

BARGAINING UPDATE #10



SEPT 25-27, 2019

SHARP'S PROPOSALS: DISRESPECTFUL

The majority of proposals to recruit, retain and respect registered nurses still remain on the table. Instead, management offered a version of the contract that is disrespectful to our commitment to patients—even rejecting cost-neutral language—in a vision that moves us backward. Sharp ignored our reasonable, but important, proposals that are critical to concluding negotiations for the benefit of all. For the good of patient care at Sharp, we must press management to protect patients, recruit great caregivers, and keep experienced registered nurses from leaving.



	OUR PROPOSAL	MANAGEMENT'S PROPOSAL
Article 3 Rights of Management	No proposal made to date	No proposal made to date
Article 5 Union Membership	<ul style="list-style-type: none"> Newly hired nurses will pay their fair share Improved union access to newly hired RNs Other improvements 	<ul style="list-style-type: none"> Makes it easier for RNs not to pay their fair share New language that could prohibit non-members from speaking with their colleagues that belong to the union Rejection of every significant proposed change made by the union
Article 7 Association Representation	<ul style="list-style-type: none"> Proposed improving access to union representation. The ability to use unoccupied meeting rooms Positive communication: No disparagement of each other Improvements to language when Sharp creates new RN jobs that should be covered by the contract Other improvements 	<ul style="list-style-type: none"> Takeaways Making union leave more restrictive and difficult More limits on union access and rights
Article 13 Economic Action	No proposal made to date	No proposal made to date
Article 14 Hours of Work & Overtime	<ul style="list-style-type: none"> MLK Day (paid) Improvements to vacation scheduling and time off No involuntary cancellation Weekend differential: \$3 per hour (new) Replacement factor 	<ul style="list-style-type: none"> MLK Day (paid) Increase shifts RNs can be involuntarily canceled by 3 additional shifts every 6 months (from 5 to 8 shifts) Refused to explain aspects of their proposal completely No to proposed improvements

CONTINUED ON OTHER SIDE

UPCOMING BARGAINING DATES

October 2
Hilton Garden Inn
3805 Murphy Canyon Road

October 3 & 4
Courtyard Marriott
8651 Spectrum Center Boulevard



	OUR PROPOSAL	MANAGEMENT'S PROPOSAL
Article 15 Compensation	<ul style="list-style-type: none"> • 7% wage increases each year of the contract for every RN covered by the contract • BSN/MSN differential on all hours compensated (currently only paid on hours worked) • Increases to Per Diem BSN/MSN differential rates • One on-call rate, increased to \$14.00 per hour • Establish a new float differential (\$2.00 per hour) when floated (effective in 2nd contract year) • Make preceptor role voluntary 	Full-time and part-time RNs with 25 years experience or less: <ul style="list-style-type: none"> • 2% upon ratification • 3% increase, 10/1/20 • 3% increase, 10/1/21 RNs with 26+ years of experience: 2% lump sum bonus based on straight-time hours worked, upon ratification. Years 2 and 3: 3% lump sum bonuses. Paid quarterly. Per Diems: 1.75% lump sum bonus based on straight-time hours worked, upon ratification. Years 2 and 3: 2% lump sum bonuses. Paid quarterly. Additional cuts affecting Per Diem compensation No to proposed improvements
Article 16 Paid Time Off Programs	Proposed improvements to PTO & ESI	Frontload ESI at beginning of each calendar year
Article 17 Leaves of Absence	<ul style="list-style-type: none"> • Updating to current legal standards • Incorporated firefighter and religious leaves 	Takeaways
Article 18 Health, Dental, and Insurance Plans	<ul style="list-style-type: none"> • Offer the basic HMO plan with single coverage at no cost • Remove management's ability to eliminate or unilaterally modify plans • 4% cap on annual increases 	<ul style="list-style-type: none"> • 8% cap on annual increases • No other improvements
Article 21 Savings Clause	Existing language	Existing language
Article 23 Full Negotiations, Complete, Agreement and Waiver	Proposed several modifications	Existing language
Article 24 Retirement Plans	<ul style="list-style-type: none"> • Remove language that gives management the ability to eliminate or unilaterally modify the 403(b) and Sharp\$aver retirement plan • Lock in current matching contribution rates • Enable RNs to contribute up to 100% of their salary up to statutory annual limits, whichever is higher, to the Sharp\$aver retirement plan 	<ul style="list-style-type: none"> • Retain the right to eliminate or unilaterally modify retirement plans whenever they desire • Enable RNs to contribute up to 100% of their salary up to statutory annual limits, whichever is higher, to the Sharp\$aver retirement plan
Article 25 Retiree Medical Benefits	RNs who retire after age 55 and have 15 or more years of experience at Sharp would be able to receive medical benefits at the same cost share as current RNs have until they are eligible for Medicare.	RNs who retire after 60 and have 25 or more years of experience at Sharp would be eligible to participate in their basic health plan, with their contribution rates frozen at 100% of the group premium rate that was in place at that time, until eligible for Medicare. RN would pay entire cost of premium.
Letter of Agreement #1 (new)	<ul style="list-style-type: none"> • Make contract available on SharpNet • Share cost of printing 	No: will not place on SharpNet, nor share the cost of printing
Letter of Agreement #2 (new)	Paid time off to attend child-related activities	No
Letter of Agreement #3 (new)	Additional paid days off: 5 days for full-time and 3 days for part-time	No

