



Memorandum

To: SVMHS Staff, Physicians, Foundation, Volunteers
From: Michelle Childs
Senior Administrative Director/Human Resources
Date: May 6, 2016
Re: Strike Notice

Today we received a notice from NUHW representatives expressing their intent to strike our hospital on Tuesday, May 17th. While we are disappointed by this action and believe a strike is not in anyone's best interest—our patients, our staff, or our community—we are well prepared with a comprehensive strike plan. Patient safety is our first priority, and we will not compromise the quality of our care.

We are particularly disappointed that NUHW is calling this strike without first trying every avenue to reach agreement, such as going through Factfinding – the process whereby a neutral third party provides recommendations for agreement. We remain open to participating in Factfinding, and again invite NUHW to join us in that process.

We respectfully recognize the Union's right to take this job action, and we request all employees to do the same. NUHW members are our valued colleagues, and those who choose to participate in the strike are free to do so without any hindrance or repercussion.

Employees have asked us if NUHW members are required to participate in the strike. The simple answer is no—nobody is required to participate in a strike and we hope our employees do not participate. We will provide more information to address the many questions you may have surrounding this development.

We hope all employees will become fully informed about the issues we're facing. You may direct any inquiries to questions@svmh.com, or use the question boxes located in the cafeteria. You may also stay informed by visiting negotiationsupdate.com.

Thank you for your continued dedication to quality patient care.