



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 Mayoral Agencies members
(Including DOC, DOHMH, Fire, HRA, OCME, Police and Sanitation)**

Congratulations! Mayoral Agencies doctors had a very good response rate in returning our bargaining survey, with a 55% 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.

Over 83% of doctors said they want to be informed and involved in bargaining, and over 85% stated they were willing to be active and fight.

The top issues for Mayoral Agencies doctors are base salary/ wages, time and leave, and health insurance. Others include pay for when I work extra, on-call pay and scheduling, longevity differential and recruitment and retention.

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 almost 82% and over 89% answered that this impacts quality work, experience/satisfaction of those we provide services to, the timely delivery of services, getting work done on time, doctor burnout, doctor morale and work load.

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, increase session pay for when a doctor works extra/ beyond regular shift, on-call pay and scheduling, longevity, differentials being part of base salary, addressing payroll problems such as getting NYCERS pension credit for hours I am paid, fixing problems with holidays and the supervisory differential, 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.

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. We can propose to move things around but the overall cost needs to be within 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 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.

50 Broadway 11th Floor Suite 1101
New York, NY 10004
212-532-7690
info@doctorscouncil.org