



ST. JOSEPH HOSPITAL

Original: 05/2008
 Review: 11/2015
 Next Review: 11/2018
 Policy Champion: Wesley Layne: Director of Human Resources
 Policy Area: HR - Employment
 Applicability: Nashua St. Joseph Hospital

Pro – Employee Relations Policy, HR-06

PURPOSE:

To outline the pro-employee relations policy statement for St. Joseph Healthcare that works in tandem with established Organizational Integrity Program and Standards of Conduct (see "[Organizational Integrity Standards of Conduct, OIE-05](#)").

POLICY:

At St. Joseph Healthcare, we are committed to providing fair and competitive wages and benefits, an environment in which our employees can provide the best patient care possible and various ways for our employees to be heard.

We encourage employees to have their individual needs and concerns addressed. Accordingly, employees are encouraged to deal directly with their supervisors and managers and can expect a prompt and candid response to the issues they raise. In this environment, St. Joseph Healthcare employees have made the choice to remain union-free. We support that choice and will do all we legally can to continue to earn the confidence that employees have placed in this organization.

St. Joe’s strongly believes that issues can be better resolved through cooperation between employees and management and that our employees provide their own representative voice. For this reason, we believe that an outside third party, such as a union, is not only unnecessary, but could potentially interfere with the excellent patient care offered at St. Joseph. We therefore are opposed to union representation of the organization’s employees.

PROCEDURE:

As above.

RESPONSIBILITY:

All supervisory and staff personnel.

Attachments:

No Attachments

Approval Signatures

Committee	Approver	Date
Director of Human Resources	Shirley Lussier: Director of Human Resources	11/2015
	Jacqui Woolley: VP of Human Resources	11/2015

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