



We are raising standards throughout San Diego County 2022 Bargaining

Happy Holidays, Sharp Nurses! This year, we achieved a groundbreaking contract that significantly improves wages and working conditions. More importantly, we addressed the issue of recruitment and retention - improved patient care. By standing together, we made Sharp recognize and reward our sacrifices. Our contract has also raised the bar for competitive wages and patient advocacy for health care professionals in Sharp and throughout San Diego County.

TOP HIGHLIGHTS OF THE HISTORIC 2022 CONTACT



Major raises to address recruitment and retention

- + Overhauled the RN wage grid with increases of \$15-\$20 per hour for all full-time and part-time nurses with guaranteed raises over the next two years.
- + The new wage rates make Sharp competitive when hiring and keeping Registered Nurses. Our new pay rates are higher than UCSD, a large statewide health system.
- + Starting on January 1, 2023, our on-call rate will rise to \$15.50, one of the highest on-call rates in the country.



Free education

- + Starting January 1, 2023, nurses will be eligible for a no-cost BSN.
- + In 2023, UNAC/SPNN and the employer will establish a program to provide Sharp RNs with student loan repayment support.



Retirement

- + Retirement Health Reimbursement Account up to \$20,000 at retirement; Extended sick insurance (ESI) leave and converted PTO can fund.
- + Sharp contributions to our retirement will be pre-tax instead of post-tax beginning January 1, 2024.



We've all been through so much during the pandemic. We're forever changed. We bargained a contract that recognizes our contributions and sacrifices during the pandemic, offers real solutions to RN turnover, and respects our need to speak up for our patients and the highest standards of care.



Andrea Muir, RN, MSN-ED
New President of SPNN

MORE CONTRACT PROTECTIONS AND ENHANCEMENTS

Bargaining power in San Diego

+ We raise the collective standard for the majority of San Diego health care professionals by standing together. We not only have the power of our 5,000 registered nurses at Sharp, but also 23,000 UNAC/UHCP members at Kaiser Permanente. If necessary, this means we can all take collective action at the same time to protect our patients and our profession.

Stronger voice for RNs and patients

+ We improved our rights and protection against being unfairly disciplined. This enhances our ability to advocate for our patients without fear of retaliation.

Enhanced health and safety standards

+ Improved infectious disease notifications and new personal protective equipment (PPE) protections.

Enhanced workplace protections against assault

+ Sharp will continue to maintain trained response teams which will respond to all emergency situations where physical violence or the threat of physical violence occurs. Nurses who are assaulted at work and unable to continue working shall be relieved from duty that day without loss of pay and benefits.



Sharp nurses stood together during bargaining, took action and we won.

**SCAN TO VIEW
NEW WAGE GRIDS**

