



## BRIDGING GAPS IN HOSPITAL DEPARTMENTS: Building a Culture of Collaboration

### A message from Tamika Gillard, President

Hospitals are complex ecosystems where multiple departments—clinical, administrative, and support services—must work together seamlessly to provide the highest quality of care. Yet, gaps in communication, workflow, and understanding often create barriers that impact both staff satisfaction and patient outcomes.

#### The Challenge:

Departments often operate within silos, focusing on their own priorities, resources, and responsibilities. While this ensures expertise in specialized areas, it can also lead to miscommunication, duplication of work, and delays in patient care. For example, when the clinical team does not have timely information from diagnostic services, or when administrative decisions are not communicated clearly to frontline staff, the entire system feels strained.

#### The Opportunity:

Bridging these gaps begins with intentional collaboration. Hospitals that invest in cross-departmental communication foster an environment where every team member feels connected to the larger mission of patient-centered care.

When departments work together:

- Patients experience smoother, more coordinated care.
  - Staff feel more supported and less isolated.
  - Resources are used more efficiently, reducing costs and improving outcomes.
- Strategies for Success:
- Open Communication Channels: Regular interdisciplinary meetings and shared communication platforms encourage transparency and teamwork.
  - Shared Goals: Aligning departmental objectives with hospital-wide priorities ensures everyone works toward the same outcomes.
  - Cross-Training Opportunities: Allowing staff to understand the roles and challenges of other departments builds empathy and stronger working relationships.
  - Leadership Support: Hospital leadership plays a vital role in modeling collaboration and removing barriers that prevent teamwork.

#### The Result:

When departments bridge their gaps, hospitals move from fragmented processes to a unified system of care. This transformation not only strengthens internal operations but also reaffirms the hospital's commitment to excellence, compassion, and innovation.

## CELEBRATING THE 38<sup>TH</sup> ANNUAL LABOR DAY PARADE OF UNIONS

District 1199c invites us all, every Labor Day, to enjoy a day of solidarity and a day of fun with the various unions and their families. This event is held at the Sheet Metal Workers Local 19 Training Center 1301 S. Christopher Columbus Blvd. Philadelphia. There are snacks, beverages, T-shirts, tote bags, games, and activities provided to everyone who attends. Philadelphia Union members brought a fighting spirit to this year's annual Labor Day parade in South Philadelphia. Over 25 unions marched down Washington Ave to 11th St and then back to the Sheet Metal Workers lot to enjoy the rest of the events with food, fun, bouncy houses, and music. So come out on our next Labor Day to march together, celebrate our solidarity, and show Philadelphia the power of 1199C!

Living Strong  
Venus Weaver  
VP Professionals



## TRYING TIMES LAY AHEAD

With the impending cuts to Medicaid, the employer has sent several emails stating the effect it will have on the health system and the loss of revenue over the next few years. This trickledown effect the employer is labeling as "Adapting to Change" and "Operational Transformation." What does this mean for us employees? The reduction of staff, the elimination of positions, and vacant positions not being filled. The major effect will be during contract negotiations when the employer will claim they are cash strapped due to the cuts in Medicaid reimbursements and propose less than favorable pay increases and ask for contractual give backs. We must stay vigilant and aware of the employer's "Operational Transformation."

In Solidarity,  
Christopher Lewis

Grievance Chair

