

Unionization within the Healthcare Industry: What You need to Know if Employees Want to Unionize

Presented by:

Amy Inman, Senior Attorney, Ascension, Austin

Rufino Gaytán III, Senior Counsel, Husch Blackwell LLP, Houston

1

Objectives

Understand the legal framework under which employees have the right to organize.

Understand the rights of employers when employees want to unionize.

Understand best practices to use when navigating the formation process.

Prepare for dealing with a union if one forms in your workplace.

2

Industry Demands

3

Healthcare Industry Continues to Grow

- Demand for staff continues to grow.
- We have an aging population.
- High demand typically means greater expectations.
 - Greater expectations lead to more stress on staff.
 - More stress often leads to employee dissatisfaction.

4

Unions in Healthcare Remain Strong

- The healthcare industry continues to grow.
- The industry has weathered recessions well.
- Lots of job opportunities remain in the industry compared to rest of private sector.
- Less than 10% of U.S. healthcare workers are union members.

5

Job Satisfaction Matters

- Dissatisfaction can lead to:
 - Low employee morale.
 - Employee retention problems.
 - Poor public relations/image.
 - Costly and time-consuming litigation.
 - And....

6

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](https://utcle.org/elibrary)

Title search: Unionization within the Healthcare Industry: What You Need to Know if Employees Want to Unionize

Also available as part of the eCourse

[Employee Issues in Healthcare \(2023\): Unionization and Staffing in a Post-COVID World](#)

First appeared as part of the conference materials for the
34th Annual Health Law Conference session

"Unionization within the Healthcare Industry: What You Need to Know if Employees Want to Unionize "