



Photo Credit: Chris Torres/The SCV Signal

FEDERAL MEDIATOR HELPS HENRY MAYO NEWHALL HOSPITAL AND UNION REACH AGREEMENT FOLLOWING WORKERS' STRIKE

The Federal Mediation and Conciliation Service (FMCS) assisted United Electrical, Radio and Machine Workers of America (UE) Local 1004 and Henry Mayo Newhall Hospital reach agreement following a one-day strike that took place in March 2023. The agreement followed four months of challenging negotiations between the 700-member patient care team and the hospital over the rigors and conditions resulting from the COVID-19 pandemic and other economic issues. The parties requested FMCS assistance in early March and ratified a new three-year agreement on April 20.



California Population Density by County

People per square mile

- 500.0 or more
- 200.0 to 499.9
- 100.0 to 199.9
- 25.0 to 99.9
- 10.0 to 24.9
- Less than 10.0

Total State Population: 39,538,223

IMPACT, ECONOMIC OPPORTUNITIES & CONSTITUENT BENEFITS



FMCS mediation helped bring a resolve to the ongoing negotiations and the parties reached a new collective bargaining agreement that covers 700 employees, including patient care attendants, techs, therapists, and other support staff. The new contract was ratified after little over a month of FMCS intervention, while a previous tentative agreement reached without the aid of a federal mediator failed a ratification vote.



FMCS was invited to join the stalled negotiations in March, and deployed a federal mediator who provided in-person mediation from March 6 to April 13 for a total of three meetings and approximately 40 hours of mediation between the parties.



The agreement increases safety and efficiency of the hospital by helping to stem staffing shortages, expand availability of care, and bolster job satisfaction. Many of the 700 members of UE Local 1004 live in the surrounding communities of Santa Clarita and Valencia, California. An extended work stoppage would not only have had a significant impact on the hospital's service levels and patient care, but the economic impact on the local businesses would also have been significant.

FMCS' successful mediation positively impacts the more than 3.6 million citizens across California's 25th, 27th, 28th, 29th, and 30th Congressional Districts, and will:

- Ease strain on the hospital by retaining qualified patient care professionals amidst high turnover and understaffing as California hospital bed capacity hovered at 90 percent during the 2022 COVID-19 Omicron surge⁴
- Improve operations and return focus to health care services as Henry Mayo Newhall is the primary hospital serving 10 zip codes in nine surrounding communities, including: Agua Dulce, Saugus, Canyon Country, Castaic, Val Verde, Newhall, Santa Clarita, Stevenson Ranch, and Valencia.²
- Expand access to underserved segments of the community. More than 25 percent of the local population served by Henry Mayo Newhall are at or below the federal poverty level with identified priority health needs including access to health care, cancer, and diabetes treatment and benefit from uninsured patient financial assistance.³

“The parties are to be commended for finding a resolution that allows the hospital to provide service to the community and UE Local 1004 to have a contract allowing them to continue the important work they do.”

Andrew Fox - FMCS Mediator, Los Angeles

Sources: ¹Taylor, Brianna, "Map of California hospital bed capacity during omicron surge," The Sacramento Bee, Jan. 2022; ²Henry Mayo Newhall Hospital Annual Report and Plan for Community Benefit FY21; ³Henry Mayo Community Health Needs Assessment 2019