



UNAC/UHCP

United Nurses Associations of California
Union of Health Care Professionals

SRS APPs: Bargaining Update #14

We met virtually with management on the evening of February 11, 2025. We had positive conversations and presented several proposals, including a **new benefits article**. After analyzing and reviewing data on health insurance, we found that a significantly larger percentage of APPs' pay goes towards the cost of healthcare benefits compared to SRSMG doctors, who have considerably higher income levels than APPs.

Based on our analysis and combined with current market research on San Diego healthcare standards for APPs, we presented a proposal to establish **fairer employee cost shares**. Our proposal also protects APPs from potential increases to healthcare premiums due to inflation and prevents adverse changes to benefits levels such as higher deductibles or co-pays.

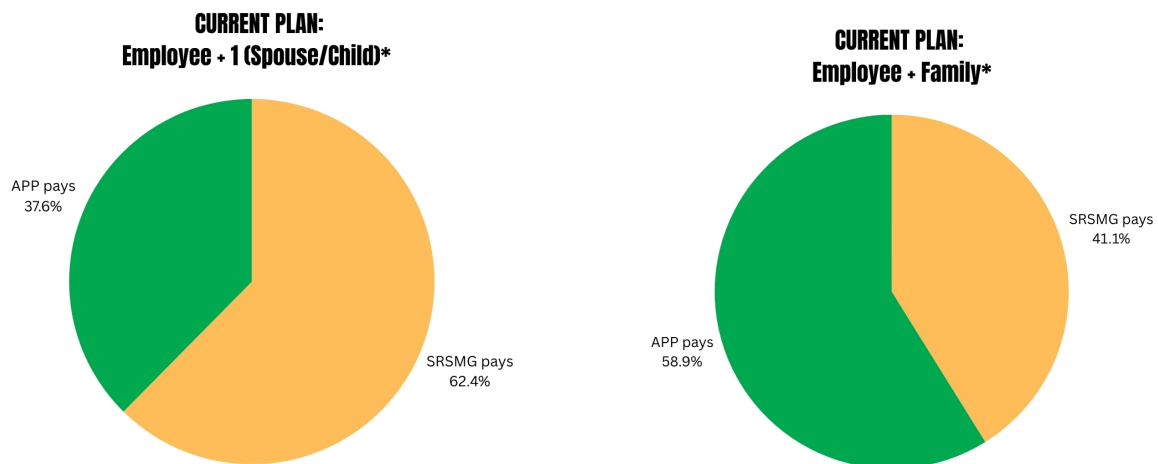


HEALTHCARE PROPOSAL

Plan	CURRENT COST for employees monthly	PPROPOSED COST for employees monthly
Employee + 1 (Spouse/Child)	\$371	\$150
Employee + Family	\$775	\$300

Under this proposal, the annual cost savings to an employee that has health insurance that

covers their family would be \$5,710.80 annually, with cost going from \$9,310.80 yearly to a fixed \$3,600.00 per year.



* based on 2024 healthcare plans at Sharp Healthcare HMO.

We also discussed clarifications to the following articles:

- Article 16 - Paid Sick Leave
- Article 18 - Health, Dental, and Insurance Plans
- Article 14 - Job Security and Protection of Bargaining Unit Work
- Article 33 - Jury Duty and Witness Leave

Upcoming Bargaining

February 24, 2025, 5-7pm - Virtual (link to come)

We continue to make progress on our first contract. Encourage your colleagues to attend bargaining so we can show our solidarity!

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We are 40,000 registered nurses and healthcare professionals in California and Hawaii united to build a better workplace and a healthier world.