

UNAC/UHCP-SPNN FACT SHEET on SHARP BARGAINING

- Bargaining resumes on Tuesday, October 4 and 9 AM. All RNs are urged to attend. Courtyard by Marriott; 8651 Spectrum Center Blvd, San Diego, CA 92123.
- Sharp has now proposed that RNs receive a *combination* of either a wage increase *or* a lump sum bonus equal to 3%.
- Lump sum bonuses *do not* build and increase base hourly rates, for which all other benefits are dependent, such as PTO, overtime, 401(k) contributions, and Social Security benefits, as well as future wage increases.
 - An example of the effect of bonuses: if you earned \$80,000 last year, under Sharp's plan you may receive a 1% wage increase and a 2% bonus equal to \$1,600, which is taxed at up to 40%, ultimately taking home only \$960.
- Nearly 50% of the full time and part time RNs would receive a lump sum bonus as compared to a full 3% across the board wage increase. Here's the breakdown:
 - 66 RNs would only receive a lump sum bonus of 3%. Their base rate would be frozen at its current level.
 - 148 RNs would receive a wage increase between .01% and less than 1%; the rest up to 3% would be in lump sum bonus
 - 655 RNs would receive a wage increase between 1% to less than 2%; the rest up to 3% would be in lump sum bonus
 - 617 RNs would receive a wage increase between 2% to less than 3%; the rest up to 3% would be in lump sum bonus
- Sharp's wage grid for NEW HIRE RNs initially proposed on September 22 paid more than their latest proposed wage grid for CURRENT RNs (proposed on September 27 and September 30)
- Sharp is refusing to guarantee 12 hour RNs meal breaks prior to the 10th hour worked.
- Sharp is making millions in profits and can afford to be competitive with the San Diego market
 - Fiscal year 2009: \$62 million in profits
 - Fiscal year 2010: \$95 million in profits
 - Fiscal year 2011: \$191 million in profits
- Sharp wages have fallen behind the market and are now among the lowest in the county when compared to similar sized institutions like UCSD, Kaiser, and Rady Children's.