



Sharp Professional Nurses Network

2022 BARGAINING

Bargaining Update #6: August 26, 2022



Flat-Out Rejection Is Not Negotiation

Without our care, our union voice, and our expertise, Sharp would not be the place where our community comes to receive top-notch patient care. We are bargaining to raise standards for our patients and for us. Sharp's care doesn't exist without us, the frontline caregivers. We are the heart of Sharp and are calling on management to value the essential roles we play and to match the reality of our working conditions to their rhetoric about our worth.

We need Sharp to invest in our priorities

- Improve standards in our workplace to attract and retain new registered nurses
- Respect and honor our experience, dedication, and commitment
- Enhance rights and protections
- Bargain in good faith and stop delaying a contract that recognizes and rewards the sacrifices and work we have done throughout the COVID-19 pandemic
- Give us the tools and resources to work at our highest level for our patients

“Management’s proposals do absolutely nothing to address the retention and recruitment crisis we have. After everything we’ve been through during the pandemic, I thought they would finally get it and treat us fairly. I mean, they called us heroes. But when we actually sat down to bargain with them, we went from being called heroes to terrorists.”



Carlen Hudnet, RN, SMH Cath Lab



Next Bargaining Session

Wednesday, August 31 | 10:30 a.m.
 Doubletree, 7450 Hazard Center
 RSVP: [HeartOfSharp.org/actions](https://heartofsharp.org/actions)

SHARP'S OFFER KEEPS A SUBSTANDARD CONTRACT

Area	Union Contract Proposal	Sharp	Kaiser	Paradise Valley
Union Membership (Article 5)	Changes to the contract to provide equivalent standards and similar conditions to those that exist in every other UNAC/UHCP private sector contract in San Diego. <i>Such as standard Union Security.</i>	No	Yes	Yes
Union Representation (Article 7)	Changes to the contract to provide equivalent standards and similar conditions to those that exist in every other UNAC/UHCP private sector contract in San Diego. <i>Such as giving union representatives normal worksite access so nurses have support and assistance; improved job protections; and RN stewards enabled to provide needed representation, among other initiatives to enhance rights to typical levels.</i>	No	Yes	Yes
Grievance & Arbitration (Article 9)	Changes to the contract to provide equivalent standards and similar conditions to those that exist in every other UNAC/UHCP private sector contract in San Diego. <i>Such as having arbitrators settle contract disagreements fairly without having significant and unusual limitations to their rulings.</i>	No	Yes	Yes

Attn: Chris Howard, CEO Sharp Healthcare

Every day, we go above and beyond to provide great care and meet patients' needs.

That kind of commitment takes more than billboards, press releases, and costly marketing campaigns.



heartofsharp.org

WHEN YOU REALLY MEAN IT, YOU NEGOTIATE A FAIR CONTRACT