

Stanford Housestaff Union Town Hall

Welcome! We'll start at 7:03 PM

Agenda

- Introduction and Welcome by CIR NorCal Regional VP: Dr. DaShawn Hickman
- Our Union Drive
- Bargaining Process
- Bargaining Structures
- Q&A
- Next Steps
- Close

Welcome to CIR!

Our Union Drive

Initial discussion

We assembled an organizing committee (OC) across specialties and began talking to our peers about unionizing.

Union Election and Vote

On Feb 24th, we notified Stanford. They began targeting housestaff and PDs with misinformation on unionization. But we still won:

835 Yes - 214 No

2020

Several current housestaff made initial outreach to CIR

CIR **was not** involved in our vaccine walk out, but there was already budding interest in unionization.

**Jan 2021-
Nov 2021**

**Dec 2021-
Feb 2022**

Union card launch

After seeing strong support from a majority of our peers, we started gathering union authorization cards. **67%** of the unit (~1000 people) signed.

**Mar 2022 -
May 2022**

Recognition and next steps

With overwhelming YES votes in the election, Stanford recognized our union. We must unite and be ready to fight for our first contract.

Today

Why a union?

- Advocate for a **more just** and **equitable work** environment for all healthcare workers
- Organizing for a **new economic AND new social contract**
 - Better working environment
 - Better patient care
 - Sustainability
 - Seat at the table

#knowyourworth

We must continue to show Stanford we are a united front and enter contract negotiations ready to act.

Interim Period

- Our union is certified, but we do not have a contract yet
- **Status quo maintains current policies and benefits**, however, should the employer voluntarily offer better benefits, our union will gladly accept and bargain for better.

In this interim period...



Do

- Document any negative changes
- Reach out to the OC or Joon/Rhea to discuss further steps



Do not

- Worry about changes that are positive or supported by housestaff
- Assume your PD is not willing to work with you on making necessary changes

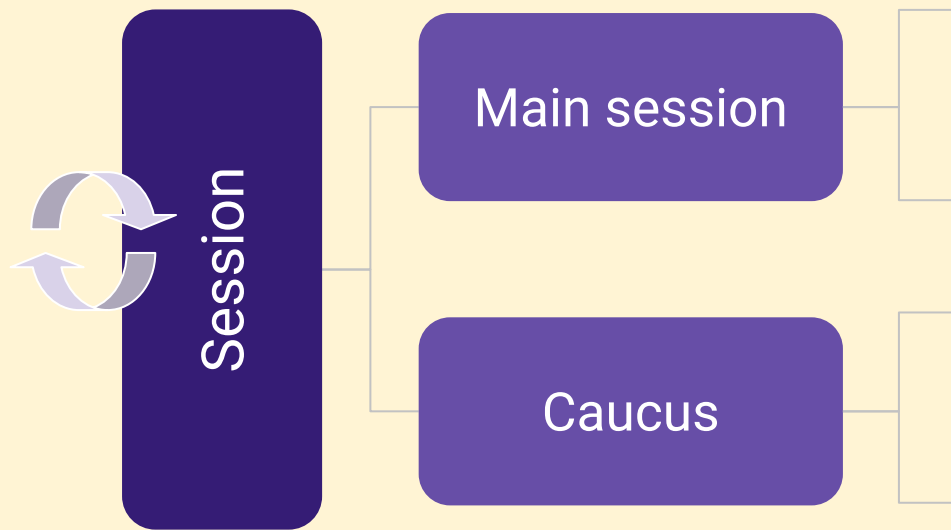
Bargaining Process

- Bargaining = union contract negotiation process
- Negotiation sessions are typically open to all housestaff
- Sessions are frequently done over zoom
- Multiple sessions are needed to reach mutual agreement – may take months

How long does it take to ratify a contract?

- Exact timing is institution-dependent but typically takes around a year
- Collective action (think vaccine protests) can put pressures on SHC during negotiations to expedite the process
- Housestaff can negotiate to receive retroactive pay/benefits

Bargaining sessions are divided into two main parts



Bargaining is an iterative process

- Discussions **between SHC and union representatives** to go over proposals; all housestaff can attend
- Lead negotiators do bulk of speaking
- **“Internal” union discussions** (ie: restricted to only housestaff and CIR staff)
- Group-wide discussion to strategize and solicit housestaff input
- Can be called multiple times throughout the session

Bargaining Process in Detail

Step 1: Recruit



Recruit and select reps for bargaining team (BT) and contract action team (CAT) in each department



Step 2: Survey



BT develops union-wide bargaining survey. CATs keep people updated.



Step 3: Propose



BT and David (CIR negotiator) will draft proposals based on survey results



Step 4: Negotiate



Proposals are individually presented and debated. Can have tentative agreement or return to the drawing board

Step 5: VOTE!

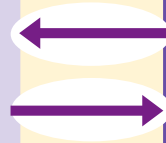


All union members vote to ratify (or not) tentative agreement

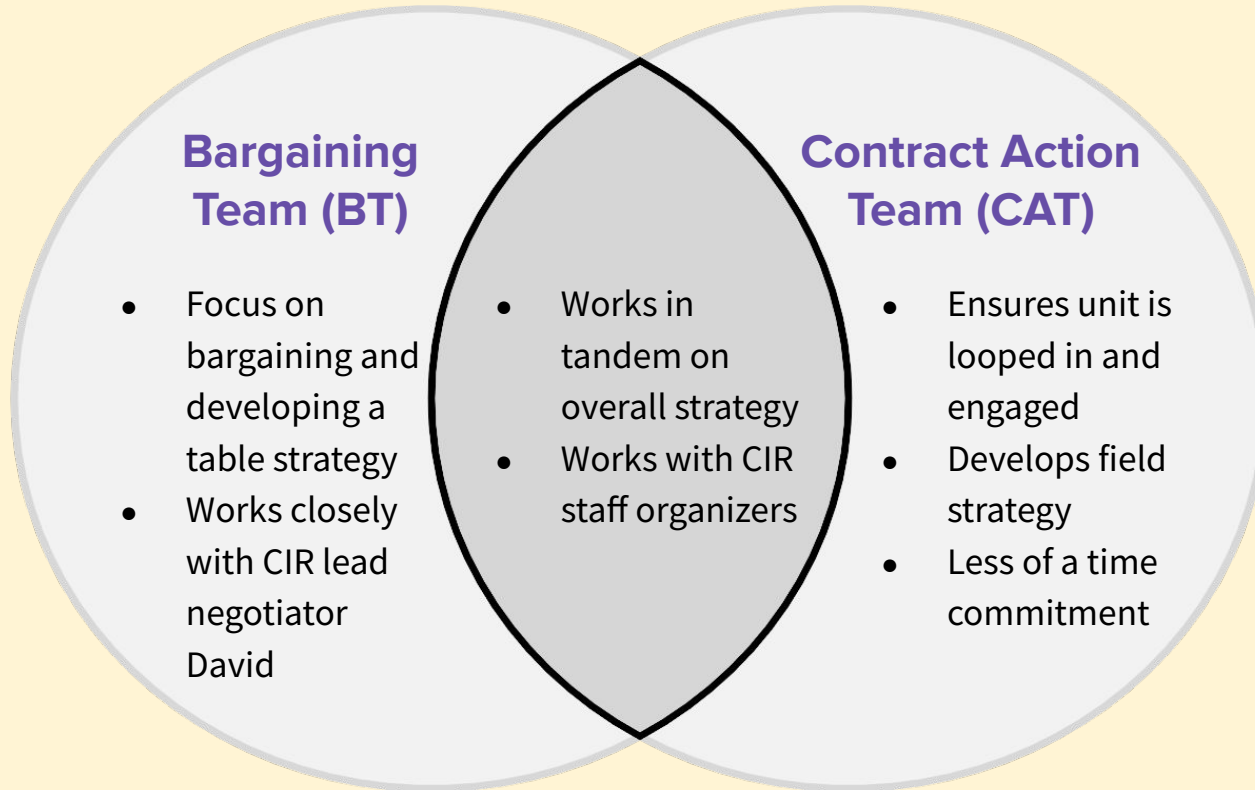
Updates/collective action



Contract Action Teams communicates updates on bargaining. Coordinates collective actions as needed



Bargaining Structures: Big Picture



Bargaining Structures

Bargaining Team	Contract Action Team
<p>Focus is bargaining:</p> <ul style="list-style-type: none">• Survey development• Attend sessions whenever possible• Meet with David on table strategy	<p>Focus is engagement:</p> <ul style="list-style-type: none">• Ensure housestaff outside of BT/CAT are kept in the loop• Meet with BT, Joon, and Rhea on organizing strategy (ie: turn people out to important sessions, host a press conference)
<p>Time commitment:</p> <ul style="list-style-type: none">• 1-1.5 hour weekly meetings to prepare for sessions• Roughly 2x bargaining sessions a month (sessions are open to everyone; BT members must prioritize attendance)	<p>Time commitment:</p> <ul style="list-style-type: none">• Will join the final part of the bargaining team's weekly meetings for 15-30 minutes.• Attend bargaining sessions, but not as high priority
<p>Size and nomination process:</p> <ul style="list-style-type: none">• ~25 people and not exceed 30• Recommend every department get at least one slot (roughly 23 departments at Stanford)• To nominate: gather 5 signatures for yourself	<p>Size and nomination process:</p> <ul style="list-style-type: none">• Recommend: minimum 1 per department; for larger departments: 1 per PGY year• Volunteer basis; no nomination needed. Can be on the BT and CAT

What if Stanford doesn't meet our demands?

- The BT will determine when to make concessions on low priority demands based on what people marked as priorities on the survey
- For high priority demands, CATs will strategize and coordinate a variety of actions to take to create pressure:
 - Smaller actions: turning out housestaff to bargaining sessions, circulating petitions
 - Larger actions: unity breaks, ULP strikes, demonstrations (e.g. vaccine protest)
- **What about striking?**
 - Strikes are powerful tools but are used as a last resort – look at CRONA's success
 - No strike is possible unless the members decide by democratic vote to pursue this course of action. For strikes, a threshold of 90%+ support is often the minimum (residents at LA County authorized a strike with 99% voting yes)



Next Steps

- Make sure the current OC has your personal email!
- Think of who you want to represent your department and talk to them about being part of BT or CAT
- Nominate yourself/your peers here:
<https://bit.ly/StanfordNominations>

Next Steps: Sign your Membership Card!

Reminder: dues will not be deducted until AFTER the contract is ratified.

To be able to vote on the contract, you must be a member!

Your future BT and CAT will be sure to remind folks to sign up as we get closer to ratification, but if you're ready to sign today, do it! :)

Link: bit.ly/StanfordMembershipCard

Current representatives

<https://stanfordhousestaffunion.org/get-involved/>

Anesthesia

Abby Wang, PGY-2

Bryan Huebner, PGY-2

Child Neurology

Natasha Abadilla, PGY-1

Grant Lin, PGY-2

Ria Pal, PGY-4

EM

Monica Sheridan, PGY-1

FM

Jack Pollack, PGY-2

Bright Zhou, PGY-1

IM

Philip Sossenheimer, PGY-2

Neurology

Jenny Chen, PGY-4

Meaghan Roy-O'Reilly, PGY-2

OB/GYN

Simran Kaur, PGY-3

Sarah Johnson, PGY-4

Pathology

Cooper Rutland, PGY-1

Pediatrics

Eva Archer, PGY-2

Ben Solomon, PGY-4

Psychiatry

Ketetha Olengue, PGY-2

Radiology

Jess Wen, PGY-2

Neurosurgery

Bina Kakusa, PGY-1

Urology

Jessie Ge, PGY-4

Nikola Teslovich, PGY-3

Close

Thanks for coming! Look out for updates through your email or our website:

<https://stanfordhousestaffunion.org/>

