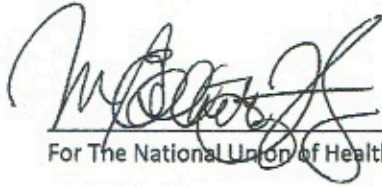


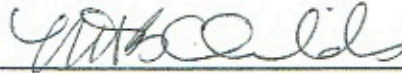
2020 NUHW-SVMH Negotiations Tentative Agreement

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