

# Labor relations

[Health & Medicine](#), [Nursing](#)



Labor Relations Neil, A., & Robinson, J. . Making a union/management partnership really work. *Nursing New Zealand*, 17(11), 3233. Retrieved from the Walden Library databases.

This article portrays an authentic example of how the Bay of Plenty District Health Board worked with the New Zealand Nurses Organization (NZNO) union to increase the engagement of nurses while also improving the patient journey. By creating the joint action group (JAG), these leaders were able to reach their stated goals and to develop an effective plan for achieving future idea. The NZNO and the Bay of Plenty District Board (BOP DHB) started the process of partnership in 2007 to address issues of health workers in collective and cooperative manner. The two organizations signed the multiemployer collective agreement (MECA) to provide 3%, 4% and 4% pay increments to over a period of three years. As per the initiative, the pay increase was conditional (Neil, 2011). The initiative led to number of positive outcomes that include reinforced, improved and sustainable relationship between the two bodies. Another positive achievement was the building of coaching competencies across DHB. Health care organization can solicit for such initiatives by contacting and engaging with the regulatory or employers to accept sustainable relations with employees (Porter, 2010).

Sanders, L. G., & McCutcheon, A. W. (2010). Unions in the healthcare industry. *Labor Law Journal*, 61(3), 142151. Retrieved from the Walden Library databases.

This article describes a partnership between clinical nurses and nursing management that successfully implemented in a prominent teaching hospital. According to the article, the Congress in 1935 enacted National

Labor Relations Act (NLRA) made collective bargaining a compulsory practice especially in private institutions (Sanders & McCutcheon, 2010). The process of unionization gave employees more power and decent ways to fight for their rights. Once workers engage in unionized activities, the legal and environmental landscapes begin to change. Workers work without fear of intimidation and quickly report any abuses to the union leaders. The institution leaderships also tend to start respecting and abiding by laws and terms of agreement for fearing the powers and influences of unions (Matthew, 2010). The work environment changes and characterizes with improved relations between employer and workers (Brooke, 2011).

#### References

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