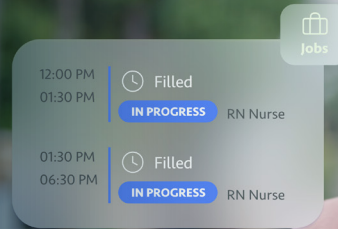


A Union-Friendly Internal Resource Pool

With Hallmark's Einstein II Platform, You Can Have It All:
An Internal Resource Pool and a Union Workforce



For years, healthcare leaders have been told that if they work with unions, they can't have an Internal Resource Pool (IRP). That's simply not true. At Hallmark, we work with partially and wholly unionized health systems and have designed our highly customizable IRP to align with union regulations, contract agreements, and hospital workforce strategies.

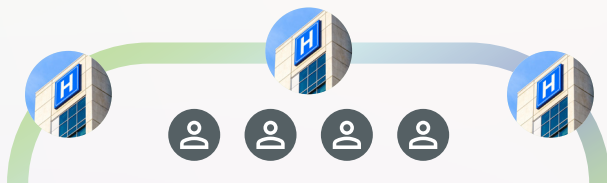


Customized to Fit Your Needs

Regardless of your organization's union arrangements, Hallmark's IRP is built to flex to your needs, allowing you to:



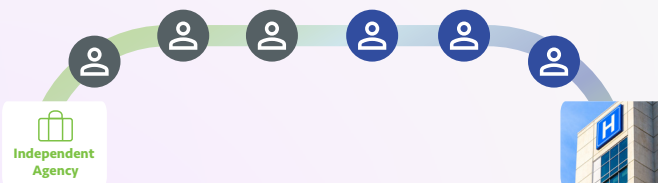
Configure IRP access to include only non-union staff.



Enable union nurses to participate but restrict access to union-approved locations.



Set up parameters for shift eligibility based on specific union agreements.



Establish an independent, for-profit staffing arm within your system to support contingent labor needs.

Real-World Success: IRP in Unionized Health Systems

Health systems have successfully implemented our IRP while maintaining compliance with union agreements. Our proven track record demonstrates that a well-structured IRP can support staffing flexibility without disrupting labor relations.

The Bottom Line: Flexibility Without Complication

With Hallmark's IRP, you don't have to choose between supporting your union workforce and achieving workforce flexibility. Our platform is designed to fit your system's needs—ensuring compliance, efficiency, and staffing stability.



Let's Talk About Your Workforce Strategy

Learn how Hallmark's IRP can work within your system, whatever your needs. Contact us today to explore tailored solutions. Visit www.hallmarkhcs.com for more information or to request a meeting. **Or scan this QR code.**

