

# The Renaissance of Union Organizing in Healthcare

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## **THE PAST, 1974**

The purpose of the National Labor Relations Act is to “promote collective bargaining.”

Nothing in that purpose expresses or implies an objective of mediation or resolution of issues between an employer and its employees. Nothing in that purpose describes rights reserved to an employer.

The Act, simply, encourages the unrepresented employees of the United States to become represented by labor unions, and it further assures those employees protection of law to guarantee they have full freedom to exercise those rights.

In 1974 the National Labor Relations Act and its amendments were further amended. This amendment brought private, not for profit, hospitals under the National Labor Relations Board's jurisdiction. Motive is always difficult to analyze. However, when one harkens back to the motives of the members of the 93rd Congress, who enacted this last amendment of the National Labor Relations Act, one might say that their motives were political. Others might say that their motives were righteously based upon fear of contagion of the chaos that was prevalent in healthcare labor relations in New York City in the early 70's—violent deadly strikes, strikes where