



Bargaining for the Common Good in Health Care

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Rutgers Center for Innovation in Worker Organization (CIWO)

CIWO generates and disseminates new **ideas, strategies, and programs** that address:

...our nation's **rising inequality**,

...growing **precarious workforce**, and

...how to support, strengthen and grow **economic and racial justice organizations**.

(And I am an AFT Member!)

CIWO: Major Initiatives

Membership Building and Financial Sustainability

- Strengthen the capacity of social and economic justice organizations to grow their membership bases and become more financially sustainable

Build the Bench

- Develop and support emerging leaders of our movement

Co-Enforcement of Labor Standards

- Develop innovative enforcement mechanisms by promoting strong partnerships between investigators, worker, community and non-profit legal organizations.

Bargaining for the Common Good

- Imagine and develop new forms of collective bargaining to address the broad concerns of community and labor



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



Bargaining for the Common Good: The Approach

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

- Participants
- Processes
- Purposes and Goals



Bargaining for the Common Good: Participants

- Brings the **community** into the collective bargaining process from the start
- **Enlists organizations that represent the communities** involved in bargaining
- **Aligns interests** among allies for the common good

Bargaining for the Common Good: Processes

- Make the union and its community allies **partners in the development and presentation** of bargaining demands for the common good
- 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.



Bargaining for the Common Good: Purposes and Goals

- **Broadens the scope of collective bargaining** to expose and target the power relations undermining workers, quality health care, communities and the common good.
- **Fosters solidarity between unionized workers and the broader community** of health care workers, family members, and community members—everyone who cares about quality of health care!
- **Creates an enduring alignment** of progressive forces.



The Current Debate:

Cut Health Care Workers

or

Cut Services to People?

The Debate We Need...



New Debate:

**What kind of quality health care support
should we provide?**

Who should pay?

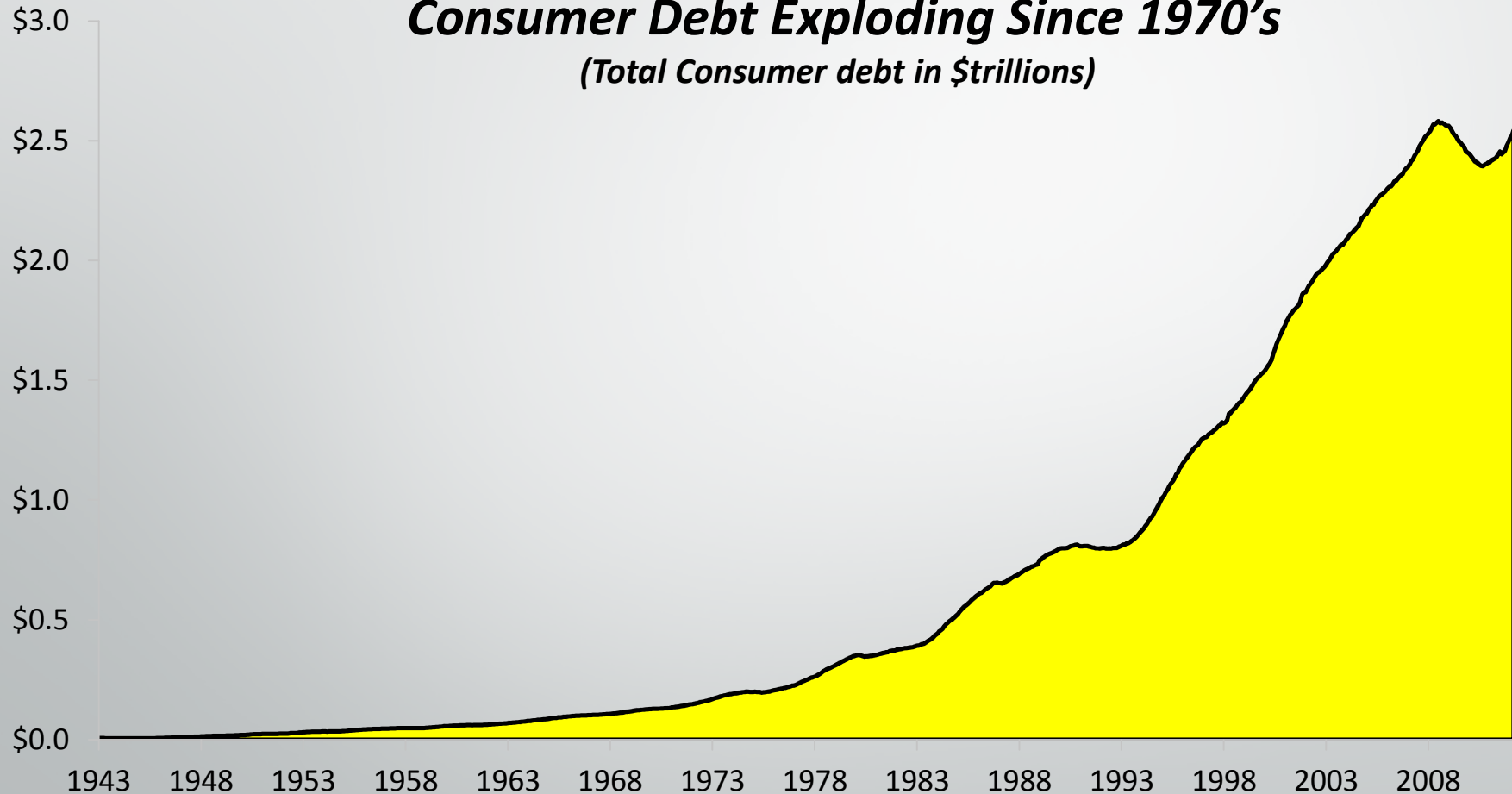
Stand Up If...

1. You or someone you know **had to take a second job** or find an additional income source to make ends meet.
2. You know a student graduating from college with over **\$5,000 in debt**. Stay standing if you know someone who has **more than \$10,000**. Stay standing if you know someone with **more than \$20,000**. Stay standing if this person is **you or someone related to you**.
3. You or someone you know had to **take out loans** to finance another family need (elder care expenses, home improvement work, etc).
4. You or someone you know **postponed retirement** because of their personal wealth is not sufficient to retire on the timeline they had planned.

People Earning Less, Borrowing More

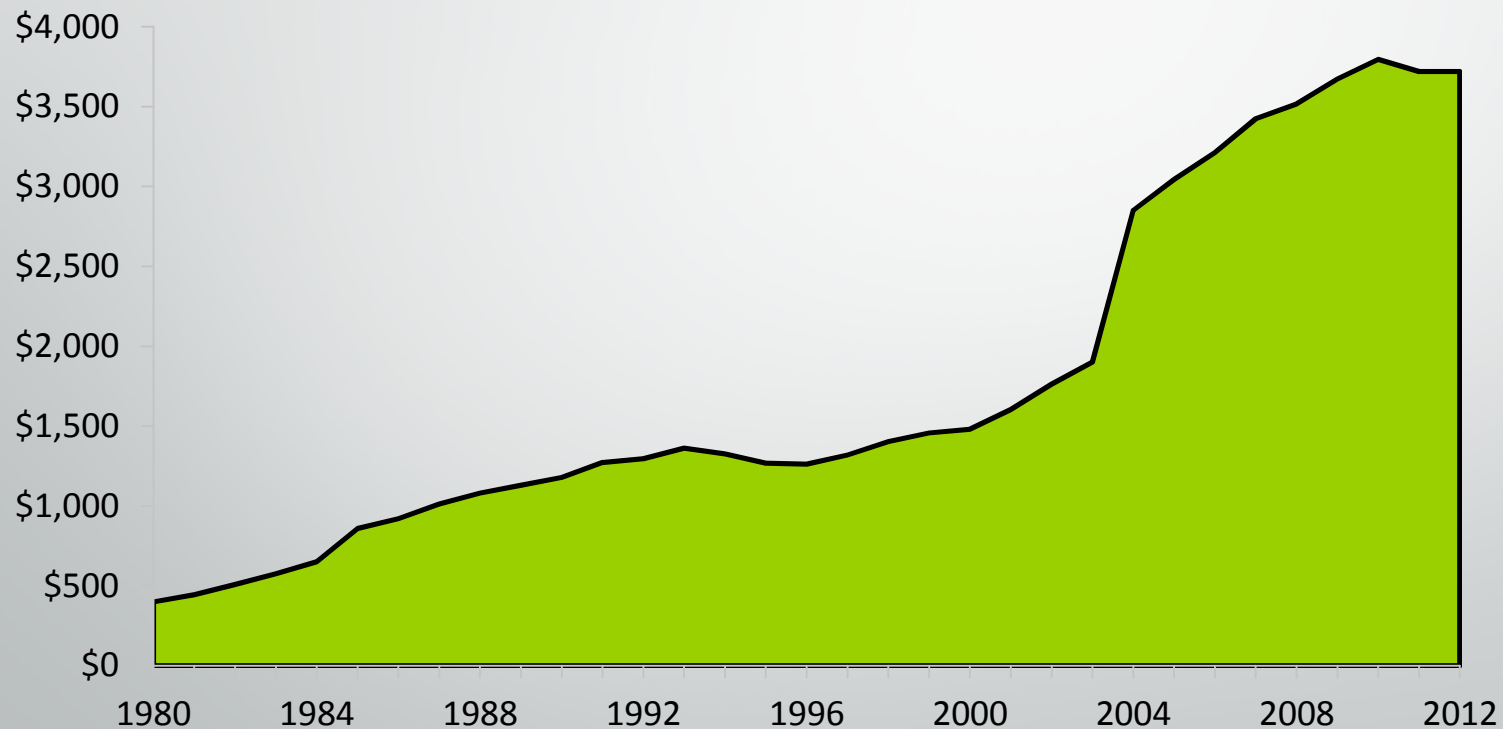
Consumer Debt Exploding Since 1970's

(Total Consumer debt in \$trillions)



As Corporate Taxes Go Down, Government Borrowing Going Up!

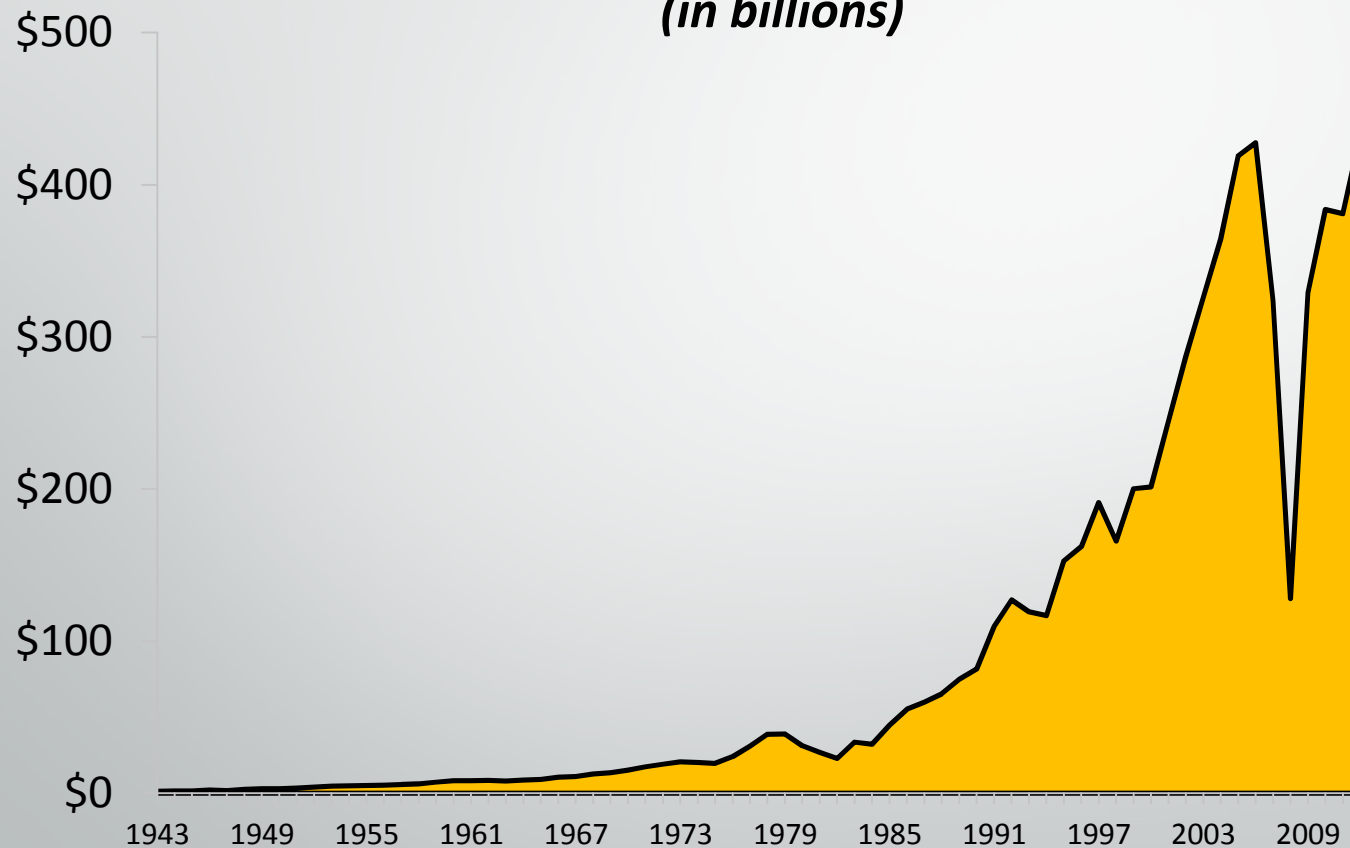
(Outstanding municipal bonds in billions)



Wall Street Made a Killing

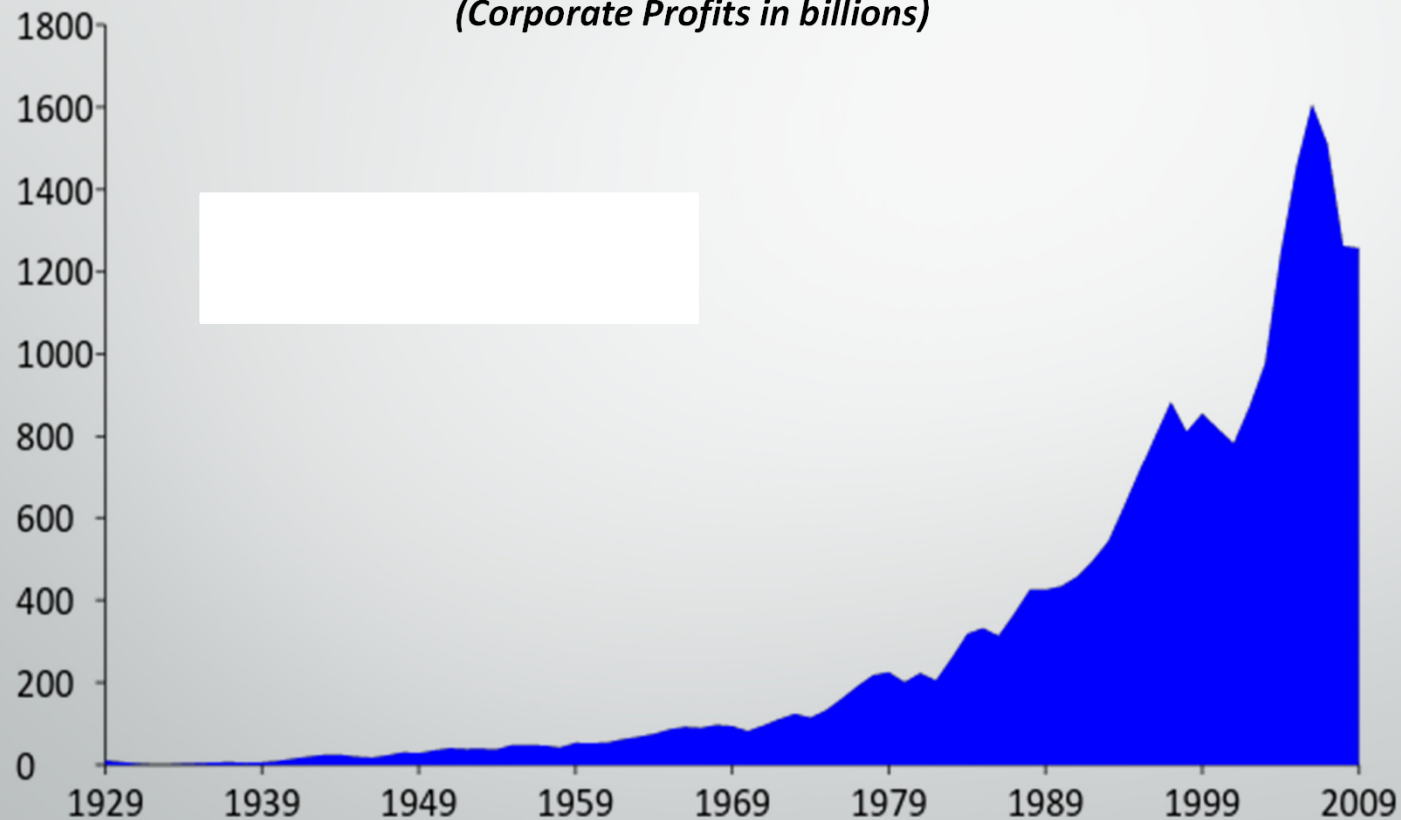
Financial Sector Profits

(in billions)

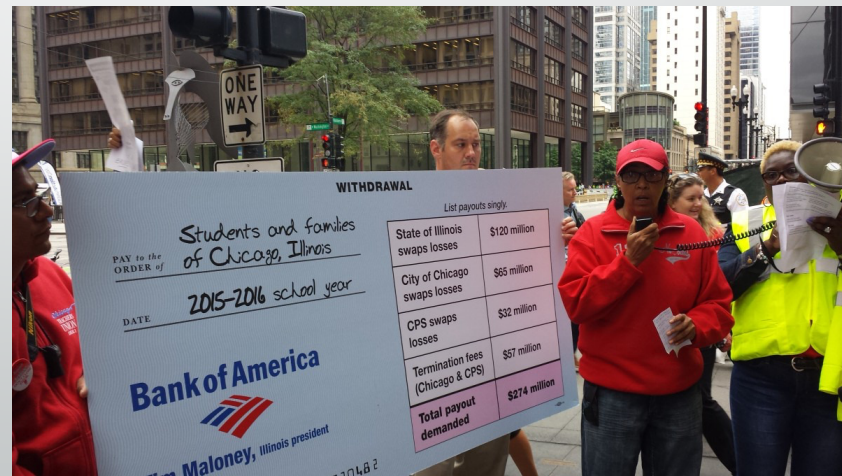
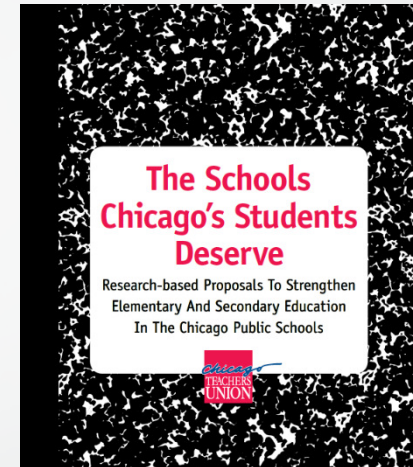


Corporate Profits Have Skyrocketed Since Mid-1970s

(Corporate Profits in billions)



Examples from the Field

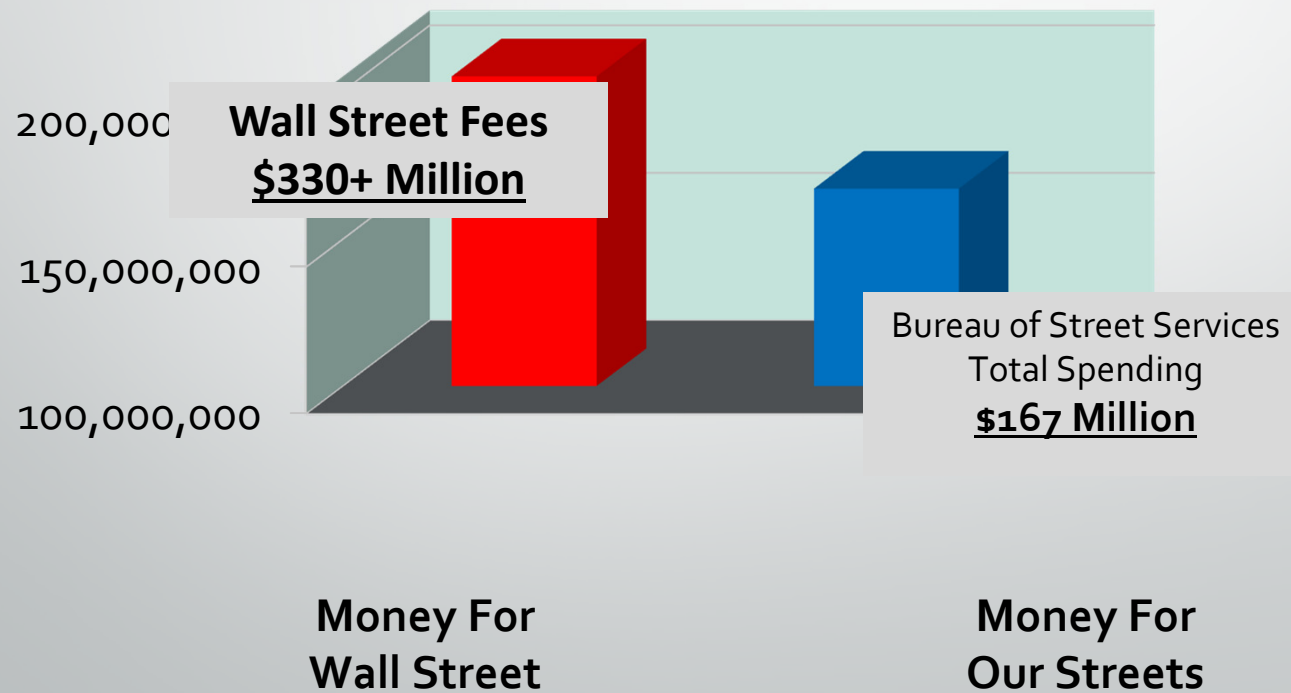


Breaking Boundaries in Bargaining: Uniting our Agendas



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.

Los Angeles Pays Massive Fees To Wall Street



THE PARTNERSHIP
for Working Families



CENTER for
COMMUNITY CHANGE



PICO National Network
Unlocking the Power of People™

Health & Medicine
POLICY RESEARCH GROUP



SEIU.ORG
SERVICE EMPLOYEES INTERNATIONAL UNION, CTW, CLC



COMMUNICATIONS WORKERS of AMERICA UNION FOR THE INFORMATION AGE



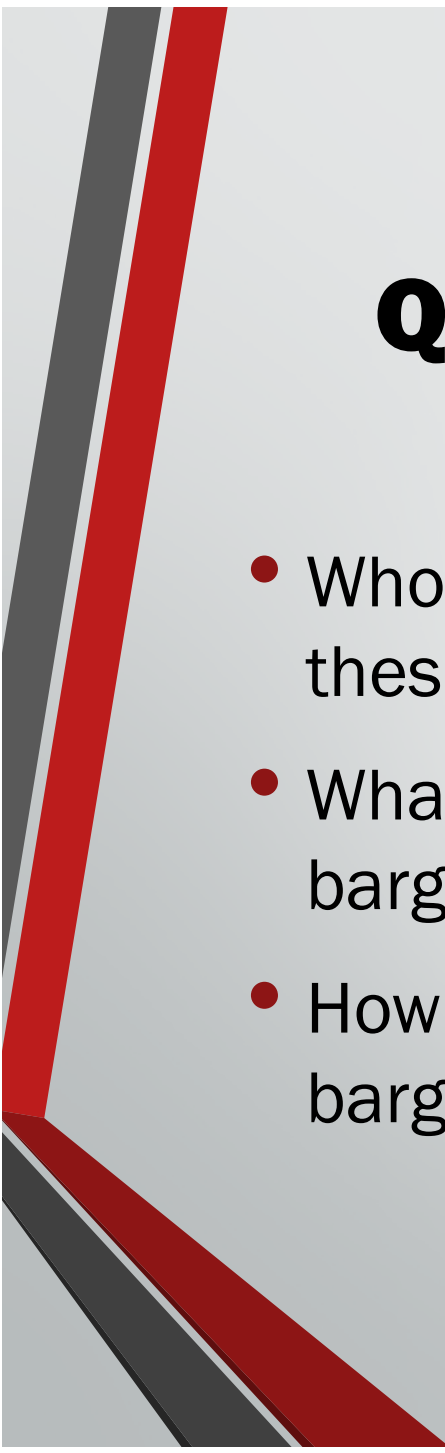
Fix L.A. Victories

1. Commitment to add 5,000 jobs and restore services to pre-2008 levels
2. A Jobs Commission that will ensure local hires/disadvantaged communities 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
- Quality Health Care 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, key stakeholders and community allies need to join in common cause and aligned interests



