

2020 NUHW-SVMH
Side Letter of Agreement
Standardized Scrubs

The Hospital will implement a standardized color scrub for certain classifications represented by NUHW to improve patient safety, patient satisfaction and to better identify the professions at SVMH.

Policy

1. Staff are required to wear standardized color scrubs as outlined below and no later than July 1, 2020 while in patient care areas. There is no style or vendor requirement.

- a. Solid color scrub top and bottom must be worn unless a dress scrub is preferred.
- b. Same color jacket and SVMH vest are optional attire.
- SVMH vests are available for purchase on STARnet.
- c. Optional items for warmth/comfort include short and long sleeve undershirts of the same required color, or white, black or grey, only to be worn under scrubs.

2. Hospital Provided Scrubs:

- a. Staff in the following areas wear Hospital provided/laundered scrubs: OR, PACU, OPS, SSPD, ENDO, Labor and Delivery, Cath Lab, CT, X-ray, & Angio.
- b. Hospital provided/laundered scrubs are on loan to the employee during their shift and are not to be taken home unless under the circumstance as noted in #3 below. All employees wearing hospital provided/laundered scrubs will change from personal clothing into and out of the hospital provided/laundered scrubs on the hospital premises prior to the beginning of the shift and after the worked shift.

3. Consistent with current practice, if scrubs become soiled or damaged during the shift, a set of hospital-laundered scrubs will be provided.

4. Article 25, Discipline and Discharge, will be followed for any potential disciplinary action related to this agreement.

Payment and Quantity of Scrubs (2020 Voucher)

All affected staff will receive a one-time voucher for a vendor in Salinas to offset the cost of changing to a standardized color scrub. There will be no cash refund from the voucher. The voucher will cover the number of items as listed below for the single initial purchase. Staff may purchase additional items at his/her expense and from any vendor. The Hospital voucher must be used by August 30, 2020. Cost estimate for one set of scrubs with negotiated vendor for the hospital's initial purchase is approximately \$65, including tax.

Distribution of Vouchers for Standardized Color Scrubs (top/bottom/jacket):

If staff prefer a dress scrub over pants and top, a dress is the equivalent to two items. White or skin tone hosiery/socks is required with dresses.

1. (.9 and above) FT staff will receive voucher for 9 items

2. PT and PD staff will receive a voucher for 6 items

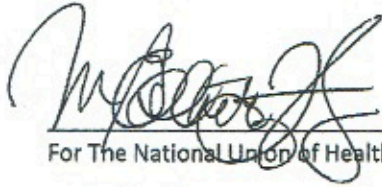
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*FT = .9 & above
PT & PD*

*for the
side letter only
MHC 5/8/20*

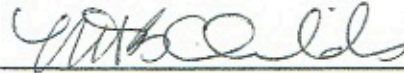
2020 NUHW-SVMH Negotiations Tentative Agreement

The National Union of Healthcare Workers (NUHW) and Salinas Valley Memorial Hospital (SVMH) agree to a new, one year collective bargaining agreement with no changes to the provisions of the NUHW-SVMH collective bargaining agreement in effect from August 25, 2016 through July 31, 2020, except that all employees, classifications and tenure steps shall receive a three percent (3%) across-the-board wage increase will be effective August 10, 2020. Also, the parties agree to the attached Side Letter of Agreement on standardized scrubs. The new collective bargaining agreement will be effective from August 1, 2020 through July 31, 2021.



For The National Union of Healthcare Workers

5/8/2020
Date



For Salinas Valley Memorial Hospital

5/8/20
Date

J. J. Zetter
For The National Union of Healthcare Workers

5/8/2020
Date

[Handwritten Signature]
For Salinas Valley Memorial Hospital

5/8/20
Date

For The National Union of Healthcare Workers

Date

[Handwritten Signature]
Clement Miller (May 8, 2020)
For Salinas Valley Memorial Hospital

5/8/2020
Date