

People Results Alert

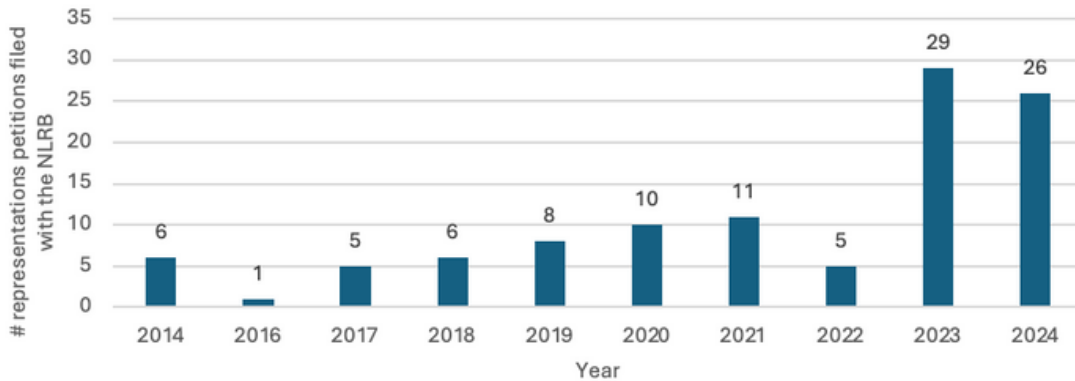
ORGANIZED LABOR'S LATEST TARGET: YOUR EMPLOYED PHYSICIANS AND ADVANCED PRACTICE PROVIDERS

Implications & Recommendations for Healthcare Leadership

Building on organized labor's rapid success in resident and house staff organizing, unions have set their sights on a new target: your employed physicians and advanced practice providers (APPs).

Here's what we're seeing

The number of representation petitions filed with the National Labor Relations Board to represent physicians and APPs (PAs, CRNAs, and NPs) has increased sharply over the past 10 years:



*based on data through November 2024



key insight

Of the petitions filed, **unions won 85% of the elections**. To avoid being another labor organizing statistic, healthcare organizations need to take steps now.

Potential impact on your healthcare organization

The unionization of physicians and APPs can have a significant impact on healthcare operations and management, including:



OPERATIONAL DISRUPTIONS

Union campaigns, strikes, or work stoppages could disrupt daily operations and negatively affect patient care.

INCREASED COSTS

Collective bargaining and contract management may lead to increased costs including legal fees, and a contract may result in higher salaries, more costly benefits, and additional staff.



CHANGES IN MANAGEMENT PRACTICES

Unionization may necessitate more rigid management practices, potentially reducing flexibility and adaptability to meet workforce and patient needs.



REPUTATION AND PUBLIC PERCEPTION

How a hospital handles unionization efforts can affect its reputation among patients, staff, and the wider community. Provider recruiting and retention may become more difficult in a union environment.



Your role as *healthcare leaders*

As healthcare leaders, understanding what unique factors unions may leverage to appeal to your physicians and what proactive steps you can take to mitigate the risk of a union campaign are crucial for you to deploy an effective strategy to remain union-free.

How People Results can help

People Results' consultants bring deep expertise in healthcare and understand the unique role that employed providers serve in healthcare organizations. Our team will help you maintain a positive, direct relationship with your providers.

Services we offer include:

- Briefings for executive teams to help key stakeholders understand the implications of recent organizing targeting providers and discuss best practices to mitigate risk.
- Labor relations readiness assessments, training, and strategy guidance to identify and address potential labor relations issues and navigate the lifecycle of a union relationship – from card signing and elections to collective bargaining.
- Internal and external communication strategy and execution to enhance employee engagement and to provide tailored education about the realities of unionization.
- Workforce transformation guidance and implementation including effective change management, leadership alignment and development, organizational/culture assessments, and engagement strategies.
- Strategies to support physician and APP leadership engagement with their colleagues.

Connect with us

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