

Memorandum of Agreement Regarding SHARP/UNAC Coronavirus Partnership

Sharp and UNAC hereby enter into this Memorandum of Agreement ("MOA") to address certain temporary operational issues arising under the Parties' Collective Bargaining Agreement as a result of the nationally declared COVID-19 Pandemic Emergency. This MOA supplements/extends to the prior MOA entered by the Parties on April 10, 2020. The following will remain in place through July 15, 2020 or as otherwise mutually agreed to by the Parties as necessary to continue to address the Pandemic Emergency.

Cancellation

1. In Section 1414: cancellation of scheduled hours: cancellations that occur as a result of the cancelled elective procedures due to government mandates related to the COVID-19 state of emergency will not count toward the current shift limitations.
2. In Section 1414: The April 1, 2020 implementation date for the change in cancellation limitations shall be pushed out to July 15, 2020, or to a later date if necessary and as mutually agreed to by the Parties.
3. Cross-training opportunities will be made available. Managers will make reasonable efforts to seek qualified volunteers before assigning cross-training.
4. No bargaining unit Registered Nurse will be laid-off from May 16, 2020 through July 15, 2020.

Floating

Nurses, including those RNs with twenty (20) years or more continuous service at Sharp, may be floated outside established float clusters and facilities if competent to do so. Sharp will provide the necessary cross-training, which will include at minimum "unit orientation".

Emergency Paid Administrative Leave (EPAL):

RNs may access the previously provided/offered eighty (80) hours¹ of EPAL before being required to utilize accrued PTO in accordance with Sharp's Emergency/Administrative Leave Policy when taken for the specific conditions set forth in the policy.

¹ 80 hours for full-time employees, prorated based on assigned hours for part-time employees, and 24 hours for per diem employees who have been paid at least 120 hours (excludes sick, jury duty and bereavement) in last 90 days. The 90 days is a rolling 90 days. If employee doesn't have 120 hours worked in first 90-day look back (ending 3/21/20) next 90-day look back will be 90-day period ending 4/04/20 (last day of next pay period) and each pay period end date thereafter.

Extension Certification Renewals

Sharp will honor a 120-day extension “grace period” for all American Heart Certifications (BLS, ACLS, and PALS) that expire March through June 30, 2020, with the exception of the employees at Sharp Chula Vista who participate in the RQI program. Sharp will also honor a 120-day extension for Neonatal Resuscitation Program (NRP) certifications. This does not include credentials/licenses which are required by law (i.e., nursing licenses).

Delay in SRN Float CBA Changes

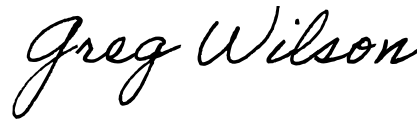
The Parties previously negotiated changes to Section 1507 of the Collective Bargaining Agreement regarding SRN Float differentials. Sharp has been working on implementing these changes, but has not yet done so. Such changes are close to being implemented. However, Sharp will agree not to implement these changes until August 1, 2020.

Communication

1. Sharp and the Union will put out a mutually agreed upon positive joint communication to bargaining unit RNs on these items.
2. Sharp will engage in ongoing communication regarding COVID-19 preparedness, challenges and concerns.

For Sharp HealthCare

For UNAC/SPNN



Barbra Arnold

Greg Wilson

Date: May 20, 2020

Date: May 20, 2020