



# Evaluate the Evidence

## Be Informed



## What Does Negotiation Mean?

Merriam-Webster's defines negotiation as, "to arrange for or bring about through conference, discussion, and compromise."<sup>1</sup>

### Compromise – For Good and Bad

It is vital to remember that all negotiation involves some level of compromise. No one – NNU or Johns Hopkins – can promise any benefit will exist forever. As our society changes, as new health care law and regulations are added, the resources to negotiate will also change. It is very possible for employees to lose benefits, even if represented by a union as demonstrated by the two cases below.

In March of 2017, Boeing, a unionized aircraft manufacturer, is cutting jobs that will affect about 1,800 union workers.<sup>2</sup>

In 1995, workers at the former Eastern Stainless Steel plant in Essex, Maryland approved a contract that "cut vacation time, weakened seniority rights and lowered guaranteed work hours<sup>3</sup>. The closing of this plant also caused workers to lose pension benefits they were relying on for their retirement.

<http://www.StandWithHopkins.org>

1. <https://www.merriam-webster.com/dictionary/negotiate?src=search-dict-head>
2. <https://www.seattletimes.com/business/boeing-aerospace/about-1800-union-workers-at-boeing-accept-voluntary-buyouts-in-latest-round-of-cuts/>
3. [http://articles.baltimoresun.com/1998-06-04/business/1998155004\\_1\\_avesta-stainless-steel-plant](http://articles.baltimoresun.com/1998-06-04/business/1998155004_1_avesta-stainless-steel-plant)
4. Personal interview with former Eastern Stainless Steel employee, AH.