



Dimensions Healthcare System

DATE: April 3, 2014
TO: Dimensions Healthcare System Leadership
FROM: John F. Peeples, MBA, SPHR, CCP
Senior Vice President, Human Resources
RE: Contract Negotiations Update V

After approximately 12 months of good faith bargaining with the Service Employees International Union (SEIU), which included several months involving a federal mediator, management presented final offers for both contracts to the union.

Our offers are fair given Dimensions Healthcare Systems' (DHS) current challenges, which include implementation of healthcare reform, declining payer reimbursements, rising benefit costs and a competitive market. These offers, as well as other efforts to reduce expenses and strengthen the organization, will help put DHS in a position to continue to meet the healthcare needs of the community.

SEIU has responded with a 10-day notice of its intent to conduct picketing at "Glenridge Medical Center, Laurel Regional Hospital and Prince George's Hospital Center" on Wednesday, April 16 from 11:00 a.m. until 2:00 p.m. Picketing is a common union tactic designed to draw attention to the union. **Picketing is not the same as a strike**; all employees are expected to report to work as scheduled.

We are disappointed the union is resorting to tactics designed to undermine the work that we have accomplished thus far. This type of activity is a distraction from good faith negotiations and is an attempt by the union to disrupt patient care services. Unfortunately, the union's threat of such action does nothing to help the parties reach an agreement on new contracts. As always, our focus is on operating our facilities and delivering high quality care without any disruptions to our patients, visitors and employees. Please note that picketers are not permitted on DHS property and picketing employees may not bring any signs or banners into DHS facilities. For additional information about picketing, please refer to the attached Q&A. In the next week, we will share guidelines to ensure that employees understand their legal rights related to picketing.

Dimensions Healthcare System has made advanced arrangements to ensure that there will be no interruption in patient care services. We will operate normally during any union activity and there will be no impact on emergency care or scheduled appointments.

We recognize that the lives and families of more than 2,000 DHS unionized employees – as well as our patients, other employees and the communities that we serve – will be impacted by the successor contracts for the next several years. Therefore, we remain committed to reaching a fair agreement on new contracts covering our SEIU-represented employees.

As always, regular updates will be provided as information becomes available. If you have any questions regarding contract negotiations, please contact your appointed human resources professional.

Thank you.