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HA481

Week 2- In-service learning project

In-service learning topic: Changing the way we supervisor our union employees

Objective: This in-service learning project will discuss various reasons why there is a division between union and nonunion members in healthcare settings and the solutions to bring both groups together.

Benefit: The benefit in building a more cohesive relationship between union and nonunion employees’ results in creating a better work environment with satisfied employees.

Plan to Change: All employees would be re-in serviced so that everyone is on the same page and there is no misconception as to what is expect of them or what the organization’s standards are. All union members must be held to the same standards as nonunion members. This should provide a common ground. Monthly staff meeting s to discuss all changes and updated in the different. This will help the nonunion members feel included. Celebrations and group activities can also help bridge the gap.

Outline:

1. Problems in the workplace with union members
	1. The division between union members and nonunion managers

In some healthcare organizations the staff members are union and the managers are not. This sometimes causes a division in the department. This area will explain the division.

* 1. Separate HR offices and guidelines

In some healthcare organizations the department maybe outsourced. Sometimes when this happens in the facility the managers may have a different HR office and guidelines than the union members. This area will explain the effect this can have in an organization when standards and disciplinary actions differ from HR offices.

* 1. Confrontation

There is often confrontation in a healthcare organization but confrontation between union and nonunion members are different. This area will discuss the differences in how confrontation is handled and what grievances follow.

1. Reasons behind the problem
	1. Union members point of view

This will explain the causes between the disconnect of the union and nonunion member from a union member point of view

* 1. Nonunion managerial point of view

This will explain the causes between the disconnect of the union and nonunion member from a nonunion managerial point of view

1. Solution to strengthening the relation between union members and nonunion
	1. Activities to encourage they work together

This area will show examples of how the problems can be resolved through activities and behavioral change between union and nonunion members

* 1. Organization of the company
	2. Often the organization of the company is separated between union and nonunion members which aids in the division. This area will explain how reorganizing the company/department helps minimize friction and create a more cohesive group.