



As of January 10, 2024, Sharp Rees-Stealy Advanced Practice Providers (APPs) now have collective bargaining rights with UNAC/UHCP as the exclusive representative. This means that your employer cannot unilaterally alter employment terms and/or working conditions. Your scheduled wages and bonuses should proceed as planned during the initial contract negotiations. Additionally, APPs now have the right to request union representation when facing an interview or meeting that may potentially lead to disciplinary action, known as Weingarten Rights.

In most situations, the employer can modify the status quo only after providing notice to UNAC/UHCP, engaging in good-faith negotiations upon request and reaching an agreement. If the change concerns a recurring event scheduled during negotiations, the employer is obligated to notify and negotiate with the union.

Maintaining Status Quo

It's important to be vigilant about potential labor violations. If management makes unilateral changes to your employment terms and/or working conditions, report them by calling the number below. Such changes could breach the National Labor Relations Act. If violations occur, the employer may be required to:

- Restore the previous conditions of employment;
- Bargain, upon request, with UNAC/UHCP regarding the change, or;
- Compensate employees, with interest, for any financial losses resulting from the unilateral changes until bargaining in good faith occurs.

WEINGARTEN RIGHTS

APPs may be represented by the union at an investigatory interview with their supervisor when the employee reasonably believes that the meeting may lead to disciplinary action. When an investigatory interview occurs, the following applies:

1. You must make a clear request for union representation before or during the interview. You cannot be punished for making this request.
2. After making the request, the employer has three options. The employer can:
 - a. Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with you, or;
 - b. Deny the request and end the interview immediately; or
 - c. Give you a choice of:
 - having the interview without representation or
 - ending the interview.
3. If the supervisor denies the request for union representation and continues to ask questions, you have the right to refuse to answer and the supervisor may be committing an unfair labor practice. The employee cannot be disciplined for such refusal but is required to stay in the meeting until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.

A letter reminding the employer of their legal responsibility to maintain status quo conditions of employment has been sent to management. If you have any questions or need to report unilateral changes, please contact our San Diego office at 619-280-5401.