

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

Padhraic Smyth



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Table of Contents Preparing Hospital Management For Labor Contract Negotiations

1. Understanding the eBook Preparing Hospital Management For Labor Contract Negotiations
 - The Rise of Digital Reading Preparing Hospital Management For Labor Contract Negotiations
 - Advantages of eBooks Over Traditional Books
2. Identifying Preparing Hospital Management For Labor Contract Negotiations
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Preparing Hospital Management For Labor Contract Negotiations
 - User-Friendly Interface
4. Exploring eBook Recommendations from Preparing Hospital Management For Labor Contract Negotiations
 - Personalized Recommendations
 - Preparing Hospital Management For Labor Contract Negotiations User Reviews and Ratings
 - Preparing Hospital Management For Labor Contract Negotiations and Bestseller Lists
5. Accessing Preparing Hospital Management For Labor Contract Negotiations Free and Paid eBooks
 - Preparing Hospital Management For Labor Contract Negotiations Public Domain eBooks
 - Preparing Hospital Management For Labor Contract Negotiations eBook Subscription Services
 - Preparing Hospital Management For Labor Contract Negotiations Budget-Friendly Options

6. Navigating Preparing Hospital Management For Labor Contract Negotiations eBook Formats
 - ePub, PDF, MOBI, and More
 - Preparing Hospital Management For Labor Contract Negotiations Compatibility with Devices
 - Preparing Hospital Management For Labor Contract Negotiations Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Preparing Hospital Management For Labor Contract Negotiations
 - Highlighting and Note-Taking Preparing Hospital Management For Labor Contract Negotiations
 - Interactive Elements Preparing Hospital Management For Labor Contract Negotiations
8. Staying Engaged with Preparing Hospital Management For Labor Contract Negotiations
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Preparing Hospital Management For Labor Contract Negotiations
9. Balancing eBooks and Physical Books Preparing Hospital Management For Labor Contract Negotiations
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Preparing Hospital Management For Labor Contract Negotiations
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Preparing Hospital Management For Labor Contract Negotiations
 - Setting Reading Goals Preparing Hospital Management For Labor Contract Negotiations
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Preparing Hospital Management For Labor Contract Negotiations
 - Fact-Checking eBook Content of Preparing Hospital Management For Labor Contract Negotiations
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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