



1199SEIU/League
LABOR MANAGEMENT
PROJECT

Who **Benefits** from Labor-Management Partnerships

IMPROVEMENTS	BENEFITS MANAGEMENT	BENEFITS UNION
<ul style="list-style-type: none"> ● IMPROVED PROBLEM-SOLVING CAPABILITIES <i>leading to improved conflict resolution</i> 	✓	✓
<ul style="list-style-type: none"> ● FEWER ARBITRATIONS <i>due to above plus more effective grievance processes</i> 	✓	✓
<ul style="list-style-type: none"> ● IMPROVED OUTCOMES AND GREATER STAFF BUY-IN <i>due to more frontline staff involvement in shaping decisions</i> 	✓	✓
<ul style="list-style-type: none"> ● IMPROVED STAFF SATISFACTION 	✓	✓
<ul style="list-style-type: none"> ● IMPROVED PATIENT/RESIDENT SATISFACTION 	✓	✓
<ul style="list-style-type: none"> ● MORE EFFICIENT, HIGHER-QUALITY SERVICES <i>due to redesigned work processes, performance improvement</i> 	✓	
<ul style="list-style-type: none"> ● ADDITIONAL BARGAINING UNIT POSITIONS <i>due to redesigned jobs and new roles</i> 		✓
<ul style="list-style-type: none"> ● CONTINUOUS QUALITY IMPROVEMENT <i>aided by information about industry trends and best practices</i> 	✓	