

# M5d1

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Response One benefit of collective bargaining association is that it lends a sense of belongingness, unity, and identity to the nurses. Even if the problems nurses face in the day-to-day matters are not completely solved, the emotional support they receive from like-minded people in similar situations becomes a source of moral strength and courage for the nurses. Consequently, their performance and productivity in the nursing practice is optimized. One detractor of collective bargaining association is that nurses' loyalty, belongingness, and sincerity to their immediate employer is compromised to a certain extent. A collective bargaining association may not necessarily comprehend the work culture and underlying issues of a clinic that vary from one healthcare organization to another. In such cases, the intervention of a collective bargaining association may only yield unfavorable outcomes not only for the clinic but also for the nurses employed therein.

Collective bargaining promotes nurses' reputation. In fact, nurses' rights are subjugated in so many ways in the contemporary clinical practice that sometimes, intervention of a collective bargaining association is inevitable for the justice to be established; " Much more essential to nurses is assuring they have a safe practice environment free of mandatory overtime and other work issues, and a voice in the resource allocation decisions that affect their ability to achieve quality health outcomes for patients" (Budd, Warino, and Patton, 2004). Nurses need to belong to a collective bargaining association to have their power mustered up and reflected in front of the stakeholders to be able to control these issues.

References:

<https://assignbuster.com/m5d1/>

Budd, K. W., Warino, L. S., and Patton, M. E. (2004). Traditional and Non-traditional Collective

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