

Case Study

PROVING THE RIGHT AMOUNT
OF PLANNING PAYS OFF



2022 was a year of contentious labor activity

across the country, and during this time, a large academic training facility affiliated with a major university based in Michigan needed a contingency plan and a strike staffing partner in case contract negotiations failed. The union they were negotiating with represents over 5,000 of their registered nurses.



CHALLENGE

The threat of a nursing strike required recruiting, credentialing, and licensing thousands of replacement nurses that would be ready to travel on short notice to a confidential hospital.



SOLUTION

Medical Solutions was enlisted for negotiation support and provided over 1,800 licensed nurses to replace their workforce if a strike occurred.



RESULTS

After 3+ months of negotiations, the client successfully reached a settlement agreement with the union and a new 4-year labor agreement.

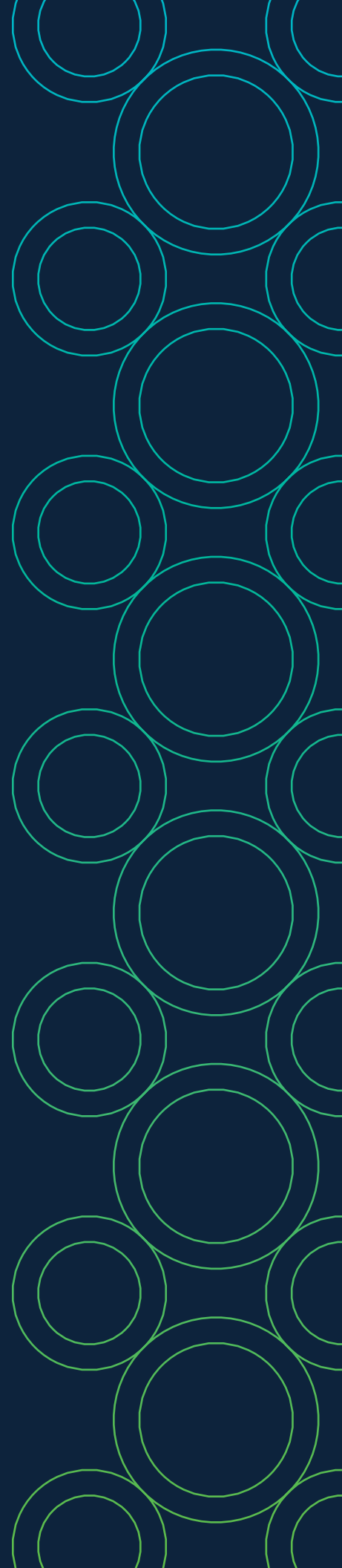


Challenge

Medical Solutions contracted with the hospital to provide contingency planning and replacement staffing support for an impending strike threat in 2018, ultimately recruiting and licensing over 600 RNs. Because of this reputable history, we contracted with them again in 2022 to get ahead of the threat of a potential labor strike.

From 2020-2021, during the pandemic, the demand for RNs rapidly increased and so too did the travel nurse utilization. Labor costs increased, there were supply chain shortages, and there were inflationary pressures. This all resulted in contentious labor activity.

Several hospitals and health systems across the country were concerned about the possibility of a strike as their current labor agreement at the time was set to expire. In addition to preparing our client for a possible strike with licensed clinicians, our goal was to help this hospital reach an agreement with their union and ensure seamless continuity of care and patient satisfaction.



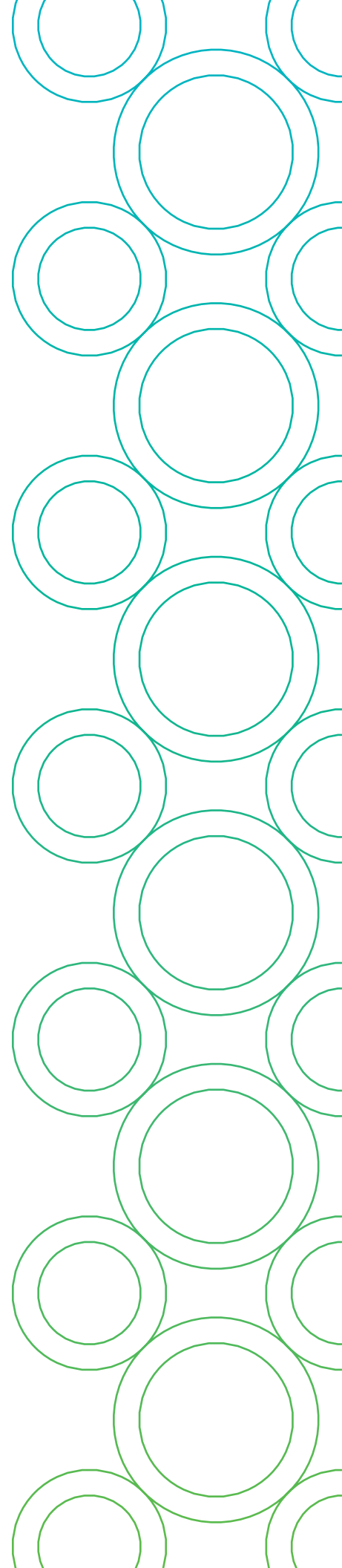


Solution

Immediately after we were retained by the hospital, the **Medical Solutions** team provided an implementation plan and timeline. The plan was a step-by-step road map to guide this client through our process and the timeline, so they knew what to expect. We then executed the plan while staying flexible throughout the process to allow for changes.

We addressed the staffing needs of this hospital should a strike occur, ultimately recruiting and licensing a pool of over 4,000 temporary replacement nurses throughout a 3+ month period. As the third largest healthcare staffing company, Medical Solutions was confident in its ability to provide these resources.

Due to the nature of strike staffing, it can be challenging for replacement nurses to “hold” their availability for extended periods of time during extended labor negotiations. The solution was to continue to recruit throughout the project and keep a “fresh and current supply” of specialized and qualified replacement staff. Our client also required confidentiality during negotiations, which presented a challenge for recruitment leadership and Medical Solutions to help direct our recruitment strategy around competing strike assignments throughout the country.

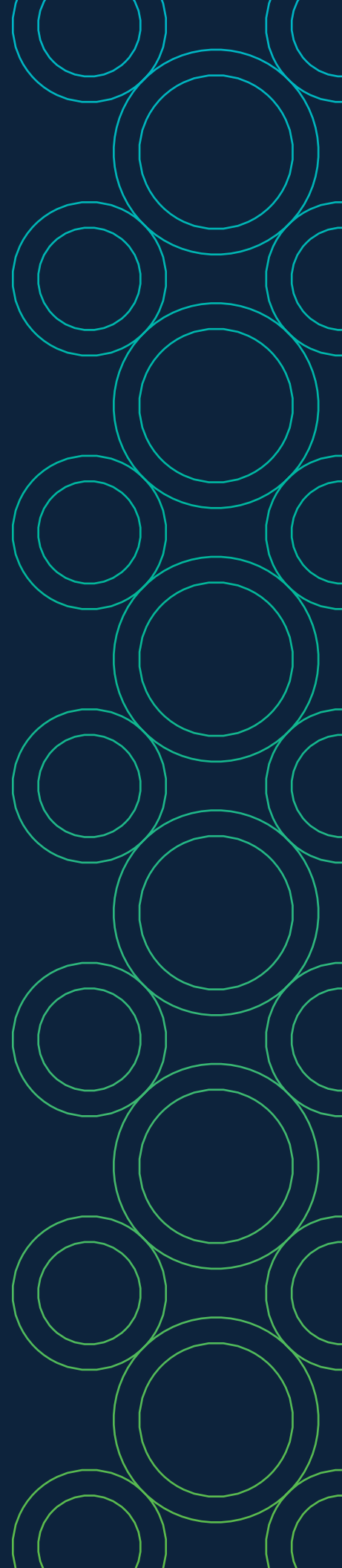




Results

Medical Solutions helped our client by providing the support needed to negotiate with confidence and reach a settlement agreement with their union. By recruiting over 4,000 replacement nurses and licensing over 1,800 we were prepared to replace their nursing workforce should a strike notice have been received.

As a result of this project, Medical Solutions proved its ability to keep over 1,200 replacement nurses on-call and available with 10 days' notice should a strike occur, while helping our client reach a settlement agreement with the union and a new 4-year labor agreement.



About Us

Medical Solutions Strike Staffing has been supporting local hospitals and healthcare systems with experienced replacement clinicians for potential or actual job actions for over 25 years. Additionally, Medical Solutions specializes in placing quality nurses, allied healthcare professionals, and interim clinical leaders in contingent as well as permanent, local, and per diem positions for hospitals, clinics, and long-term care facilities throughout the U.S. The company's workforce solutions include a managed services program, which offers hospitals and healthcare systems a streamlined approach to contingent workforce processes, helping facilities gain efficiencies, control labor costs, and enhance patient care standards.

Ready to learn more?

Call us today at **866.633.3548** or visit **[MedicalSolutions.com](https://www.MedicalSolutions.com)**.

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