

# **Bargaining for the Common Good in Health Care**

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# Bargaining for the Common Good

- What does Bargaining for Common Good mean to you?
- Why is it important now? Why health care?

# Lessons from Candice

1. Distilling issues into demands.
2. Managing the relationship with the community partners
3. Maintaining the relationship after bargaining
4. Exciting to imagine the potential to go on offense

# What is “Bargaining for the Common Good?”

An innovative approach to bargaining in the health care sector that rethinks collective bargaining’s:

## **PARTICIPANTS:**

1. Brings the community into the collective bargaining process from the start
2. Enlists organizations that represent the communities involved in bargaining
3. Aligns interests among allies for the common good

# What is “Bargaining for the Common Good?”

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## PROCESSES:

1. Make the union and its community allies partners in the development and presentation of bargaining demands for the common good
2. Use the bargaining process to raise demands that transcend the limits of traditional collective bargaining to address systemic inequities, revenue generation, and other issues normally off limits at the bargaining table.

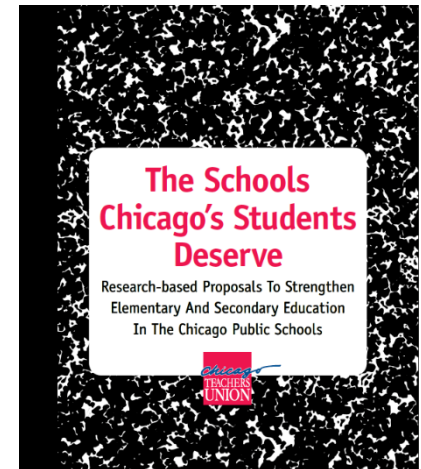
# What is “Bargaining for the Common Good?”

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## PURPOSES AND GOALS:

1. Broadens the scope of collective bargaining to expose and target the power relations undermining workers, communities and the common good.
2. Fosters solidarity between unionized workers and the broader community of health care workers, family members, and community members.
3. Creates an enduring alignment of progressive forces.

# Examples from the Field



**Recess in Seattle: How We Won the Right to Play**



# Breaking Boundaries in Bargaining: Examples from Education

## How the Seattle Teachers' Union Got Tough and Got Popular

Teachers demand that the school district:

- increase teacher pay
- guarantee student recess
- improve teacher evaluations
- de-emphasize student testing
- address disproportionate discipline

## CTU Closes \$725,000 Account At Bank Of America To Protest CPS Debt Swaps

February 3, 2016 11:10 AM





# Breaking Boundaries in Bargaining: Uniting an Urban Agenda



*Fix L.A. is a growing coalition of community groups, faith-based organizations and working people who are demanding that Los Angeles City leaders hold Wall Street accountable and restore vital City programs and services that have been cut.*

**THE PARTNERSHIP**  
for Working Families



**PICO National Network**  
*Unlocking the Power of People™*



**AFSCME**



Health & Medicine  
POLICY RESEARCH GROUP

**nea** NATIONAL  
EDUCATION  
ASSOCIATION



CENTER for  
COMMUNITY CHANGE

**ACCE**  
Alliance of Californians for  
Community Empowerment



**SEIU.ORG**  
SERVICE EMPLOYEES INTERNATIONAL UNION, CTW, CLC

**IAF** INDUSTRIAL AREAS  
FOUNDATION



**COMMUNICATIONS WORKERS of AMERICA** UNION FOR THE  
INFORMATION AGE

# Fix L.A. Victories

- 1. Commitment to add 5,000 jobs and restore services to pre-2008 levels*
- 2. A Jobs Commission that will ensure communities of color will have access to those jobs*
- 3. A Revenue Commission that will work to reduce bank fees, renegotiate bad deals, and identify new progressive revenue sources*

We had a community meeting, and 3 issues came up

1. Fear among immigrant communities over exposure of their citizenship status and a lack of translation services.
2. The hospital had sent many residents' medical bills to collections, leading to high debt levels and ruined credit ratings.
3. Following a recent acquisition, residents expressed concern that the hospital would close maternity and obstetrics services and relocate them to a facility 40 miles away.

# Questions to ask yourself

- Who in your community would be concerned in these issues?
- What would it take to turn the issue into a bargaining demand?
- How do you get members to embrace a bargaining-for-the-common-good strategy?

# Bargaining for the Common Good

- Labor is under assault
- Labor cannot reverse trends in the public or private sectors without going on the offensive and reinventing collective bargaining to force the real powers to the bargaining table
- To reinvent bargaining, unions and community allies need to join in common cause and aligned interests

