



# THE UNAC/UHCP DIFFERENCE

## How Do SRS APPs Compare to Unionized Providers in San Diego?

### Wages and Salary

UNAC/UHCP members have negotiated guaranteed annual raises and annual bonuses in addition to step increases based on years of service, while SRS APPs wait and wonder when or if they will receive a salary increase every year.

**Did you know starting pay for Advanced Clinician RNs at Sharp Hospital is higher than starting pay for SRS NP/PAs?**

	Non-Union Sharp Rees-Stealy NP/PA	UNAC/UHCP Kaiser Permanente San Diego - NP/PA I [2]	UNAC/UHCP Kaiser Permanente San Diego - NP/PA II [2]
<b>Starting</b>	\$134,000/yr <sup>[1]</sup>	\$147,074.72/yr (\$70.709/hr)	\$170,300/yr (\$81.875/hr)
<b>5 Years</b>	\$ ???/yr	\$195,199.68/yr (\$93.846/hr)	\$226,000.32/yr (\$108.654/hr)
<b>10 Years</b>	\$ ???/yr	\$201,063.20/yr (\$96.665/hr)	\$232,787.36/yr (\$111.917/hr)
<b>15 Years</b>	\$ ???/yr	\$207,105.60/yr (\$99.570/hr)	\$239,782.40/yr (\$115.280/hr)

Sources: [1.] SRS Nov. 2023 Job Posting on Indeed.com [2.] UNAC/UHCP and Kaiser Permanente Collective Bargaining Agreement



**It's important to feel valued in the workplace. I appreciate that we have such strong representation with UNAC/UHCP and that our rights are protected."**

— Clare Bickler, Neonatal NP, Kaiser Permanente - San Diego, CA

## Health & Dental Benefits

	UNAC/UHCP <b>Sharp Hospital</b> RN [3]	Non-Union <b>Sharp Rees-Stealy</b> APP [4]	UNAC/UHCP <b>Kaiser Permanente</b> San Diego - NP/PA I & II
<b>Self</b>	\$0/month	\$66.29/month	\$0/month
<b>Self + One Dependent</b>	\$188.50/month	\$502.81/month	\$0/month
<b>Family</b>	\$332.58/month	\$991.01/month	\$0/month

## Vacation & Sick Time Benefits

UNAC/UHCP <b>Sharp Hospital</b> RN [3]	Non-Union <b>Sharp Rees-Stealy</b> APP [4]	UNAC/UHCP <b>Kaiser Permanente</b> San Diego - NP/PA I & II [5]
0-4 Years: 32 days/yr	0-4 Years: 20 days/yr	0-4 Years: 30 days/yr
5-9 Years: 37 days/yr	5-9 Years: 25 days/yr	5-8 Years: 35 days/yr
10-19 Years: 42 days/yr	10+ Years: 30 days/yr	9-10 Years: 40 days/yr
20+ Years: 43 days/yr		11+ Years: 45 days/yr

## Retirement Benefits

UNAC/UHCP <b>Sharp Hospital</b> RN [6]	Non-Union <b>Sharp Rees-Stealy</b> APP [4]	UNAC/UHCP <b>Kaiser Permanente</b> San Diego - NP/PA I & II [5]
Less than 20 years of service: 4.5% 401(a) employer match	After 90 days: 2% 401(k) employer match	Defined benefit pension plan
20 or more years of service: 6% 401(a) employer match	After 10 years: 3% employer 401(k) match	After one year of service: in addition to the defined benefit pension plan, 1.25% 401(k) employer match

Sources: [3.] UNAC/UHCP members at Sharp HealthCare Benefits 2023 [4.] SRS Benefits [5.] UNAC/UHCP and Kaiser Permanente Collective Bargaining Agreement [6.] Retirement for UNAC/UHCP members at Sharp HealthCare