



SPNN

Sharp Professional Nurses Network

Bargaining Update: *September 27, 2011*

MANAGEMENT'S NEW WAGE PROPOSAL IS LESS

Sharp management actually took money off the table when they presented their latest wage proposal at 6:30pm Tuesday.



Wages

Union proposal: Wage grid that is comparable to community standards and recognizes years of RN experience, including step increases on anniversary date.

Sharp Management proposal: No grid, 2% across the board increase, 1% on anniversary.

Management's latest proposal is LESS MONEY in our pockets than their original proposal; management has proposed a "HIRING GRID" that puts New Hires on a scale that pays HIGHER than many current RNs. Current RNs will never move to a higher rate that rewards experience level.

Education

Union proposal: \$2000 for tuition reimbursement for CEUs; paid education leave days like other area hospitals provide; \$2500 for RNs working toward a BSN, and \$5000 for RNs working toward an MSN.

Sharp Management proposal: On July 7, 2011 Sharp announced that it would provide management RNs with \$2500 toward a BSN, and \$5000 toward a MSN, but Sharp is refusing to guarantee in our contract bedside RNs with the same level of benefit. In addition, Sharp is refusing to provide any paid days for education leave.

The mission of UNAC/UHCP is to empower health care professionals to be advocates for UNAC/UHCP members and patients; to create a high quality work environment; to provide economic and professional advancement; and to improve the quality of healthcare.

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Cancellations

Union proposal: In the event of cancellation, where a RN volunteers to go home, it is up to the RN to determine whether or not he/she wishes to utilize PTO.

Sharp Management proposal gives preference to the RN who will agree to utilize PTO over the RN who chooses not to utilize PTO.

Meal Break

Union proposal: RNs on a 12 hour shift are provided with a meal break no later than the start of the 8th hour of work.

Sharp Management proposal: Will “try” to provide a meal break by the 8th hour, but will NOT pay any penalty until the 10th hour without a meal break. This will essentially continue to give Sharp the ability to work 12-hour RNs for 10 hours without a meal break.

Grievance Procedure

Union proposal: Maintain our existing language on grievance and arbitration where an independent arbitrator has the final say on any contract violations.

Sharp Management proposal: Strict limitations on an arbitrator’s authority, that essentially ties the hand of the arbitrator to effectively make a determination in the event of a contract violation.

Right to Bargain

Under our existing contract, if Sharp wants to add a new RN job classification, change existing responsibilities, or change shifts, Sharp is required to bargain with the affected RNs and the Union over the changes and wages.

Sharp Management wants to limit the Union’s right to bargain over any changes, and instead impose whatever conditions they wish without negotiating.

Job Bidding

Union proposal: The right to go to arbitration if an RN is not given a position for which he/she is the most qualified.

Sharp Management proposal: An RN will have no right to go to arbitration on this issue, which effectively means that Sharp can select whomever they wish without any consequence.

Join the Bargaining Team
Friday, September 30, 9:00 a.m.
Sheraton Four Points, 8110 Aero Drive, San Diego

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