

Trainee Unionization—A Resident Perspective

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History of Resident Unionization

- The Committee of Interns and Residents (CIR) is the oldest and largest resident union in the United States, representing 33,000 residents and fellows.
- Founded in 1957 by residents in the New York public hospital system
- Large recent expansion including Mass General Brigham, University of Pennsylvania, Stanford, and Kaiser Permanente



**Committee of
Interns and
Residents**
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Contract Negotiations

- Collective bargaining allows residents to come together and negotiate as a group with their hospital systems and provides resources and legal counsel to do so.
- Benefits gained after our most recent contract negotiations:
 - \$1,000/yr education fund
 - Salary increase
 - \$30,000 in fertility benefits
 - Meal plan worth \$2400/yr
 - \$1100 Relocation Allowance for incoming residents and fellows
 - Reimbursement for required licenses and certifications.

PGY	Pre-Contract	12/1/22	7/1/23	7/1/24
1	\$57,233	\$75,125	\$78,882	\$82,826
2	\$59,130	\$77,387	\$81,256	\$85,319
3	\$61,453	\$80,157	\$84,164	\$88,373
4	\$63,878	\$83,048	\$87,200	\$91,560
5	\$66,492	\$86,164	\$90,473	\$94,996
6	\$68,964	\$89,112	\$93,567	\$98,246
7	\$71,258	\$91,847	\$96,439	\$101,261
8	\$75,008	\$96,317	\$101,133	\$106,190
9	\$78,000	\$99,885	\$104,879	\$110,123

Contract Enforcement

- Resident unions give residents additional representation when discussing issues with the GME office and the hospital at large.
- Weingarten rights: guarantee an employee the right to union representation whenever an employer's investigatory interview could lead to discipline
- UC Davis examples:
 - Plastic surgery residents did not have a designated workroom. Through union organizing and pressure on the hospital, UCD re-allocated space to create a workroom for these residents.
 - When wages were improperly withheld from trainees, the union was able to identify the issue and negotiate for hundreds of thousands of dollars in returned wages.

Building a Diverse Workforce

- Family building:
 - As part of our recent (2022) contract UC Davis residents secured a new \$30,000 fertility benefit for all residents and/or partners
 - Ongoing negotiations pertaining to childcare resources and protections for pregnant and nursing residents.
- Diversity, Equity, and Inclusion:
 - Boston Medical Center's newest union contract included \$88,000 in new funding for BMC's DEI initiatives
 - Highland Hospital System (Alameda County) won \$14,000 in funding for outreach programs and scholarships.
- Community work
 - CIR grants
 - Family Health Challenge—health classes in NYC public schools led by CIR doctors

Relationship with Program Directors

- Union contracts set a baseline standard that all programs must meet—this does not prohibit individual programs from providing additional funding or educational opportunities.
- No limitations or restrictions on how program directors interact with their residents as a group or individually.
- How can program directors support residents who want to unionize?

Pros and Cons of Unionization

- Pros
 - Contract wins
 - Contract Enforcement
 - Additional Representation
 - Solidarity
- Cons
 - Union dues
 - Stigma
 - Effects of labor actions

Questions?