

Sharp Tri-City Medical Center Employee Town Hall FAQs – June 29

Employment status

Q: What happens if I work in the same department as a family member?

A: This is generally not encouraged and will be reviewed on a case-by-case basis.

Q: What is "good standing"?

A: An employee is in good standing when they meet all defined criteria related to conduct, qualifications and eligibility. This status ensures compliance with organizational and regulatory standards but does not guarantee employment benefits or promotions.

- The employee must not be under final written corrective action or higher disciplinary status.
- All required licenses and certifications must be current, valid and compliant with role requirements.
- Employment eligibility includes passing all necessary background and screening checks without disqualifying results.

Q: At Tri-City, there are four levels of corrective action. Is it the same at Sharp Tri-City?

A: Sharp Tri-City's corrective action policy outlines all steps. Informal corrective action includes coaching, verbal clarification and written clarification. Formal discipline consists of written warning final written warning and termination.

Q: Will Sharp Tri-City look at attendance vs. performance?

A: Sharp Tri-City has one corrective action path. There is not a separate corrective action or discipline process for attendance and performance, however, each has characteristics that are applied independently.

Q: What are the attendance guidelines, including what counts as an occurrence?

A: Sharp has a well-defined attendance policy that outlines the number of occurrences and the corresponding levels of corrective action. The full policy will be available to team members after July 1.

For regular status employees, the corrective action process begins at **five occurrences**.

Employment status (continued)

Q: If an employee was fired from Tri-City and moved to Sharp, can they come back to Sharp Tri-City?

A: Each situation will be reviewed on a case-by-case basis in accordance with Sharp Tri-City policies.

Q: When is a verbal warning documented in an employee's record?

A: All corrective action is entered into an employee's record in Workday.

Total rewards

Q: Will union-represented employees receive raises?

A: At the time of the transition, represented employees will remain on their current pay rate schedule, except for those who do not meet the California health care minimum wage of \$25 per hour. Future rates will be implemented in accordance with collective bargaining agreements.

Q: Will non-represented team members get a raise by becoming part of Sharp Tri-City?

A: No. Non-represented employees will remain on their current pay rate schedule, except for those who do not meet the California health care minimum wage of \$25 per hour.

Q: What is Sharp's minimum wage?

A: Sharp complies with the California health care minimum wage for large hospital systems, which on July 1, 2026, will be \$25 per hour.

Q: What is the on-call rate?

A: The on-call rate is pay for being available for work if needed. The rate will remain the same at the time of the transition on July 1, 2026.

Total rewards (continued)

Q: When will I be able to use Sharp Tri-City lab services?

A: Sharp Tri-City team members have the option to enroll in Sharp Health Plan medical coverage and can access services within the network. In some cases, where you receive services depends on your chosen medical group.

How existing Tri-City facilities and services will relate to the Sharp Health Plan network and plan medical groups is still under review.

Q: Will preapproved vacation after July be honored?

A: Where feasible, Sharp Tri-City operational leaders will honor preapproved vacation requests within their respective units. If changes to the approved time off are anticipated, leaders will communicate with team members as far in advance as possible.

Q: Do we get paid for holidays without having to use our PTO? If so, what holidays does that apply to?

A: Holidays are included in your PTO accrual. Therefore, employees who are not assigned to work on a Sharp-designated holiday are required to use PTO.

Sharp recognizes the following holidays:

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving
- Christmas

Q: What happens to my flexible spending account (FSA)?

A: If you have a current flexible spending account, you can continue to submit claims against your remaining balance for expenses incurred through June 30, 2026. If you want an FSA for expenses incurred on or after July 1, you will need to enroll in Sharp's plan.

Total rewards (continued)

Q: How does Sharp's flexible spending account (FSA) work? Do employees get a card to use for expenses, or do they pay upfront and get reimbursed?

A: Sharp's FSA program provides a debit card that enrollees can use for eligible expenses at the point of service. Participants can also pay out of pocket and request reimbursement online, via the HealthEquity app or by submitting a claim form.

Dependent care FSA expenses need to be paid upfront and submitted for reimbursement.

Q: Will I still have access to the \$5,000 in health care reimbursement (HRA) provided by Tri-City Medical Center after July 1?

A: The HRA account is part of Tri-City Medical Center's current medical plan and will not be available after June 30, 2026.

If you have medical claims for service dates on or before June 30, 2026, you can submit them for reimbursement through the end of the year.

Q: Does Sharp provide continuing education opportunities or a reimbursement allowance for health care providers to stay up to date on state licensing requirements?

A: Full-time and part-time employees have access to a \$1,250 education reimbursement allowance that can be used to cover outside training fees for continuing education, seminars and conferences that are immediately job-related. Management approval and documentation of cost, payment and completion are required for expense submission.

Eligibility for this benefit begins Oct. 1, 2026, for Sharp Tri-City team members, subject to union review and bargaining.

Q: Will my current Family and Medical Leave Act (FMLA) leave stay in place when Sharp takes over, or will I need to reapply?

A: Sharp Tri-City will review previously approved leaves that are in progress as of July 1, 2026. If your existing FMLA documentation is complete, your leave will continue through the approved end date. If additional information or documentation is required, Sharp Tri-City's Leave of Absence team will contact you. Any extension beyond the approved end date will require additional documentation and approval.

Scheduling

Q: Certified occupational therapy assistant (COTA) positions at Sharp are typically scheduled for five eight-hour days. I currently work four 10-hour days at Tri-City Medical Center. Will I be able to keep my current schedule? I specifically chose this position for that schedule.

A: Alternative work schedules (AWS) are determined by business needs. Current AWS practices will transition on July 1, 2026, and may be reevaluated as those needs change.

Q: Will we keep eight-hour break nurses?

A: Sharp entities currently use resource nurses and lead RNs to assist with break coverage. Sharp Tri-City's operational practices will be evaluated and adjusted as appropriate.

Q: Can I keep my grandfathered shift times or other special scheduling arrangements outside my regular hours?

A: Existing accommodations will be reviewed for compliance with the interactive process and standard accommodation review procedures.

Q: Will there still be manager flex days?

A: No. Sharp does not have manager flex days. Sharp Tri-City managers will need to follow the established PTO program and practices.

Additional questions

Q: Will all outsourcing be managed by Sodexo?

A: Whenever there is an opportunity to consider external partners, Sharp Tri-City will consider proposals from qualified vendors and make decisions based on quality, service and cost. Because Sodexo is a long-standing partner with Sharp HealthCare, it may be considered along with other vendors. Currently, Sodexo's scope of services at Sharp HealthCare includes food services, environmental services, engineering and biomed.

Additional questions (continued)

Q: What will performance evaluations look like?

A: Sharp Tri-City will evaluate team members after a 90-day introductory period and annually, aligned with the fiscal year (Oct. 1 to Sept. 30). In 2026, team members who transition will receive an introductory evaluation and then align with the annual evaluation period in subsequent years.

Q: Can I wear my own scrubs, or do I have to wear a uniform?

A: Sharp Tri-City team members in non-procedural clinical areas may wear their own scrubs, if they are clean, in good repair and free from any messaging or non-Sharp approved insignia.

Team members in clinical procedural areas wear Sharp-provided surgical scrubs. They are required to change before and after their shift, and scrubs may not be taken home.

Q: What positions will be centralized?

A: All Tri-City employees in good standing will transition to Sharp Tri-City Medical Center Corporation and continue in their current roles with their current responsibilities. Over time, as operations evolve, structures may be adjusted to support the hospital as effectively as possible.

Q: Will the Clinical Information team remain part of the IT Department if their work primarily involves managing telecom-centric equipment and systems?

A: All Tri-City employees in good standing will transition to Sharp Tri-City Medical Center Corporation and continue in their current roles with their current responsibilities. Over time, as operations evolve, structures may be adjusted to support the hospital as effectively as possible.

Q: Are we updating our hospital codes? There are known issues and suggestions for new codes, such as "Elevator Entrapment."

A: Yes. We will work together to review and standardize hospital codes, overhead paging and alternative standardized work processes in support of safety and customer satisfaction.

Additional questions (continued)

Q: Will our foundation be able to work with all Sharp hospitals to participate more in community activities, such as charity walks and telethons?

A: Yes. Sharp Tri-City teams will be working with Sharp's Community Engagement team on these types of activities.

Q: Since Sharp Mission Park Clinics were sold to Scripps (now Scripps Coastal), is Sharp planning to open a clinic or urgent care center in this area?

A: Sharp Tri-City plans include enhancing the network of primary and specialty care physicians throughout North County.

Q: Can I still take sales calls and make decisions around them?

A: Sharp Tri-City will have a policy and procedure that addresses which levels of leadership have authority to enter into contracts based on specified dollar thresholds.

Q: Will I still be able to use my Tri-City company phone on July 1 or will new phones be issued? If I use my personal phone for work is there a reimbursement allowance?

A: Currently, there is no change to current practices. Sharp Tri-City leadership will evaluate operational practices and potential alignment with Sharp HealthCare practices and policies in the future.

Q: If I forget my employee badge, will I be sent home to get it and be marked late? Or can I use a temporary badge?

A: Sharp HealthCare requires team members to have their badge. If you forget your badge, you will need to go home to retrieve it, as badges are used for more than identification. Sharp Tri-City practice will follow this policy. If retrieving your badge causes a delay in getting to your shift on time, you will be considered late.

Q: Why are cafeteria prices so high? Many employees feel it should be a service for staff rather than a profit center, and the rising prices are discouraging using the cafeteria and affecting our sense of community.

A: Thank you for sharing this feedback. We understand the cafeteria has traditionally been an important space for employees to connect and recharge, and we take this feedback seriously. Like many organizations, we are experiencing rising costs for food, labor and operations, which has impacted pricing.

Additional questions (continued)

We are continuing to look for ways to balance affordability with these cost pressures while preserving the sense of community the cafeteria provides. Your input is appreciated and helps guide those efforts.

Q: How quickly is Sharp Tri-City planning to fully staff the ancillary departments? What are the plans for non-represented employees?

A: All roles and job descriptions will be reviewed, and department staffing will be determined by local leadership with support from Sharp.

Q: If an employee or department is involved in a union grievance or has questions, will that process restart on July 1 or continue?**A:** Sharp Tri-City leaders will work with our union partners to resolve operational concerns as quickly and reasonably as possible. Existing grievances involving individual factors will not continue forward due to the change in the employment relationship.

Q: The Tri-City Medical Center nurses' union is different from Sharp's. Will the nurses be allowed to switch to Sharp's union and current bargaining agreement?

A: Effective July 1, 2026, changes in the designated union or representational entity are subject to rules and procedures of the National Labor Relations Board (NLRB). Nurses should direct questions to their respective union representatives or the NLRB.

Q: Will Sharp Tri-City have positions for unit secretaries?

A: Yes. On July 1, team members in good standing will transition to Sharp Tri-City, retain their current roles and continue performing the same duties and responsibilities, subject to any modifications resulting from alignment with Sharp Tri-City practices.

Q: Will data analysts transition to working from home?

A: Work location and assignments will continue to be managed by local leadership. There are currently no plans to change job roles.

Additional questions (continued)

Q: Will the data analyst continue to report to IT, or will they move to a separate department?

A: There are no changes to the current reporting structure for data analysts. However, three finance data analyst positions will be realigned under Finance.

Q: If my role supports the board or the district, will I remain in that role or transition to Sharp?

A: If you are currently employed at Tri-City, you will continue to be employed by Sharp Tri-City. If not, your status will be subject to review.

Q: What will happen to remote workers?

A: Please contact your manager for guidance on the work location requirements for your position.