



A United Voice for Doctors, Our Patients,  
& the Communities We Serve

## **BARGAINING UPDATE**



***Doctors Council Members at Bargaining Membership Meeting***

### **Doctors Council Bargaining Update for Affiliate members**

Congratulations! Affiliate doctors had a very good response rate in returning our bargaining survey, with a 41% return rate. Last time the rate was 23%. This shows a lot of interest and is great.

Members attended the union-wide membership meeting which updated us on the Bargaining Survey results, what our bargaining priorities and proposals will be and how we can help and be active in bargaining.

Almost 85% of doctors said they want to be informed and involved in bargaining, and over 90% stated they were willing to be active and fight.

The top issues for Affiliate doctors are base salary/ wages, session pay for when I work extra, and 401(k)/ 403(b). Others include Recruitment and Retention, staffing of doctors, longevity differential and on-call pay.

A discussion occurred on having a proposal on family/ parental leave. Various options were explained. This issue will be one of the things we will try to achieve in bargaining.

It was noted how the inability to adequately recruit and retain doctors impacts a number of areas. Between over 90% and over 95% answered that this impacts quality patient care, patient experience/ satisfaction, the timely delivery of patient care services, doctor burnout, doctor morale and work load. Other negative impacts includes making appointments to see a doctor in a timely manner (over 87%), lose the patients we have (over 75%) and the inability to get new patients (over 72%).

Our proposals will aim to address recruitment and retention.

Our proposals will include a Recruitment and Retention Committee to include doctors, base salary increases as well as to differentials and sessional rate, minimum salaries by department/ division and seeking to raise these in standardization, retention bonus, looking at bonuses and distributions such as Faculty Practice Plan (FPP) and Performance Indicators (PI) and seeking to make part of base salary, increase session pay for when a doctor works extra/ beyond regular shift, on-call pay and scheduling, longevity, 401(K), CME, maternity leave, and health and safety and for doctors to be paid for time needed to recover if hurt at work and have expenses covered.

While we bargain with the affiliates and will hold them responsible, we also know that H+H is a central controlling force as is the City. We should realize that the City, in bargaining with its over 150 public sector unions, basically utilizes a "Pattern." This is what the deal is with its largest public sector union and sets the template for all other unions. The pattern is a 43 month contract with wage increases of 2%, 2.25% and 3% and an additional .26% and .27% available later in the contract. However, the City may not apply this pattern to Affiliate doctors and if it does may state that we can propose to move things around but the overall cost needs to be within the pattern. The City may also say we may only get part of the pattern. We also have other options such as contract extensions. This will all be analyzed by our Bargaining Committee. Regardless of the pattern, whatever we want to try to address and achieve we will have to advocate and fight for.

The best form of communication is member to member- doctor to doctor.

We are continuing to have membership meetings, the next being in August, and please look for emails about that. We are looking to start to bargain toward the end of September.

Our Bargaining Committee representatives are our Delegates from each facility. Our President, Dr. Frank Proscia, may appoint a Bargaining Committee representative for a department or area that does not have a Delegate. The Bargaining Committee will meet between now and before bargaining starts to review the language of the proposals we will present.

Contract Action will be important and will be laid out in the future as member involvement in fighting for our contract is key.

Our bargaining campaign theme is "Recruit Retain Respect." With your involvement, issues that matter to doctors will be raised and our new contract achieved.

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