



DATE: January 24, 2023

TO: Mayor and Members of the City Council

FROM: Councilmember Jack Shu and Vice Mayor Colin Parent

SUBJECT: RESOLUTION IN SUPPORT OF FREE AND FAIR UNION ELECTIONS
FOR SHARP GROSSMONT EMPLOYEES

Sharp Grossmont Hospital is an important provider of healthcare in the City of La Mesa, and throughout East County San Diego. It is also the largest employer in the City of La Mesa.

Workers at Grossmont Hospital will be voting on whether to join the SEIU-United Healthcare Workers West union during an election to be held between February 1st through 3rd.

We are asking our colleagues to consider voting for a resolution to call upon the management of Sharp Grossmont Hospital to follow their obligations under the National Labor Relations Act, and to guarantee a fair election process where employees can make their own decision about forming a union.

The proposed resolution is below:

RESOLUTION NO. 2023-_____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA MESA IN
SUPPORT OF FREE AND FAIR UNION ELECTIONS FOR SHARP
GROSSMONT EMPLOYEES

WHEREAS the frontline healthcare workers of Sharp Grossmont Hospital are essential to the health and well-being of our community;

WHEREAS all workers have a fundamental right to organize and freely participate as a group to address working conditions, pay, benefits etc.;

WHEREAS healthcare workers at Sharp Grossmont Hospital will vote in a National Labor Relations Board election on whether to join SEIU-United Healthcare Workers West on February 1-3, 2023;

WHEREAS public health is directly impacted at Sharp Grossmont by staffing levels, quality of patient care, employee wages, and respectful interactions between hospital management and healthcare workers;

WHEREAS many healthcare workers have expressed that they are deeply concerned about the aggressive actions of Sharp Grossmont management to discourage employees from joining SEIU-UHW, including acts of intimidation and harassment;

WHEREAS Sharp Grossmont management should not be disseminating misinformation to discourage its workers from unionizing;

WHEREAS healthcare workers have a right to dignity and respect on the job, freedom of association, and a living wage; and

WHEREAS any ongoing intimidation of Sharp Grossmont healthcare workers violates these fundamental rights and ultimately undermines patient care.

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED that the La Mesa City Council calls upon Sharp Grossmont Hospital Management to immediately:

1. Respect the neutrality set forth by the National Labor Relations Act during this union election;
2. Inform employees, supervisors and managers of their right to a free and fair election;
3. Stop any and all practices intended to pressure workers against unionizing; and
4. Guarantee a fair election process where employees can make their own decision about forming a union.

PASSED AND ADOPTED at a Regular meeting of the City Council of the City of La Mesa, California, held the 24th day of January 2023, by the following vote, to wit:

AYES:

NOES:

ABSENT:

CERTIFICATE OF CITY CLERK

I, MEGAN WIEGELMAN, City Clerk of the City of La Mesa, California, do hereby certify the foregoing to be a true and exact copy of Resolution No. 2023-___, duly passed and adopted by the City Council of said City on the date and by the vote therein recited.

MEGAN WIEGELMAN, CMC, City Clerk

(SEAL OF CITY)