UC San Diego Health

This document provides answers to anticipated questions from staff of Alvarado Hospital Medical Center as ownership of the hospital transitions to UC San Diego Health. This content is subject to revision based on additional questions being submitted and/or future developments.

About UC San Diego Health

1. Who owns UC San Diego Health?
   a. UC San Diego Health is part of the University of California system. Learn more at https://ucnet.universityofcalifornia.edu.

2. What will be the name of the hospital?
   a. UC San Diego Health East Campus

3. What is UC San Diego Health's mission and vision?
   a. Mission: To deliver outstanding patient care through commitment to the community, groundbreaking research and inspired teaching.
   b. Vision: To create a healthier world — one life at a time — through new science, new medicine and new cures.

4. What are some of UC San Diego Health's accomplishments and accolades?
   a. UC San Diego Health is ranked the #1 hospital system in San Diego for 2023-24 by U.S. News & World Report. We were also among only 22 nationwide to make the Best Hospitals National Honor Roll for outstanding patient care. We also rank among the nation's best in 10 medical and surgical specialties.
   b. We've earned top marks for patient safety from The Leapfrog Group, and we maintain Magnet status for nursing excellence from the American Nurses Credentialing Center. Learn more about our quality scores, awards and achievements at http://health.ucsd.edu/quality or http://health.ucsd.edu/awards

5. What's it like to work for UC San Diego Health?
   a. We recognize that true excellence is achieved when our employees feel respected for their perspective, background and heritage. We strive to ensure that all employees feel included in our place of work and experience equitable opportunity in seeking to achieve the Hospital's mission and vision.
   b. Regarding our Patient Experience, UC San Diego Health is "Leading the Way" every day to create a culture where everyone feels cared for and belongs. We use the four "Leading the Way" intentions of **U**nifying, **C**onnecting, **S**eeing and **D**iscovering, as design tools and decision filters to create meaningful and memorable experiences for our team members, patients and guests. At UC San Diego Health, everyone's experience is important and it's what we call "Big E" experience.

Transition

6. When will Alvarado Hospital Medical Center officially become UC San Diego Health East Campus?
   a. The transition date for Alvarado Hospital Medical Center to become UC San Diego Health East Campus is likely early-to-mid December, and is dependent on several factors, including State licensing approval. Updates regarding the date of the official name change will be communicated by Alvarado Hospital Medical Center leadership.
   b. Alvarado Hospital employees are expected to continue to be employed through Prime Healthcare until December 31, 2023. Employees who are offered and accept positions with UC San Diego Health likely will begin their new employment relationship effective January 1, 2024.

7. Will the Alvarado Hospital medical providers stay and work for UC San Diego Health?
   a. Alvarado Hospital medical providers are being invited to apply for privileges so they can practice at UC San Diego Health East Campus.

8. Will patients be impacted by the transition?
   a. Patients will not see any disruption in the day-to-day operations. Patient care and access to care is our unwavering priority.

UC San Diego Health

Application/Hiring

9. Will UC San Diego Health be hiring Alvarado Hospital employees?
    a. All Alvarado Hospital employees are invited to submit applications for employment with UC San Diego Health. We hope to hire as many Alvarado Hospital employees as possible.

10. What is the process for submitting an application to UC San Diego Health?
    a. Please visit https://employment.ucsd.edu/ECtransition

11. Can I work at UC San Diego Health East Campus and another hospital at the same time?
    a. Yes, as long as there is no apparent or actual conflict of interest.

12. Will my performance at Alvarado Hospital be evaluated as part of my application process with UC San Diego Health?
    a. Reference checks will be required as part of the application process. This policy applies to all applicants to UC San Diego Health, whether Alvarado Hospital employees or otherwise.

13. Is there a probationary or provisional period at UC San Diego Health?
    a. For most employees, the probationary period is six months.

14. If I am hired, will I continue to have the same supervisor?
    a. Current Alvarado Hospital leaders are invited to apply for open leadership positions at UC San Diego Health. Leadership positions are still to be determined.

15. Will my job at Alvarado Hospital be guaranteed by UC San Diego Health?
    a. As referenced above, Alvarado Hospital employees are invited to apply for positions for which they are qualified at UC San Diego Health East Campus and throughout the UC San Diego Health system. Our goal is to hire as many Alvarado Hospital employees as possible.

16. If I am hired at UC San Diego Health East Campus, will my job duties change?
    a. The duties of your new position will be outlined in the job postings and job description. We anticipate the basic job duties will be similar; however, UC San Diego Health employees are expected to adhere to UC San Diego Health policies and procedures, which may be different than current Alvarado Hospital policies and procedures.

17. What will happen if I am on leave during the transition period?
    a. You are still invited to apply for positions at UC San Diego Health East Campus.

18. What if I am not offered a position by UC San Diego Health?
    a. If you are interviewed for a role with UC San Diego Health and not offered a position, you will be formally notified. You are encouraged to seek employment opportunities at any facility/employer that has positions that may interest you.

19. Is a criminal background check required by UC San Diego Health as part of the onboarding process?
    a. Yes. Our Talent Acquisition Team is happy to answer any specific questions that an Alvarado Hospital employee might have about the application and onboarding processes.

20. Is there a pre-employment physical required by UC San Diego Health as part of the onboarding process?
    a. Normally, a pre-employment physical is required. However, if the Alvarado Hospital employee provides the appropriate occupational health release of information form, the UC San Diego Health Center for Occupational Health & Environmental Medicine (COEM) will consider Alvarado Hospital records in lieu of a physical. Find more information at https://employment.ucsd.edu/ECtransition.

21. What unions exist at UC San Diego Health?
    a. A list of unions and bargaining units can be found at the following link:
       https://ucnet.universityofcalifornia.edu/labor/bargaining-units/index.html

Last revised: October 5, 2023

Pay

22. If I am hired, will I be guaranteed my current salary?
    a. All salary ranges will be included in the job postings. Salary determination will be aligned with experience and the terms of collective bargaining agreements, where applicable.

Benefits

23. How can I find out about UC San Diego Health benefits?
    a. The University of California has some of the most comprehensive benefit offerings in the industry. They can be reviewed at https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html.
    b. Employees who accept a benefit-eligible position will be invited to a benefits orientation hosted by UC San Diego Health in December.

24. If I am hired, when will my benefits start?
    a. Benefits for career-appointed employees of UC San Diego Health become effective on their first day of employment. (A "Career" employee is one who is benefit-eligible and works 50-100%.)

25. Will my service with Alvarado Hospital transfer to UC San Diego Health?
    a. Service credit does not transfer to UC San Diego Health.

26. Will my current leave banks be paid out by Alvarado Hospital or will they transfer to UC San Diego Health?
    a. Paid leave banks, if any, do not transfer to UC San Diego Health. Please see your Prime/Alvarado Hospital policy and/or HR representatives for the answer to this question.

27. Will UC San Diego Health honor my vacation that is already scheduled and approved for a time after January 1, 2024?
    a. Yes. New employees should proactively communicate with their UC San Diego Health leadership team to ensure previously requested and approved time off is honored. As career-appointed employees of UC San Diego Health accrue paid leave incrementally, it is likely that any time off taken in the near future, soon after the start of the employee's tenure with UC San Diego Health, would be potentially without pay, dependent on when and how much leave is taken.

Other

28. Do we have to pay for parking?
    a. Employees of the University of California do pay for parking at our university campuses, including our Hillcrest and La Jolla medical centers. Rates and details can be found at https://transportation.ucsd.edu/commute/staff.html. However, parking fees are not expected to be implemented at UC San Diego Health East Campus at this time.

29. I have additional questions. Who can I speak to?
    a. HR representatives and other UC San Diego Health leaders are making themselves available at employee forums, as well as having open office hours at Alvarado Hospital. Urgent questions can also be directed to the UC San Diego Health Talent Acquisition Team at:
        i. (619) 543-3200, option 3
        ii. **ucsdhta@health.ucsd.edu**