MEMORANDUM

TO: All Santa Rosa Memorial Hospital Caregivers
FROM: Tyler Hedden, Interim Chief Executive
DATE: February 28, 2020
SUBJECT: SRMH NUHW Bargaining Update

I want to update you on negotiations between Santa Rosa Memorial Hospital and the National Union of Healthcare Workers (NUHW).

We met twice in February. On February 20, a substitute negotiator for the union stated he would not be responding to the many proposals we had brought to the table.

During our next meeting on February 27, we began mediation—a confidential process conducted by an independent agency of the federal agreement. This is a common practice that is used when parties have been unable to reach agreement on their own.

Under the rules of mediation, the parties involved are not permitted to disclose specific counter-proposals. There were delays in the meeting at the onset due to misunderstanding of the ground rules for mediation. While we did eventually meet with the union that day, no significant progress was made.

While both parties offered additional dates to continue bargaining in March, the dates below were confirmed based on the mediator’s availability.

- March 18
- March 27

We are committed to working together to create a mutually acceptable agreement and we look forward to our next meeting.