



## Is your organization planning and preparing for nursing union activities?

According to a [2022 study](#) from the American Medical Association, 17.5% of nurses reported being unionized. Given the increasing prevalence of unionization, health systems should foster collaborative and agile partnerships with unions to adapt to new market and workforce challenges. As pay is often the primary component in organized labor discussions, proactive planning can help ensure that the right compensation strategies and rewards are in place for all workers.

### Let SullivanCotter be your strategic compensation partner.

Lay the foundation for greater RN retention and performance by creating an environment that is equipped to meet future union membership needs.

Our consultants are longstanding industry experts who specialize in ensuring your organized labor strategy is supported from prevention to bargaining.

#### Our services include:

##### Strategy

- Bargaining proposal planning
- Market research
- Annual strategy review

##### Modeling

- Total rewards analysis
- Scenario building
- Strategic support
- Bargaining partnership

##### Skill Building

- Bargaining process documentation
- Resource planning
- Manager training

#### Industry-Leading Data and Analyses

For more than 30 years, SullivanCotter has provided health care organizations with unparalleled data-driven intelligence and insight into workforce compensation, pay practices, and more.

#### Learn more about our:

- [Registered Nursing Compensation Survey](#)
- [Health Care Staff Compensation Survey](#)