

HEALTH CARE LABOR UNION-MANAGEMENT

Hall Render's Labor Law team advises health care organizations on a range of labor issues and represents those entities before federal and state courts and agencies at all levels. Our team of attorneys understands the legal and operational issues that are unique to health care organizations and focuses on developing and implementing labor relations strategies and practical solutions that seek to address those unique issues.

Hall Render's Labor attorneys represent health care organizations in any and all union-management matters that may arise, including:

- Collective bargaining;
- Unfair labor practice charges in front of the National Labor Relations Board;
- Labor arbitrations;
- Union avoidance training and consulting;
- Petitions for a union election; and
- Picketing, strikes, discharge decisions, management rights and all other aspects of the union-management relationship.

We have extensive experience negotiating collective bargaining agreements. We have drafted, litigated and developed best practices for contract language related to reassignment, pulling, floating, low census and maintaining flexibility to change staffing models. We understand throughput and productivity and how they may be impacted by certain union bargaining proposals.

RESULTS

Clients that Hall Render has assisted with labor law services have seen the results that come from expertise in labor law combined with a deep understanding of the health care industry. Hall Render's Labor Services team has:

- Assisted a large national health system in negotiating successor collective bargaining agreements that strengthen management rights and increase the flexibility to continuously improve operations and staffing models.
- Successfully defended several health care clients in arbitrations and unfair labor practice proceedings that resulted from urgent changes to operations, staffing, and compensation models in order to address the evolving response to the COVID-19 pandemic.
- Replaced counsel in ongoing labor negotiations in the middle of a RN strike, successfully ended the work stoppage, and secured a successor collective bargaining agreement without conceding on the Hospital's priorities.
- Successfully assisted a large health care employer in responding to a unionization campaign and related proceedings at the National Labor Relations Board.
- Assisted numerous health care clients in navigating labor law obligations when acquiring and divesting entities with employees represented by a labor union.

LET'S GET STARTED

Contact Hall Render to discuss how your organization can benefit from a partnership with our health care attorneys and advisors.



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