

Labor Contract Negotiations Through Integrative Bargaining

| <i>Issue Number</i> | <i>Description of Issue</i> | <i>Management's Initial Position</i> | <i>Union's Initial Position</i> | <i>Integrative Bargaining Category</i> |
|---------------------|-----------------------------|--------------------------------------|---------------------------------|--|
| 1. | Length of Contract | 3 Years | 3 Years | Compatible |
| 2. | Pension Increase | None | 2% | Exchange |
| 3. | Wage Increase | 1% | 5% | Distributive |
| 4. | Profit-Sharing | 10% of net | 12% of net | Exchange |
| 5. | Drug-Testing Program | For cause only | For cause only | Compatible |
| 6. | Health Insurance | Employees pay 20% | Continue current program co-pay | Distributive |
| 7. | Paid Funeral Leave | 2 days | 3 days | Exchange |
| 8. | NoStrike/No Lockout | Continue current provision | Continue current provision | Compatible |
| 9. | Shift Differential | 10% | 15% | Exchange |
| 10. | Sub-contracting | 10% | 15% | Exchange |
| 11. | Job Security | No provision | No layoff provision | Exchange |
| 12. | Clothing Allowance | \$50/month | \$100/month | Exchange |

Preparing Hospital Management For Labor Contract Negotiations

Marco Cascella



Preparing Hospital Management For Labor Contract Negotiations:

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