

***Provider Unionizing Activities
in Puget Sound
Responding through Positive
Employee Relations***

*Sharon Royne, SVP Human Resources
Michael Anderson, Chief Medical Officer*

The Leadership Institute March 2017





Founded in 1972, in California by a private practice physician. Affiliated with AFSCME and the ALF-CIO, *The Union of American Physicians and Dentists* has grown into the largest union representing licensed doctors in the U.S.

***THEY ARE REAL AND THEY
ARE HERE***

“To diversify and grow our union, we must look at organizing both doctors and other types of professional health care workers in both public and private sectors in California and in other states... We must challenge the current foundation models of Kaiser, Sutter and the like in order to increase membership here in California, while at the same time begin to unionize doctors in neighboring states...”

Stuart A. Bussey, MD, JD, UAPD President

Doctors in Tacoma Are Forming Unions

Dear Colleagues,

Doctors in Tacoma area are unionizing.

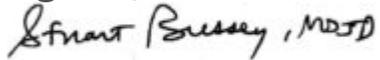
While AMC doctors were the first in the Tacoma-area to begin the unionization process, they will not be the last. Doctors at other MultiCare hospitals are not far behind in their organizing campaigns. **CHI-Franciscan doctors are also organizing their own union.** If you are employed by one of these two corporations, I encourage you to join your colleagues by signing union authorization card.

If you are ready to sign a union authorization card, you can do so online here:

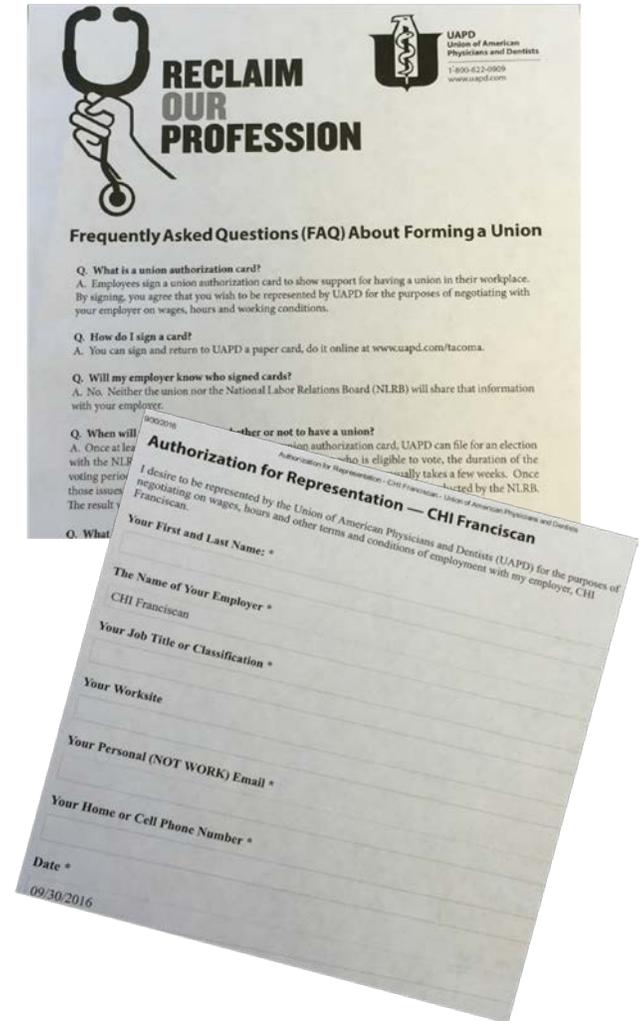
[**FRANCISCAN - UAPD Authorization Card**](#)

Our Lead Organizer Theodros Gashaw is in Tacoma and happy to speak to you individually or as a group.

Signed,



Stuart A. Bussey, MD, JD, President, UAPD



The image shows a flyer titled "RECLAIM OUR PROFESSION" from the UAPD (Union of American Physicians and Dentists). The flyer includes a stethoscope icon and the UAPD logo. Below the title is a section titled "Frequently Asked Questions (FAQ) About Forming a Union" with several questions and answers. Overlaid on the bottom right of the flyer is a form titled "Authorization for Representation — CHI Franciscan". The form contains the following fields: "Your First and Last Name *", "The Name of Your Employer * CHI Franciscan", "Your Job Title or Classification *", "Your Worksite", "Your Personal (NOT WORK) Email *", "Your Home or Cell Phone Number *", and "Date *". The date "09/30/2016" is handwritten in the date field.

The New York Times

By NOAM SCHEIBER
JAN. 9, 2016

Doctors Unionize to Resist the Medical Machine

An Oregon medical center's plan to increase efficiency by outsourcing doctors drove a group of its hospitalists to fight back by banding together.

SACRED HEART – RIVERBEND, OR



SEPTEMBER 23, 2016 5:00 PM

Auburn Medical Center doctors working to unionize physicians



Virginia Stowell MD wants to start a local of the Union of American Physicians and Dentists at Multicare Auburn Medical Center.

Why Would Providers Turn to Unions?

Virginia Stowell, a general surgeon at Multicare:

“If a union is formed, potential issues for negotiations include:”

- *More autonomy in directing patient care*
- *Negotiating wages, benefits and working conditions*
- *Forming a well-defined grievance process*
- *Ending the practice of being fired without cause*
- *Establishing guarantees that jobs will not be outsourced*
- *Receiving paid sick leave and paid vacations*

“Obviously, we still have some concerns about the budget cuts and how they’ve impacted cuts to the physician’s total compensation plan as well.”

Read more here: <http://www.thenewstribune.com/news/local/article103820551.html#storylink=cpy>

From the same News Tribune article:

Neil Partain, a hospitalist at the Auburn hospital, agreed that a union seems potentially the most effective option for becoming part of Multicare administrative decisions.

“We’ve slowly learned that if we want to stay relevant with how patients are taken care of and the decisions that are made within the organization, we have to be able to come together as one voice and be heard by the company,” said Partain, who has been with Multicare for three years.

- Higher wages

“UAPD has negotiated major salary increases for its members in every bargaining unit that it represents.”

- More job security

“The contracts that UAPD negotiates give security to represented doctors. Employers must show ‘just cause’ for discipline or termination and doctors have a right to bring unresolved grievances before a neutral third party arbitrator”

- Shorter work weeks

“Extra pay or hour-for-hour time off if workweek is over 40 hours”

- Excellent benefit packages

- More control

“Because regaining control over the quality of care is a top priority for doctors, UAPD has negotiated contracts that give ultimate authority to medical staff...”

- **University of California Doctors Call One Day Strike**
 - JANUARY 26, 2015
- **Oregon hospitalist union plans picket in quest for first contract**
 - JUNE 9, 2016
- **More doctors' strikes -- is the medical profession at war?**
 - SEPTEMBER 2, 2016
- **Santa Clara Co. Doctors Vote to Authorize Strike**
 - JANUARY 2012



- Collective Bargaining Units Not New to Physicians
 - Mid 90s activity in the Puget Sound (Medalia was a joint Franciscan/Providence medical group. Docs walked away from representation after 18 months of negotiations.)
 - Independent Physicians and HMOs
 - Health System employed Physicians
- Unions claim:
 - Increased leverage
 - Negotiating power
 - Unified voice



“It’s the difference between being involved and feeling hopeless”

Who Can and Who Cannot Organize?

Can

- Employed Physicians
 - Hospitalists
 - Residents

Cannot

- Independent Physicians
- Students – *Currently controversial with NLRB*

- Enhanced Physician Leadership structure
 - The role of the Independent Medical Staff
 - Physician Compensation Committees
 - Standardized compensation models
 - Physician involvement in Pay for Call determinations
 - Call burden
 - Specialty coverage
 - Involvement of Local Medical Societies
- Leadership Engagement

- Bolster the role of the physician as leader
 - Treat them as professionals and not hourly workers
 - Offer development opportunities and reinforce their role as patient advocate
- Identify the dis-satisfiers and proactively address
 - Safe venues for reporting concerns
 - Regularly seek input and recommendations
- **Give them no reason to think their needs would be better met by a third party intermediary**



Questions?