

NEW HAMPSHIRE NURSES' ASSOCIATION
POSITION STATEMENT ON COLLECTIVE BARGAINING

SUMMARY:

In the dynamics of healthcare over past decades and continuing into the future the nursing profession continues to lead the charge for reform on all fronts. In this regard nurses remain strong advocates for universal access to healthcare, reduced costs, increased quality and the development and advancement of professional nursing. Across the country some groups of nurses have turned to collective bargaining in an attempt to advance the development of professional nursing and improve access, quality, and cost. While the nationwide dialogue on the success or failure of collective bargaining continues, The New Hampshire Nurses Association believes that collective bargaining is not an effective or appropriate approach to solving these issues for nurses in New Hampshire.

The New Hampshire Nurses' Association supports Workplace Advocacy as the primary tool for resolving issues between nurses in New Hampshire and their employers. Through a comprehensive Workplace Advocacy program, all nurses in a work environment participate in resolving problems and making decisions. Since it is always in the best interest of everyone involved that any workplace issue is resolved without conflict or incident, we believe that this collaborative approach to creating a strong work environment is far more productive than the confrontational nature of collective bargaining.

In business today there are mountains of reference material available to identify successful strategies for business operations. The one consistency in all reputable publications is that the key to developing a successful enterprise is collaboration. All of the key stakeholders in an operation need the ability to participate in how the organization operates. Decentralization of decision making and authority in the new American Economy is the absolute cornerstone of innovation and the foundation for the explosion in growth. It is essential in the effort to continue to change and adapt to the forces in the healthcare market that the stakeholders maintain the ability to come together to develop new ideas, techniques, and policies. The New Hampshire Nurses' Association believes there is no success to be found in divisiveness, unconditional demands, confrontation, politics, or other efforts that undermine the ability of stakeholders to work together to create the future of Healthcare.

Adopted: March 12, 2001