

HPAE Convention 2016 Resolution # 5

Protecting and Advancing Our Collective Bargaining Strength

WHEREAS, Collective bargaining is key to protecting and advancing the standard of living, professional working conditions, and rights of healthcare workers; and

WHEREAS, The corporatization of health care, hospital mergers, and conversions to for-profit ownership threaten our bargaining leverage with individual employers and weaken our ability to create state-wide contract standards; and

WHEREAS, Hospital mergers and consolidations in New Jersey have created mega-systems with thousands of non-union employees working alongside our members;

WHEREAS, In this context, we need to join forces and coordinate our bargaining so that we have the power to bargain effectively with large employers; and essential to leveraging our voices and bargaining power; and

WHEREAS, HPAE has always been a leader in establishing contract standards for safe staffing, patient safety, workers' rights, fair wages, and professional practice; and

Therefore be it

RESOLVED, that All HPAE Locals and negotiating teams will leverage their power with common employers by engaging in coordinated contract negotiations and joint bargaining when this opportunity exists; and

RESOLVED, that When HPAE locals share a common employer, the locals shall establish a Bargaining Council to ensure that high contract standards are attained and membership unity and strength is maximized.

RESOLVED, that HPAE shall establish a committee to review and establish contract standards on key issues, including wages, staffing, and retirement security; and

RESOLVED, that the 2017 Bargaining Conference shall provide locals with the resources and strategies to increase our bargaining leverage and achieve strong contract standards.

Submitted by HPAE Local 5058