



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

BUTTONING UP FOR BARGAINING



"RECRUIT RETAIN RESPECT" buttons to be worn by Doctors Council Members at work

Doctors Council Bargaining Update for Affiliate members (MSSM, NYU, PAGNY and CDA)

PAGNY hospitals Doctors (Coney Island, Harlem, Jacobi-NCB, Lincoln and Metropolitan)

As we head into the start of bargaining, Doctors Council members are asked to wear "RECRUIT RETAIN RESPECT" buttons every shift at work throughout the bargaining process. This is the theme of our bargaining and will show unity in our message.

If you do not have a button, please get one from your [Bargaining Committee](#) or Contract Action Team representative or contact us at 212-532-7690 or via info@doctorscouncil.org

Our first bargaining session for PAGNY hospitals doctors is Thursday, September 26, 2019, from 3 pm to 5 pm at Jacobi in Room 2 North 24 in Building 1. As we did last time, we are bargaining the PAGNY hospitals together and will rotate bargaining sessions to the various PAGNY sites. The first session is at Jacobi and future ones will be at other sites. Bargaining is open to all members and you are encouraged to stop by on your non-work time and stay for as long or as little as you can. The more doctors that attend shows strength in unity.

Bargaining is a process that will most likely take many bargaining sessions over many months. By staying united we can win our next contract. By being informed and involved we can help advocate for our goals.

We have formed our Affiliate [Bargaining Committee and you can click here](#) to see which of your colleagues is on the Bargaining Committee. Our Bargaining Committee is meeting on September 12th to start reaching consensus on what we will propose as well as our methodology and approach on certain proposals such as compensation/ salary increases.

We are also creating our Contract Action Team, and these members will help spread the word about what is going on in bargaining and how members can help by taking action such as coming to meetings, wearing buttons, signing petitions and more.

The most effective and important communication is member to member- doctor to doctor so please talk to your colleagues and keep everyone informed.

In our August membership meetings we reviewed the Bargaining Survey results, as well as our priorities and proposals, and discussed Contract Action and the importance of all members being informed and involved.

Please look for info on our September membership meetings and attend these.

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. We will also have a proposal on family/ parental leave.

The inability to adequately recruit and retain doctors impacts a number of areas such as 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, losing the patients we have and the inability to get new patients.

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.

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

[Click here for our previous Bargaining Update](#)

[Click here for Affiliate Bargaining Committee members](#)