



GET THE FACTS

As APPs dedicated to patient care and securing a stronger future at SRS, we have witnessed how misleading information about unions has been shared recently. Please keep in mind why some management may be against our efforts: once we vote to be represented by UNAC/UHCP, they will no longer have unilateral control over our wages, hours, and working conditions. When APPs are united, we have a much stronger voice to advocate for our patients, our community, and the dignity of our profession.

Myth: Dues will be too costly.

Fact: Dues are only paid after you win an election and have a contract that has been voted on and approved by the APPs at SRS.



Dues are based on the current weighted average hourly rate of the bargaining unit and usually equal roughly an hour per pay period for most unit members. (For reference, a full-time employee works an average of 173.3 hours per month.) Per diem employees who work up to 39 hours per pay period will pay a pro-rated dues rate.

Union contracts often have regular wage increases, lower premiums for health benefits, and other improvements that more than offset the cost of union dues.

Myth: If you organize a union, you will automatically lose the flexibility to work part-time, have a 4-10 schedule, or work other alternative schedules.

Fact: Unions and management routinely negotiate contract language that allows for alternative scheduling and flexibility for employees. This may include protections allowing for part-time, 4-10, and/or different end/start times for employees when the arrangement is mutually beneficial for both the employee and the department.

Myth: UNAC/UHCP is an outside/third party organization that will make decisions for SRS APPs.

Fact: We are the union. After we win our election to join UNAC/UHCP, we will elect our bargaining team of SRS APPs to represent us at the bargaining table. UNAC/UHCP's structure provides legal, research, and representational support as needed, and our affiliate will be an autonomous body with democratically elected officers from SRS, like the Sharp RNs have with their affiliate as the Sharp Professional Nurses Network/UNAC/UHCP. **As a union, we will bargain and enforce our contract, educate and empower our membership, and collaborate with management to resolve local issues and advance the practice.**

UNAC/UHCP, founded in 1972 by registered nurses, has grown to **represent over 35,000 health care professionals**, including PAs, NPs, CNMs, PTs, OTs, pharmacists, nurses and many other classifications in California and Hawaii.

MYTHS VS. FACTS

More Info



Myth: If you organize a union, you will be supervised by nurses.

Fact: Management generally determines who supervises APPs.

Myth: My supervisor and/or HR will know how I vote in the election.

Fact: SRS APPs are voting in a secret ballot election. The ballots are mailed from and returned to the National Labor Relations Board (NLRB). Your ballot will not be opened or viewed by SRS during the election, nor will how you vote be shared with SRS. Additionally, it is illegal for your SP or another manager to ask you how you plan to vote or how others voted.

Myth: Unions are helpful for "blue collar" workers, but health care professionals don't need a union at work.

Fact: Thousands of health care professionals in the San Diego area, including at Sharp HealthCare, Kaiser Permanente, and UCSD are already organized and have a voice at work. When decisions about wages, work schedules, patient care, and other working conditions are being made, union members have a seat at the table.

Don't we deserve the same opportunity to advocate for our profession at SRS?

