without a contract, there is increased likelihood of unrest and uncertainty. We need to move forward to a resolution of these negotiations, and to complete a new contract that all sides can accept.

The SVMHS Board has determined that implementation of portions of the Hospital's last, best and final offer to NUHW will serve to hasten resolution of the bargaining process. It is important to note that implementation is not a final step. It is part of the process in which we intend to reach agreement. It is the hope of the Board that implementation will lead to constructive dialogue. Implementation will provide NUHW represented employees with wage increases, a new incentive plan which can further increase compensation, and improvements in health insurance and education benefits.

The Board notes that the Hospital has urged NUHW to engage in a fact finding process, utilizing a neutral party appointed by the Public Employment Relations Board. The Board endorses fact finding, or alternatively mediation with an experienced labor mediator. State law specifically authorizes these procedures, and they have proven to be effective in the past. The Board sincerely hopes that its actions today will move the negotiations toward a quick and mutually acceptable resolution. With these goals in mind,

THE SVMHS BOARD HEREBY ORDERS AND DIRECTS THAT:

1. Hospital Administration implement its last, best and final offer to NUHW, with the exception of the provisions itemized in the attached Notice of Implementation.


This Resolution was adopted at a Special Meeting of the Board of Directors on May 13, 2016, by the following vote.

AYES: Garcia, Rey, D'Arrigo-Martin, Orman, Gil

NOES:

ABSTENTIONS:

ABSENT:



Margaret D'Arrigo-Martin, Board Secretary
Salinas Valley Memorial Healthcare System