

Bargaining Team Time Expectations:

- Two-year commitment
- 4-8 hours a week in meetings and/or Signal chat
- Zoom-based team meetings; in-person bargaining sessions
- Late night, early morning, weekend meetings possible
- One all-day bargaining team training
- Bargaining team work is uncompensated

Bargaining Team Skills Expectations:

1. Listening – A good bargaining team member is one who can listen to their colleagues, identify issues that need to be addressed, think of solutions to issues, identify problem areas, and build on the ideas of others. A good bargaining team member also listens to what Blue Mountain Hospital says at the table, and tries to identify issues on which we can compromise, issues where we can bend them to our proposals, and issues where we have conflict.
2. Attendance – In order to act together in strength, we have to be on the same page. That happens when all team members are at all bargaining team meetings and bargaining sessions. Emergencies happen and circumstances arise, but the expectation is that all team members are at all meetings and sessions. Bargaining team members will be expected to meet between 4-8 hours weekly. Late night, early morning, and weekend work is likely. Team meetings will most likely be on Zoom, bargaining sessions will most likely be in-person.
3. Longevity – The project of negotiating a first agreement can easily last two years. The expectation is that we will take some time to draft articles and conduct a survey. Once we begin meeting with Blue Mountain Hospital in bargaining sessions, we can anticipate that process lasting anywhere from 14-20 months.
4. Cooperation and flexibility – Many times over the course of bargaining, we will find ourselves trying to find the best path forward when there are no obvious answers. We will have debates and doubts, questions with no good answers, and have to deal with a Blue Mountain Hospital team we cannot control. Successful teams navigate these eventualities by acting a team with a shared goal, even if we have different ideas how to achieve it. Cooperation, flexibility, and the spirit of unity are all required.