Unfair Practices

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As a director of the HIM department in a healthcare unit, my main objective is to indirectly care for patients by caring for their sensitive medical information. An impending union may affect patient care quality and information in the health care facility. This would affect not only my output but also the general functionality of the hospital. Some unfair labor practices must not be practiced to prevent or reduce the impact caused by an impending union organization on the hospital. These practices include interrogation, spying, promising, and threatening the employees (McDowell & Huhn, 1976). With the rising threats of the union, the management may decide to interrogate some employees about their activities or those of other workers to estimate the impact of the union on the institution. This is not only a bad idea but also a violation of labor laws. I, as the HIM department director, would highly recommend against this. If the employees were to find out about this, the institution might be sued, and the impact of the union would be even direr. It is the right of employees to meet in unions and discuss their objectives without the management interfering. Spying violates this right and would put the institutions on the wrong side of the law. I would also advise against promising the employees benefits in exchange for not supporting the union. This violates employee’s right to choose and make a decision freely and may be used against us by the employees during the union.

Additionally, threatening the employees to retaliate to the union by either reducing pay or benefits or terminating them is the most dangerous action the management can participate in. I would strongly advise against this because it is a violation of labor rights, leading to all of us losing our jobs. Instead of participating in unfair labor practices, the management should find other diplomatic ways to prevent the impending union. This may include discussing with the employees why the management thinks a union would be unnecessary, among other diplomatic solutions. The management solving the impending union using diplomatic way would not only maintain the functionality of the institution but would also prevent losses that would otherwise be incurred if the unfair labor practices were used. This would benefit all of us.

Reference

McDowell, D., & Huhn, K. (1976). NLRB Remedies for Unfair Labor Practices. <https://doi.org/10.9783/9781512819984>