



# Evaluate the Evidence

## Be Informed



# Union Contracts

## Length of Union Contracts

The length of a union contract is actually agreed upon in the contract itself. Longer-term contracts provide for a longer period of stability in negotiated benefits, but also prevent employees from gaining a benefit that may be applied to non-union employees. For example, the SEIU members at JHH are not eligible for the Safe and Sick Leave (SSL) just given to all other staff because it is not in the contract now and will have to be negotiated into the next contract.

Short-term contracts, allow union members to reset benefits from the contract more frequently in response to changes in healthcare and society, but also increases the frequency of the stress on union members and their families of possible strikes.

## Merit vs Seniority

Many unions negotiate into their contracts that raises are exactly the same for everyone and promotions must be done based on seniority. There is little external incentive to work towards promotion or to go above and beyond.

The problem is for newer nurses who want to advance their careers they may wait years before they get the opportunity even if they are the best trained, best performing, most respected, and best suited to the job.

Nurses who always are recognized by patients and staff for their excellence in patient care, readily lend a hand to all, are conscientious to ensure assignments are fair, are respected and trusted by all on the unit, are very active in committees and projects will receive no additional "recognition" for his/her extra efforts.

<http://www.StandWithHopkins.org>