

BARGAINING UPDATE #7



SEPT 5-6, 2019

We hand Sharp our economic proposals

- Wage increases that would bring RNs to San Diego market standards
- New differentials such as floating and weekend
- Significant improvements to retirement benefits
- Additional education leave
- Real medical benefits for retirees

On the very first day of bargaining, Sharp's management team walked in with an all familiar tale of economic woe, including declining operating profits. So, we did our own homework. Our report—a thoroughly researched review of Sharp's public financial documents—clearly shows the hospital system is in much better condition than management would like us to believe. Even their own online financial document highlights their enormous operating profits.

Some real facts about Sharp:

- Sharp loses nearly \$80 million each year replacing the registered nurses who leave to hospitals like UC and Kaiser.
- A registered nurse who stays at Sharp for 10 years will make 30 percent less than a Kaiser Permanente Nurse.
- Currently, Sharp has enough cash reserves to keep operations going for almost a year without any income. \$3.2 billion to be exact! By 2024, they'll have \$4.6 billion.
- Sharp is listed in the top 15 financially most profitable hospital systems nationwide!

And Sharp HealthCare has had a higher total market share in San Diego than Scripps Health, UC San Diego or Kaiser Permanente.

"Sharp wants us to believe that they can't afford to retain nurses or treat us with respect. We are valuable and deserve to be treated like other union RNs in the county. Let's stand together and be heard."



—Andrea Muir, RN, 12 years at Sharp

UPCOMING BARGAINING DATES

September 13, 19, 25-26

INFORMATIONAL MEETING

September 12 at 3 pm

Courtyard Marriott
8651 Spectrum Center Blvd

Tentative Agreements Reached:

- Article 8 - Discipline
- Article 9 - Grievance & Arbitration
- Article 10 - Probation & Evaluations
- Article 12 - Job Postings
- Article 29 - Parking

At the table we have heard some of management's greatest hits:

"New grads are anxious to float."

"This is a 'census-driven' industry. Your nurses knew that when they went to nursing school."

"We don't compare ourselves to Kaiser. We are not going to compete with Kaiser; we can't."

"Our financial outlook is trending negative."

Sign the solidarity petition if you haven't already at unacuhcp.org/unitypetition