

## HOW WE WON INCREASED PROTECTION FROM AUTOMATION

Our bargaining surveys over the summer revealed something we didn't expect. Some of our members, particularly healthcare professionals, had fears about increasing automation. When we researched the issue we found that automation in the health care industry was even beginning to creep into many of the various fields in which our members worked. (For kicks check out the Ro-Bear <https://www.digitaltrends.com/cool-tech/riken-robear/>)

We knew it would be difficult to prevent it out right but we wanted to add protections for our members working with automation and our members who might be displaced by automation.

We threw a lot of proposals at the employer at the bargaining table but where we landed on this topic was with some of the best language out there. First of all, any automation put forward in our workplace will have to be safe: safe for patients; safe for us to work alongside. There are few, if any, contracts that have language like this. Secondly, if our members are displaced by automation the employer will be required to attempt to find them another position in the health system in which they are qualified. If they find a position that is in our bargaining unit and it pays less than their previous wage, the employer will have to pay the member their old wage rate for a set period of time.

It's not a fun thing to think about it, but if or when the Ro-Bear comes for us, we'll be ready.

