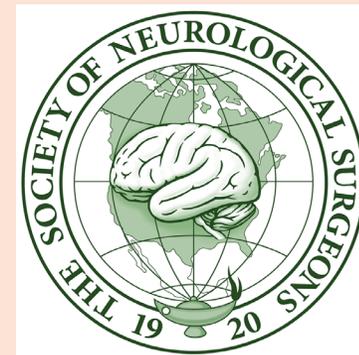


ARANS at SNS Annual Meeting, Weill Cornell, NYC , May 17, 2024

# Forthcoming Disruptions in Education: Opportunities and Challenges

E. Antonio Chiocca, MD  
PhD  
SNS President



# Disclosures

Current Advisor to Insightec, Inc., Bionaut Therapeutics, Theriva, Inc

Equity interest in Seneca Therapeutics, Ternalys Therapeutics

Royalties/ Milestones to MassGeneral Brigham from Candel Therapeutics

Research support from NIH, US Department of Defense, ACGT.

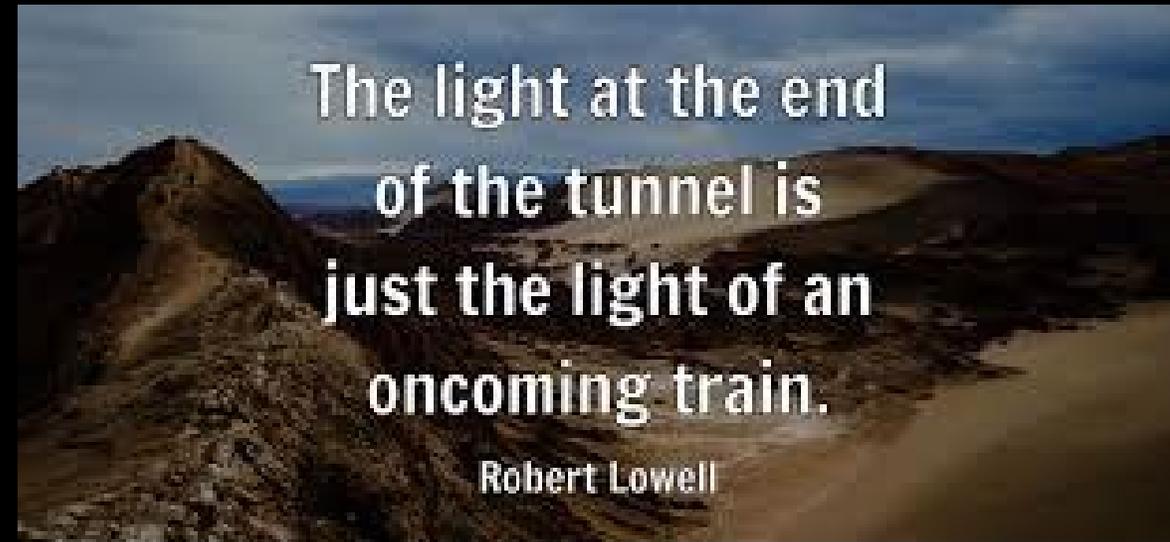
Named inventor on patents related to oncolytic HSV1 (licensed to Candel Therapeutics, Inc) and noncoding RNAs

Founder of Ternalys Therapeutics



**Sherolyn Petterson, ARANS President**

# Forthcoming disruptions in education



BrainyQuote

# Forthcoming disruptions in education

**1- Disruptions in residency advocacy and training: Unionization**

**2- Disruptions in residency learning approaches (APPs, Simulation, AI, competency-based training, working hours, effect of FMLA)**

**3-Disruptions in residency recruitment (video interviews, signaling, letters, publications, no numerical scores)**

# History of Unions and Collective Bargaining

- The structure of unions and the legal relationship of unions and employers comes from the Depression, the harsh realities of industrial life, and the conflict that resulted
- When federal labor law– the National Labor Relations Act– was enacted, **“industrial violence was undoubtedly the prime threat to the nation’s economic health”**
- Historian Arthur Schlesinger has written that, in some communities, **labor unrest in 1935 “approached civil war”**

Sources: Shawn G. Clarke, Note, Rethinking the Adversarial Model in Labor Relations: An Argument for Repeal of Section 8(a)(2), 92 YALE L.J. 2021 (1987); A. Schlesinger, The Age of Roosevelt: The Coming of The New Deal 385 (1958).



# The Law Establishes an Adversarial Process



## The NLRA provided:

- **A legally protected means of forming and joining unions**
- **A process of collective bargaining for a labor contract instead of labor and management collaborating on workplace issues**
- **An acceptance of the use of “economic weapons” for the achievement of workplace goals**

- The law establishes an adversarial process for collective bargaining between unions and employers
- This was intentional, as a strict separation between management and labor was believed to be natural at the time
- “The purpose and effect of this distinction has been to separate employer from employee, whose separate interests have been viewed as being, by their very nature, antagonistic”

Source: Robert A. McCormick, Union Representatives as Corporate Directors: The Challenge to the Adversarial Model of Labor Relations, 15 U. MICH. J. L. REFORM 219 (1982).



In the 2021–2022 and 2022–2023 academic years, CIR's membership increased from 17,000 to over 30,000 represented physicians, over 20% of the total of nearly 150,000 residents and fellows in the U.S. [3] In a historic union wave, [4][5][6][7] residents and fellows won high-profile union elections at academic teaching institutions such as Mass General Brigham, [8] University of Pennsylvania, [9] Stanford Health Care, [10] and George Washington University. [11]



# Mass General Brigham



Univ  
Cent  
form  
Columbi  
100th Year  
Celebration  
More than 100  
years of  
excellence  
and  
innovation  
at  
Columbia  
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the  
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New  
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City

Univ Chicago

UT Austin

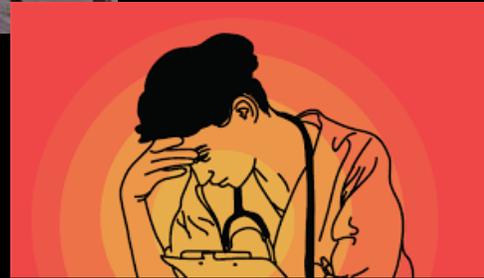
USC



Yale



Rutgers

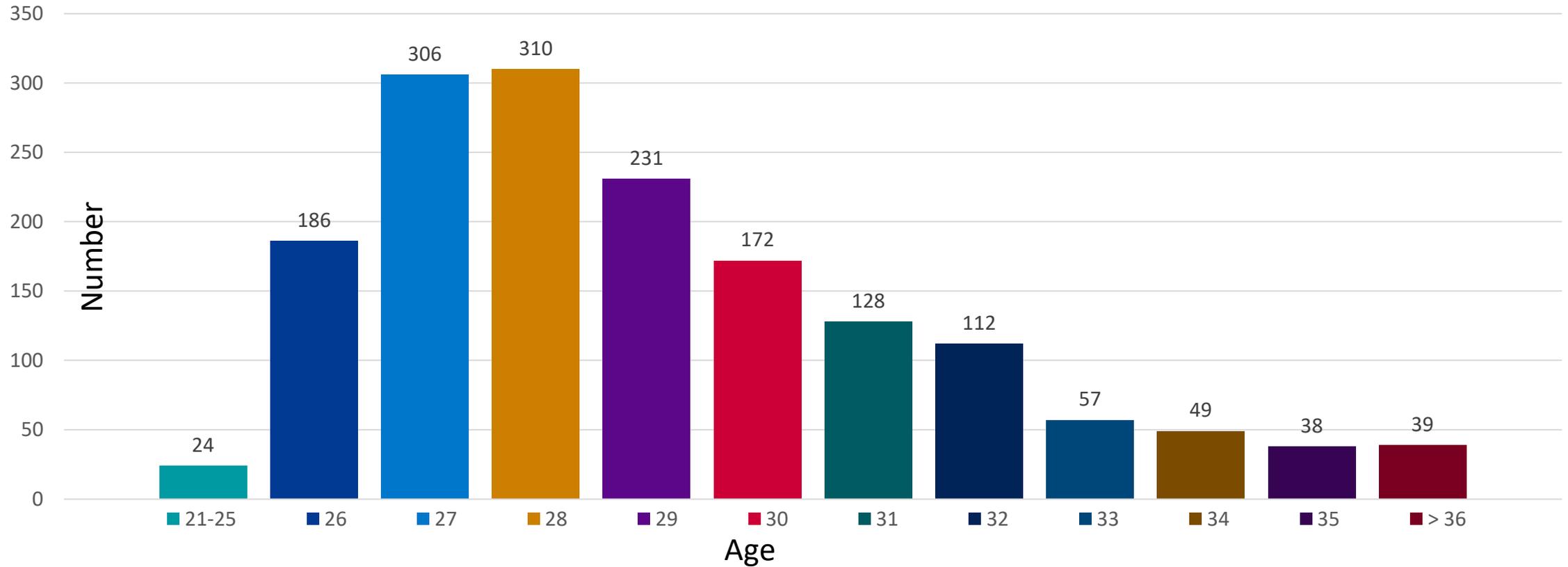


McGill

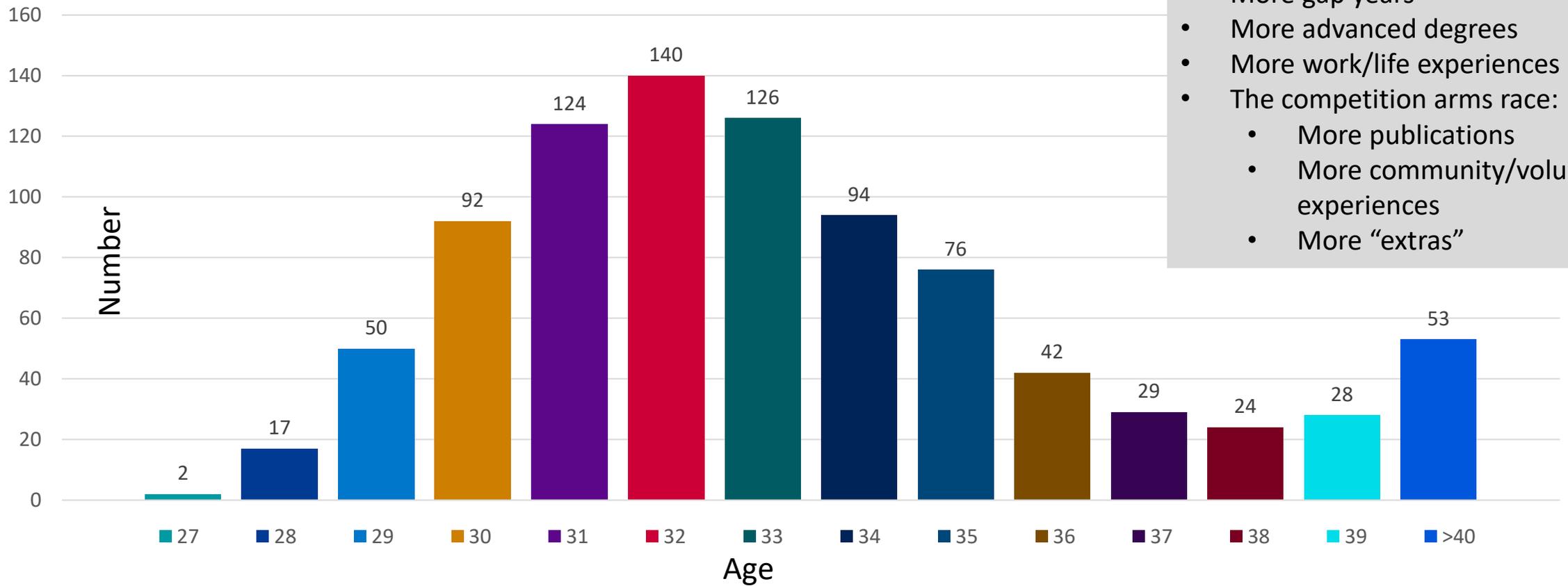
# Resident Unions: The Mass General Brigham Experience

- There was always a historical degree of “union” talk. Nurses at one hospital (Brigham) have been unionized for decades
- In late 2022 and early 2023, it was becoming clear that the Committee of Interns and Residents (CIR), a section of SEIU, was making “inroads” with residents. Several AMCs had just voted for unions.

# Age of Trainees at Start of Residency (Mass General Brigham)



# Age of Trainees at Start of Fellowship (Mass General Brigham)



- Reasons for increasing age:
- More gap years
  - More advanced degrees
  - More work/life experiences
  - The competition arms race:
    - More publications
    - More community/volunteer experiences
    - More “extras”

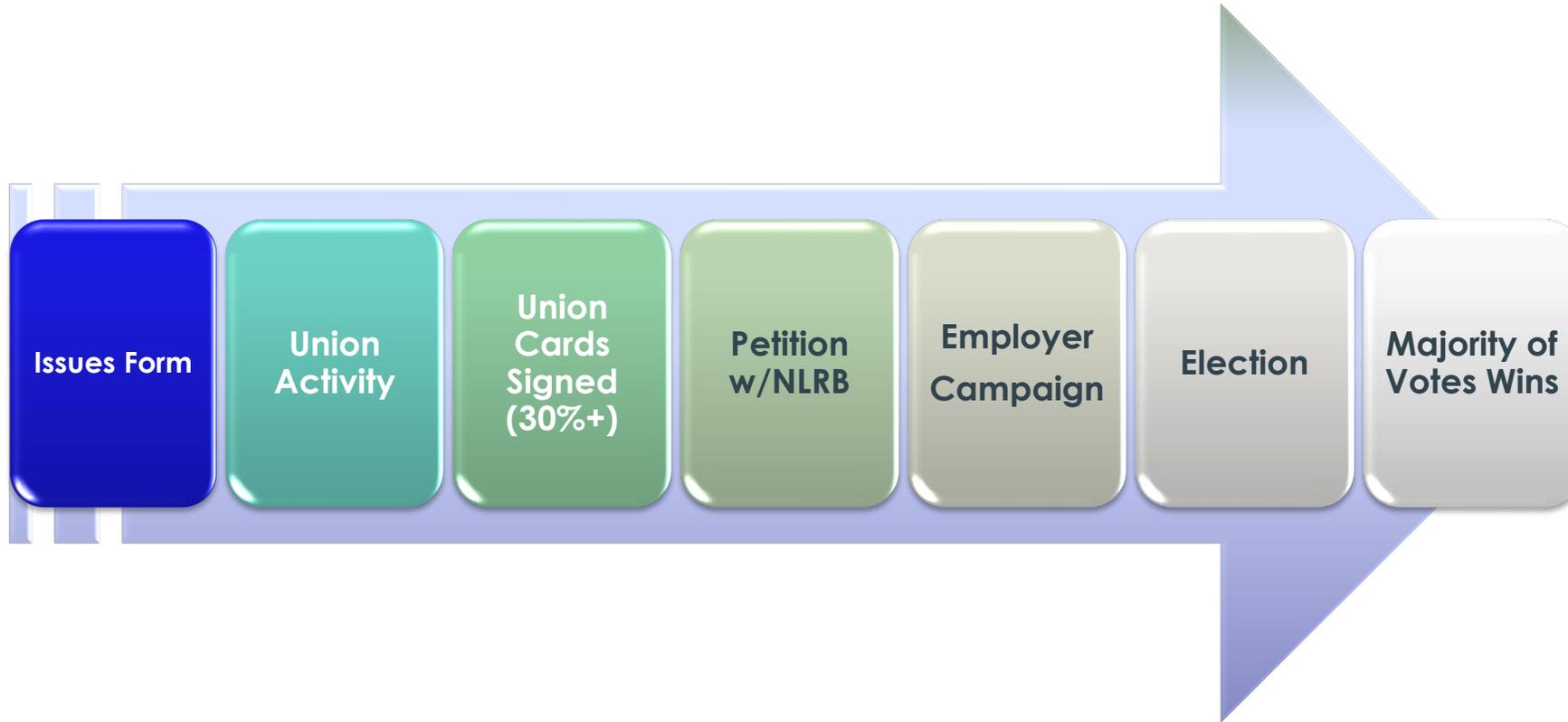


# Other factors impacting trainee expectations and the experience

- Parenting during residency / fellowship
  - Trainees experienced various traumatic experiences and a lack of support
  - Trainees changed their career plans after becoming parents
- Training in the era of COVID
  - Shift in models for care and consultative services
  - Delayed or deferred elective experiences / decline in procedural volume
  - Resource shortages
  - Mental health concerns (burnout, depression, isolation from family members)
- A crisis in racial justice superimposed on a pandemic



# The Road to a Union Election



# Resident Unions: The Mass General Brigham Experience

- The first step is to get a majority of “residents, fellows and interns” to sign the union card
- MGB undertook an extensive and active approach in trying to counteract this.

# Important Facts About the Union Card (“Application for Membership”)

Application for CIR/SEIU Membership – Mass General Brigham

 **Committee of Interns and Residents**  
SEIU Healthcare.

CIR Office: (212) 356-8100      CIR/SEIU, 145 Tremont St, Boston, MA 02111      [www.cirseiu.org](http://www.cirseiu.org)

I want to support forming a union at Mass General Brigham. As interns, residents, and fellows, we are vital to the delivery of care at MGB. We deserve better pay to meet the cost of living, better benefits, and a voice in the decisions that affect us. We believe in a safe environment free from discrimination and harassment, where we can gain the skills necessary to provide care for years to come. I stand in solidarity with thousands of residents across the country in building our union. WE ARE THE UNION, and by uniting, WE CAN WIN! I hereby authorize the Committee of Interns and Residents-SEIU as my exclusive collective bargaining agent.

---

**Member Information**

First Name:	Last Name:	Please Choose One: Select...
Home Address:	Apt #:	City/Town:
State:	Zip Code:	
Employer:	Department:	Specialty:
PGY:	Medical School:	
*Cell Phone Number:	Personal Email Address:	

\*By providing my phone number, I understand that CIR, SEIU, and their affiliates may contact me using automated calling technologies and/or text message me on my cellular phone on a periodic basis. CIR and SEIU will never charge for text message alerts. Carrier messages and data rates may apply to such alerts. Reply STOP to stop receiving messages. Reply HELP for more information.

---

**Union Authorization**

Yes, I want to join with my fellow employees and become a member of the Committee of Interns and Residents (“CIR”). I request and voluntarily accept membership in CIR. This means I will receive the benefits and abide by the obligations of membership set forth in the Constitutions and Bylaws of both CIR and the Service Employees International Union (“SEIU”). I authorize CIR to act as my representative in collective bargaining over wages, benefits, and other terms and conditions of employment with my employer, and as my exclusive representative where authorized by law. My membership will be continuous unless I resign by providing notice to CIR by U.S. mail or email. I know that membership in CIR is voluntary and is not a condition of employment, and that I can decline to join without reprisal.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please note you are signing this Agreement electronically. You agree your electronic signature is the legal equivalent of your manual signature.

---

**Dues Deduction Authorization**

I recognize the need for a strong union and hereby request and voluntarily authorize my employer, when and only when I am on its payroll, to deduct from my earnings and to pay over to CIR an amount equal to the regular weekly, bi-weekly, or monthly dues (1.6% of base pay) uniformly applicable to members of CIR, SEIU. Dues will only be deducted once a union contract is ratified. This authorization shall remain in effect unless I revoke it by sending written notice via email or U.S. mail to CIR during (1) the month of July of any year of my employment or (2) within fifteen days before or after the termination of the applicable collective bargaining agreement between my employer and CIR. This authorization shall be automatically renewed from year to year unless I revoke it in writing during a window period, even if I have resigned my membership in CIR. If a court or governmental agency should find any provision of this card to be unenforceable, this shall not impair the validity or enforceability of the remaining language.

This authorization is voluntary and is not a condition of my employment, and I can decline to agree to it without reprisal.

Dues, contributions, or gifts paid to CIR are not tax deductible as charitable contributions.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please note you are signing this Agreement electronically. You agree your electronic signature is the legal equivalent of your manual signature.

I know that membership in CIR is voluntary and is not a condition of employment, and that I can decline to join without reprisal.

This authorization is voluntary and is not a condition of my employment, and I can decline to agree to it without reprisal.

We have heard that many have been asked to sign the Union Card (“Application for Membership”). Some have said they are being pressured to sign. Before you sign anything, make sure you know what it means.

**Your signature is valuable. Don't give it away.**

**This is incomplete information:** If the union gets in, they will be your exclusive representative with the hospital. That is not voluntary. You cannot opt out from representation.

**This is incomplete information:** The standard CIR contract (e.g., at BMC) states that paying union dues or a slightly lower agency fee is a condition of employment. It is your choice to decide *how* you pay, and whether to have union dues deducted from your paycheck, but you are required to pay.

Sources noted on back (next page)

# How has Mass General Brigham Responded to Trainee Challenges?

Domain	Mitigation Strategies	Year
Cost of Living	Stipend for Economic Disadvantage	2019
	Harvard Loan Guarantee Program	2020 Updated 2023
	6.5% Salary Increase	2021-2022
	\$3500 Stipend for AY 2022-23 10% Salary Increase + \$10K stipend for AY 2023-24	2022-2023
Childcare	Fourth Trimester Initiative	2022-2023
Education-Service Balance	Creation of EOCC	2022-2023



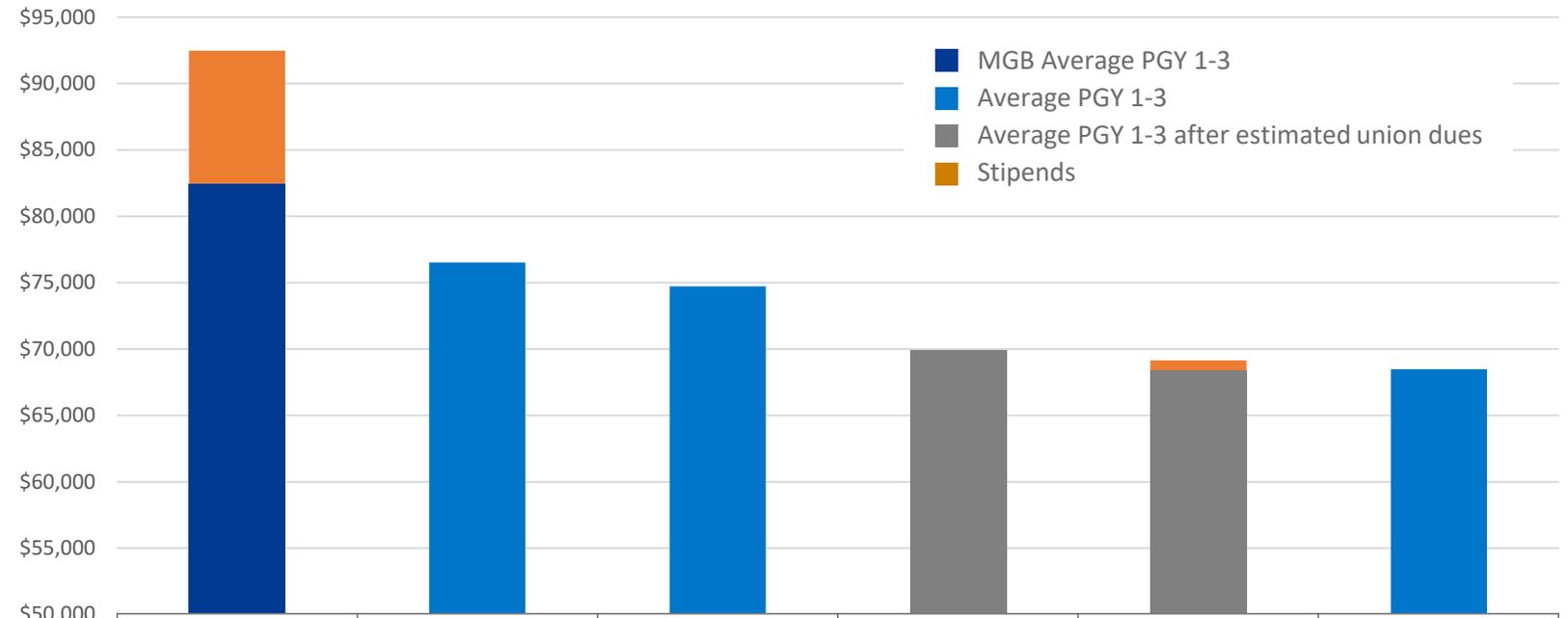
# Average salary PGY1-3 plus known stipends\* (MA)

The chart below shows average wages over the first three post-graduate years with known stipends included

Note: MGB and UMass CIR rates reflect AY23 wages. Other organizations have not updated info for AY23

• With known stipends for GME programs in Massachusetts

• Both BMC and UMass Residents also pay union dues



	MGB (AY23)	Boston Childrens (AY22)	BI Lahey (AY22)	UMass CIR (AY23)	BMC CIR (AY22)	Tufts (AY22)
Average PGY 1-3	\$82,463	\$76,522	\$74,718	\$71,074	\$69,519	\$68,470
Estimated union dues	\$0	\$0	\$0	(\$1,137)	(\$1,112)	\$0
Average PGY 1-3 after estimated union dues	\$82,463	\$76,522	\$74,718	\$69,937	\$68,407	\$68,470
Stipends*	\$10,000	\$0	\$0	\$0	\$750	\$0
<b>Total average wages</b>	<b>\$92,463</b>	<b>\$76,522</b>	<b>\$74,718</b>	<b>\$69,937</b>	<b>\$69,157</b>	<b>\$68,470</b>

\*Based on publicly available information as of 3/5/23

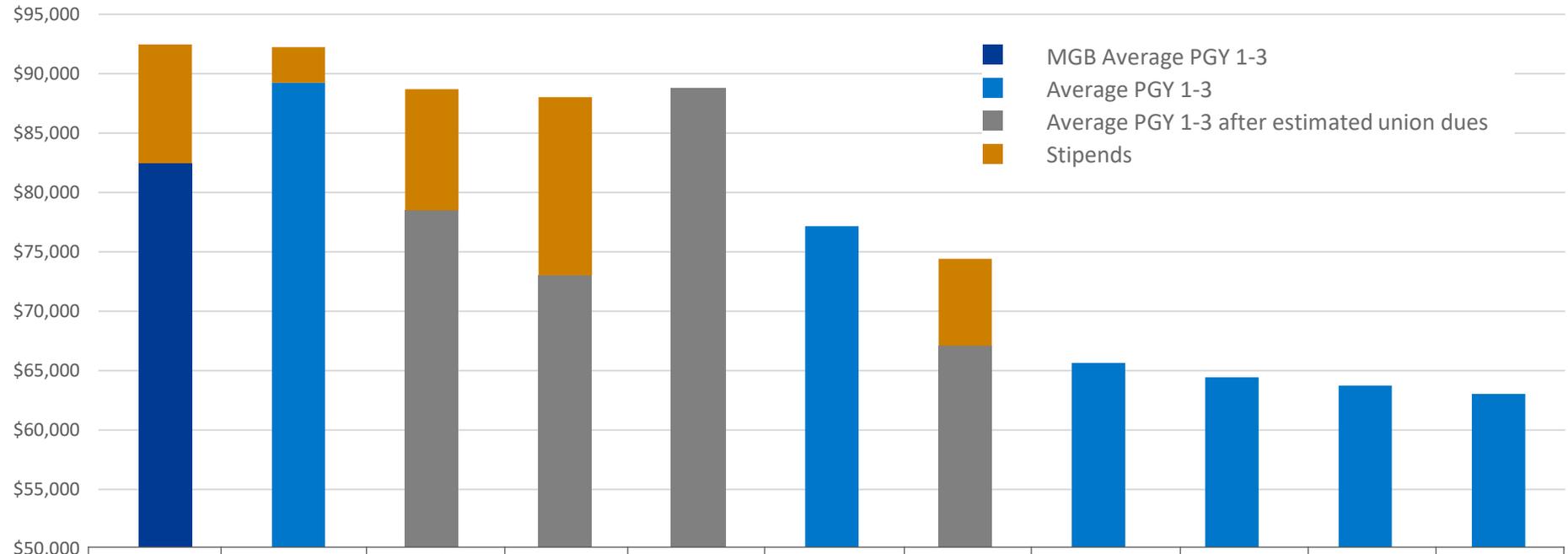


# Average salary PGY1-3 plus known stipends\* (Nationwide)

The chart below shows average wages over the first three post-graduate years with known stipends included

Note: MGB, NY-Presbyterian, UCLA CIR, UCSF CIR, and UMass CIR rates reflect AY23 wages. Other organizations have not updated info for AY23

- With known stipends for GME programs nationally
- UCLA CIR, UCSF CIR, and Michigan Residents also pay union dues



	MGB (AY23)	NYP (AY23)	Stanford (AY22)	UCLA CIR (AY23)	UCSF CIR (AY23)	Yale (AY22)	Michigan (AY22)	Mayo (AY22)	UPenn (AY22)	Duke (AY22)	Hopkins (AY22)
Average PGY 1-3	\$82,463	\$89,233	\$78,485	\$74,207	\$90,357	\$77,157	\$67,359	\$65,666	\$64,452	\$63,736	\$63,053
Estimated union dues	\$0	\$0	\$0	(\$1,187)	(\$1,446)	\$0	(\$250)	\$0	\$0	\$0	\$0
Average PGY 1-3 after estimated union dues	\$82,463	\$89,233	\$78,485	\$73,019	\$88,911	\$77,157	\$67,109	\$65,666	\$64,452	\$63,736	\$63,053
Stipends*	\$10,000	\$3,000	\$10,200	\$15,000	Incl. in Base	\$0	\$7,300	\$0	\$0	\$0	\$0
<b>Total average wages</b>	<b>\$92,463</b>	<b>\$92,233</b>	<b>\$88,685</b>	<b>\$88,019</b>	<b>\$88,911</b>	<b>\$77,157</b>	<b>\$74,409</b>	<b>\$65,666</b>	<b>\$64,452</b>	<b>\$63,736</b>	<b>\$63,053</b>

\*Based on publicly available information (and includes stipends) as of 3/5/23.



# Resident Unions: The Mass General Brigham Experience

- MGB involved PDs, APDs, chairs, faculty, residency coordinators to meet with residents/fellows over several sessions to “counteract” union talking points with MGB talking points
- This was coordinated from the very top with guidance from consulting group (distribution of multiple “Talking points”, “commitment letters”)

# Residency Advocacy: Local

## Medical residents at Mass General Brigham could soon unionize. Here's why.

The health system is pushing back, with program directors holding individual meetings with residents to discourage the effort.

### FIRST OPINION

## I'm a medical resident. Here's why I think my hospital should unionize

By Minali Nigam

April 21, 2023



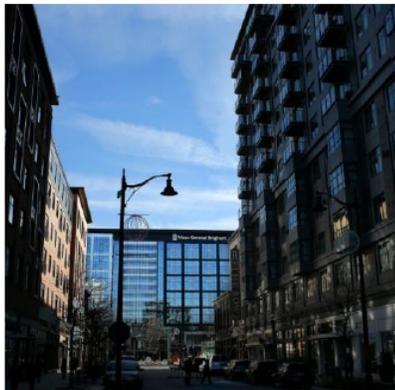
ARAYA DOHENY/GETTY IMAGES

### FIRST OPINION

## I'm a medical resident. I want to pause the drive to unionize hospital trainees

By David N. Bernstein

April 21, 2023



The corporate offices of Massachusetts General Brigham hospitals in Assembly Square in Somerville, Mass.

LANE TURNER/GLOBE STAFF



The Mass General Brigham offices in Somerville. LANE TURNER/GLOBE STAFF

## Mass General Brigham Fosters 'Busting Activities'

2m

# What Would Unionization Mean for All of Us?

- Leadership will be unable to deal directly with our residents and fellows on key issues in the department
  - The law prohibits “direct dealing” with unionized employees; we must deal with the union
- An environment governed by a labor contract is a more rules-bound environment with less flexibility within programs to address individual trainee needs and circumstances
- Ironically, the presence of a union will shift the oversight of education more centrally, as MGB will negotiate a contract that must apply to a large collective group of 2,500
- We know how we got here, and we recognize the frustrations that you have expressed
- We have made much progress here, and we are confident we will better meet the needs of our trainees beyond salary, benefits, and working conditions



# Information about signing the “union” card



## UNION CARDS AND YOUR PERSONAL INFORMATION

As we receive more questions about what it means to sign a union card, some Trainees were surprised to learn that if the union gets enough Trainees to sign cards to support an election, Mass General Brigham will be required to turn over your personal contact information to the union and the National Labor Relations Board (NLRB).

### We would be required to turn over:



Your cell phone number



Your personal email address



Your home address

**This is a legally required release. Here is how the NLRB describes this requirement:**

The Employer must provide the regional director and parties an alphabetized list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available home and personal cell telephone numbers) of all eligible voters, accompanied by a certificate of service on all parties.

-[SOURCE: Standard NLRB letter to employer with election details (after union submits signed cards)]

Additional information about this requirement and other important facts about union cards can be found on our website: [www.mgbtrainees.org](http://www.mgbtrainees.org).



LEARN MORE AT  
[MGBTRINEES.ORG](http://MGBTRINEES.ORG)

MARCH 28, 2023

# Resident Unions: The Mass General Brigham Experience

- Within a few months, the union drive to get at least 30% of residents to sign the “union” card succeeded
- The options now are: 1- recognize the union, or 2- ask the NLRB (National Labor Relation Board, a US Government agency) to set up an election

# The NLRB Election

- The election will be conducted by neutral government officials from the NLRB.
- The election is a secret ballot election. No one will know how you vote unless you choose to tell them. No one has the right to make you tell them how you voted.
- It doesn't matter if you signed a union card or petition, or if you didn't sign anything. Either way, you have the right to vote in the election, and you have the right to vote however you choose.
- The election will be decided by a majority of those who actually vote, not by a majority of all eligible voters. If only 500 vote, a majority of the 500 voters (251) would decide for the entire group of 2,500.
- We encourage everyone to get all the information they can, and to participate in the election by voting so that all voices are heard.



# Our Commitment, Your Future

## To our Mass General Brigham residents and clinical fellows, our colleagues:

We are approaching the dates when you will vote on the critical issue of unionization. We encourage you to continue to consider the risks, benefits, and alternatives. In that spirit, we want to share what we have learned during this process and what we believe it means for the future.

- ▶ We should have done a better job listening, understanding, and responding to your concerns.
- ▶ There is a breakdown in trust and our mutual connections at different levels in the organization. The onus is on us as leaders to address these issues. We want to reinvest in a culture of togetherness and teamwork.
- ▶ We know that our Program and Fellowship Directors remain true advocates for our Trainees, and that by leaning in to work with them, we are more connected with you.
- ▶ We can make meaningful progress when we engage in true collaboration, as with the Education Operations Coordinating Committee (EOCC) and work done with Trainees, and with Program and Fellowship Directors.

We sign this document to affirm that the entire organization recognizes the significance of this moment and is fully invested in a future in which we lead together on creating the best environment for all of us. But we can only do it together. We ask you to vote and hope you will choose to vote no.

Signed by:



Anne Klibanski,  
President and CEO,  
Mass General Brigham



David F.M. Brown, MD  
President, Massachusetts General  
Hospital  
Executive Vice President, Mass  
General Brigham



Robert S.D. Higgins, MD, MSHA  
President, Brigham and Women's  
Hospital  
Executive Vice President, Mass  
General Brigham



Marcela G. del Carmen, MD, MPH  
President, Massachusetts General Physician Organization  
Executive Vice President, Mass General Brigham



Giles W. Boland, MD  
President, Brigham and Women's Physician Organization  
Executive Vice President, Mass General Brigham



CarolAnn Williams  
Interim President, Mass Eye and Ear



Scott L. Rauch, MD  
President, McLean Hospital and Psychiatrist-in-Chief for  
Mass General Brigham Behavioral and Mental Health



Ross D. Zafonte, DO  
President, Spaulding Rehabilitation



Ellen Moloney  
President and Chief Operating Officer,  
Newton-Wellesley Hospital



Roxanne C. Ruppel  
President and Chief Operating  
Officer, Salem Hospital

# Resident Unions: The Mass General Brigham Experience Election days!



## NLRB Election Dates, Locations

<u>Location</u>	<u>Date/Time</u>
Mass General Hospital 55 Fruit St., Boston <i>O'Keefe Auditorium</i>	<b>Wed., May 31 and Thurs., June 1</b> 5:30 a.m. to 8:30 a.m. 11:30 a.m. to 2:00 p.m. 4:30 p.m. to 8:30 p.m.
	<b>Tues., June 6</b> 5:30 a.m. to 8:30 a.m. 11:30 a.m. to 1:30 p.m.
	<b>Wed., May 31 and Thurs., June 1</b> 5:30 a.m. to 8:30 a.m. 11:30 a.m. to 2:00 p.m. 4:30 p.m. to 8:30 p.m.
Brigham and Women's Hospital 75 Francis St., Boston <i>Zinner Conference Center</i>	<b>Tues., June 6</b> 5:30 a.m. to 8:30 a.m. 11:30 a.m. to 1:30 p.m.
	<b>Wed., May 31 and Thurs., June 1</b> 5:30 a.m. to 8:30 a.m. 11:30 a.m. to 2:00 p.m. 4:30 p.m. to 8:30 p.m.
	<b>Tues., June 6</b> 5:30 a.m. to 8:30 a.m. 11:30 a.m. to 1:30 p.m.
Newton-Wellesley Hospital 2014 Washington St., Newton <i>Shiple Auditorium, 2nd Floor</i>	<b>Mon., June 5</b> 5:30 a.m. to 8:30 a.m. 11:30 a.m. to 1:30 p.m.
Salem Hospital 81 Highland Ave., Salem <i>Davenport 4</i>	<b>Mon., June 5</b> 4:30 p.m. to 9:00 p.m.

Spaulding Rehabilitation Hospital 300 1st Ave., Charlestown <i>CNY Room 1263</i>	<b>Tues., June 6</b> 5:30 a.m. to 8:30 a.m. 11:30 a.m. to 1:30 p.m.
Brigham and Women's Faulkner Hospital 1153 Centre St., Jamaica Plain <i>Pariser Conference Room, 6th Floor</i>	<b>Tues., June 6</b> 2:00 p.m. to 7:00 p.m.
Mass Eye and Ear 243 Charles St., Boston <i>Sloane Conference Room, 3rd Floor</i>	<b>Wed., June 7</b> 6:00 a.m. to 8:00 a.m. 5:00 p.m. to 7:00 p.m.
McLean Hospital 115 Mill St., Belmont <i>Pierce Conference</i>	<b>Wed., June 7</b> 11:30 a.m. to 4:30 p.m.
<b>Ballots will be comingled and counted June 8, 2023 at 10:00 a.m. at the NLRB Region 1 office located at 10 Causeway Street, Suite 1002, Boston, MA 02222</b>	

# The result after all this? 1215 for union, 412 against

We are writing to share with you that earlier today the NLRB tallied the ballots. The final tally is 1,215 votes in favor of representation and 412 votes opposed. There were 119 unresolved challenged ballots, however the number of those challenged ballots was not sufficient to affect the outcome, so they were not opened. Assuming the NLRB certifies this election result in approximately seven days, Mass General Brigham medical trainees will be represented by the CIR/SEIU union.

# Proposal Summary

Proposal Group	Proposal Detail
Labor Relations	<ul style="list-style-type: none"> <li>• Introductory Language (TA)</li> <li>• Severability (TA)</li> <li>• <b>Recognition</b></li> <li>• Malpractice and Liability Insurance (TA)</li> <li>• Dues Deduction</li> <li>• Access</li> <li>• Labor Management Meetings (TA)</li> <li>• Employee List and Orientation</li> <li>• <b>Grievance Procedure</b></li> <li>• Program Closure</li> <li>• Management Rights</li> <li>• <b>No Strike or Lockout</b></li> <li>• Non-Discrimination in Employment (TA)</li> <li>• Arbitration</li> </ul>
Work Environment	<ul style="list-style-type: none"> <li>• Lactation Accommodation</li> <li>• Health and Safety</li> <li>• <b>Call Rooms and Lounges</b></li> </ul>

Proposal Group	Proposal Detail
Economics and Benefits	<ul style="list-style-type: none"> <li>• Holidays</li> <li>• License Reimbursement and Required Training</li> <li>• Wellbeing</li> <li>• Childcare</li> <li>• Parking and Transportation</li> <li>• Annual Stipends and Conferences Travel</li> <li>• Leaves</li> <li>• Meals</li> <li>• Jeopardy</li> <li>• Relocation</li> <li>• Moonlighting</li> <li>• Uniforms</li> <li>• Salary</li> <li>• Benefits</li> <li>• Fatigue Mitigation</li> <li>• Research Years</li> <li>• Release Time</li> <li>• Duty Hours</li> </ul>



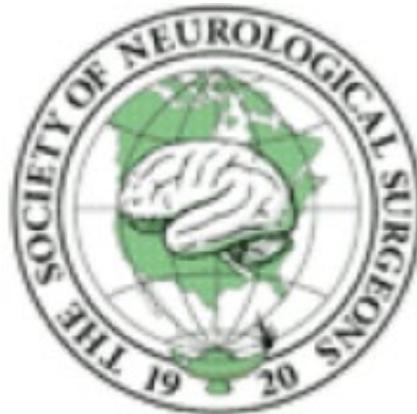
# Select Proposal Highlights

- Increases to MGB GME salary scale: 9% AY23 (retro); 8% AY24; 8% AY25
- Increase individual stipend to \$12,500
- Additional \$5,250 for education expenses
- Supplemental pay for any 'jeopardy'/sick-call coverage
- Zero premium health, vision, dental (individual and family)
- \$30,000 fertility treatment benefit
- 24-hr access to app-based ride home when fatigued
- Vacation 4 weeks; Sick leave 4 weeks; 10 holidays
- Meal allowance \$3,000/yr
- Transportation: \$4,000K relocation (once); \$150/month for parking
- MGB on-site backup childcare up to 50 days/yr (24hr)
- Fully protected education time (e.g. conferences, M&M, morning report) for all trainees
- Housestaff not 'incumbered' by duties they are not responsible for (admin assist duties, transport, phlebotomy, 'nursing', etc)



# SNS Resident Unions:

*A Tale of Two Surveys*



**Title:** Faculty and resident perspectives on collective bargaining efforts by resident physicians in the United States

**Authors:** Mark Zaki, MD, MBA<sup>1\*</sup>, Prateek Agarwal, MD, MBA<sup>2\*</sup>, Rohit Kumar, BS<sup>2</sup>, Owoicho Adogwa, MD, MPH<sup>3</sup>, Omar Zalatimo, MD, MPH<sup>4</sup>, Clemens Schirmer, MD, PhD<sup>5</sup>, Gregory Zipfel, MD<sup>6</sup>, Nathan Selden, MD, PhD<sup>7</sup>, John Ratliff, MD<sup>8</sup>, Russel Lonser, MD<sup>9</sup>, Katie Orrico, Esq<sup>10</sup>, E. Antonio Chiocca, MD, PhD<sup>11</sup>

**Affiliations**

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<sup>2</sup> Department of Neurosurgery, University of Pittsburgh Medical Center

<sup>3</sup> Department of Neurosurgery, University of Cincinnati

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<sup>5</sup> Department of Neurosurgery, Geisinger Health System

<sup>6</sup> Department of Neurosurgery, Washington University in St. Louis

<sup>7</sup> Department of Neurosurgery, Oregon Health and Science University

<sup>8</sup> Department of Neurosurgery, Stanford University

<sup>9</sup> Department of Neurosurgery, Ohio State University

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\* Contributed equally to this work

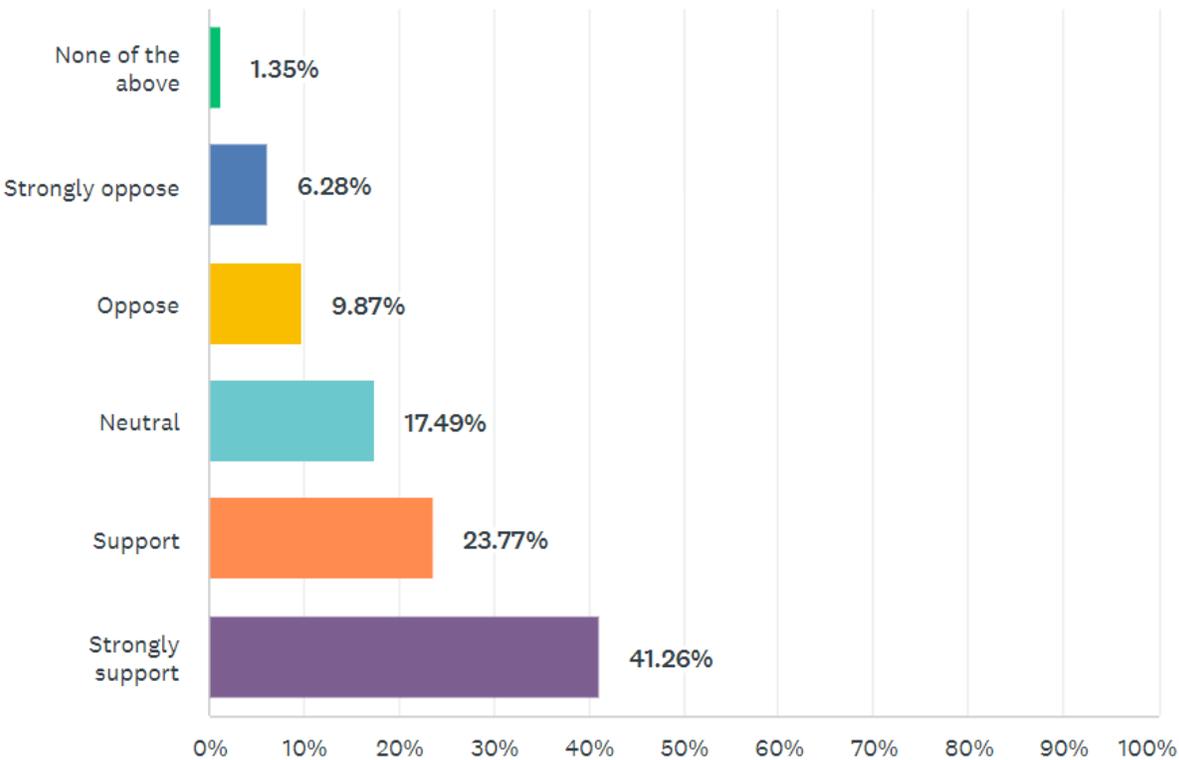
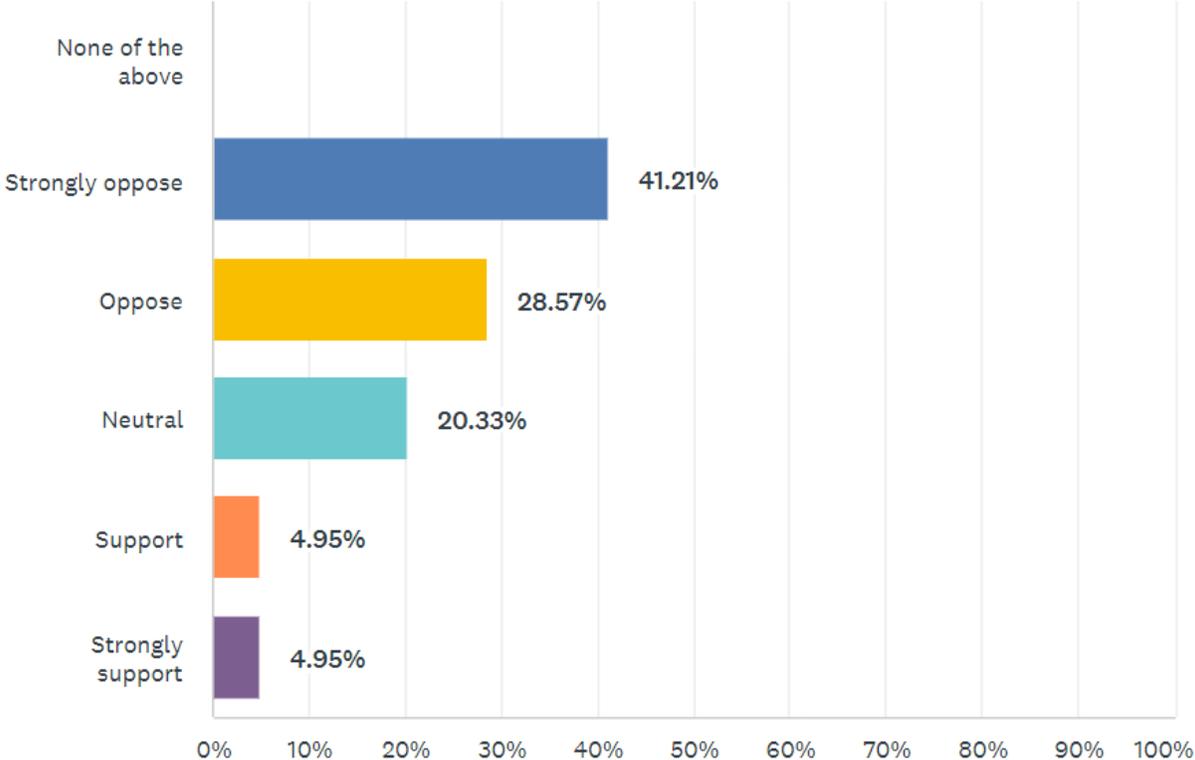
# Overview

- **2 surveys:**
  1. Neurosurgery Department Chairs/Program Directors
  2. Neurosurgery Residents and Fellows
- **Survey conducted in two phases:**
  1. Chairs/PDs: August-October 2023
  2. Residents/Fellows: January-February 2024
- **Completed surveys:**
  1. Chairs/PDs: 182 out of 551 surveyed (33% response rate)
  2. Residents/Fellows: 223 out of 1,728 surveyed (7% response rate)

# Q1: What is your opinion on resident unions?

**70% Chairs/PDs  
*Oppose* Resident Unions**

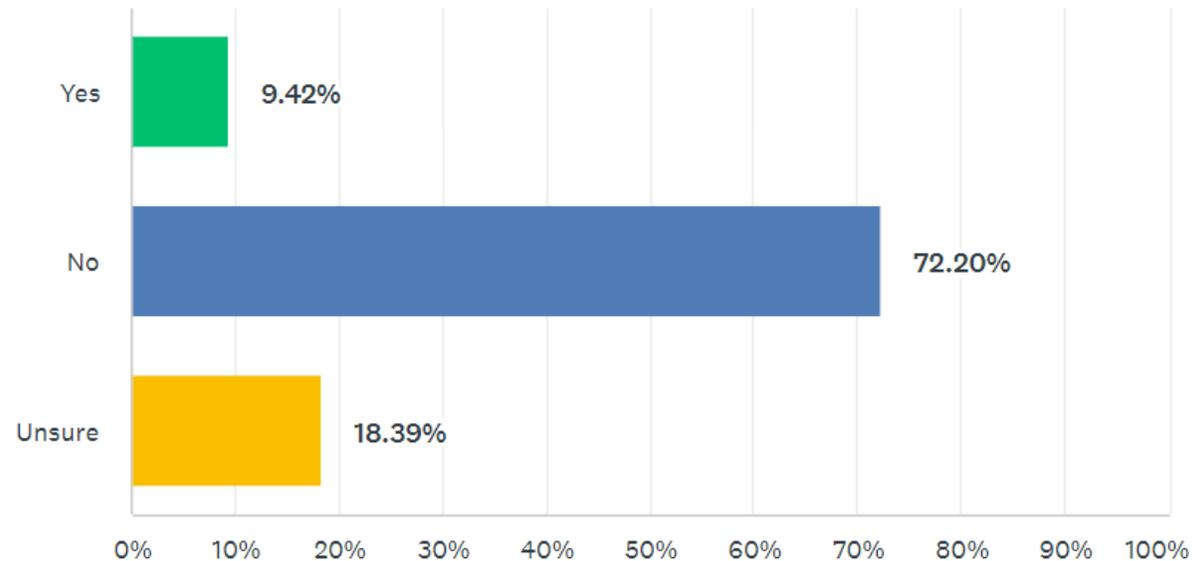
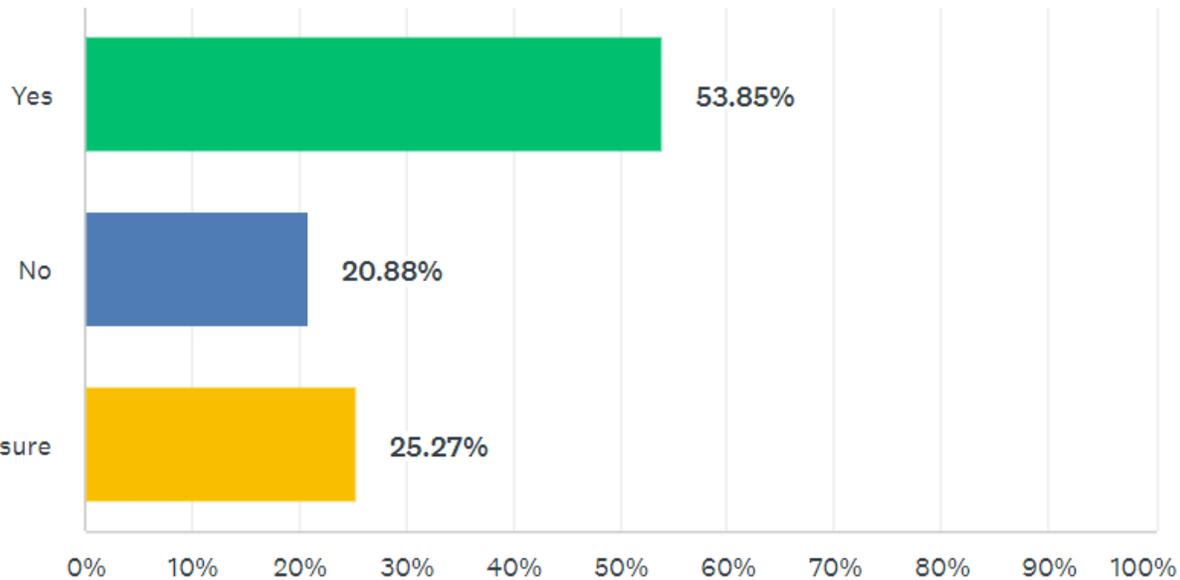
**65% Residents/Fellows  
*Support* Resident Unions**



# Q2: In your view, do resident unions have a negative impact on patient care?

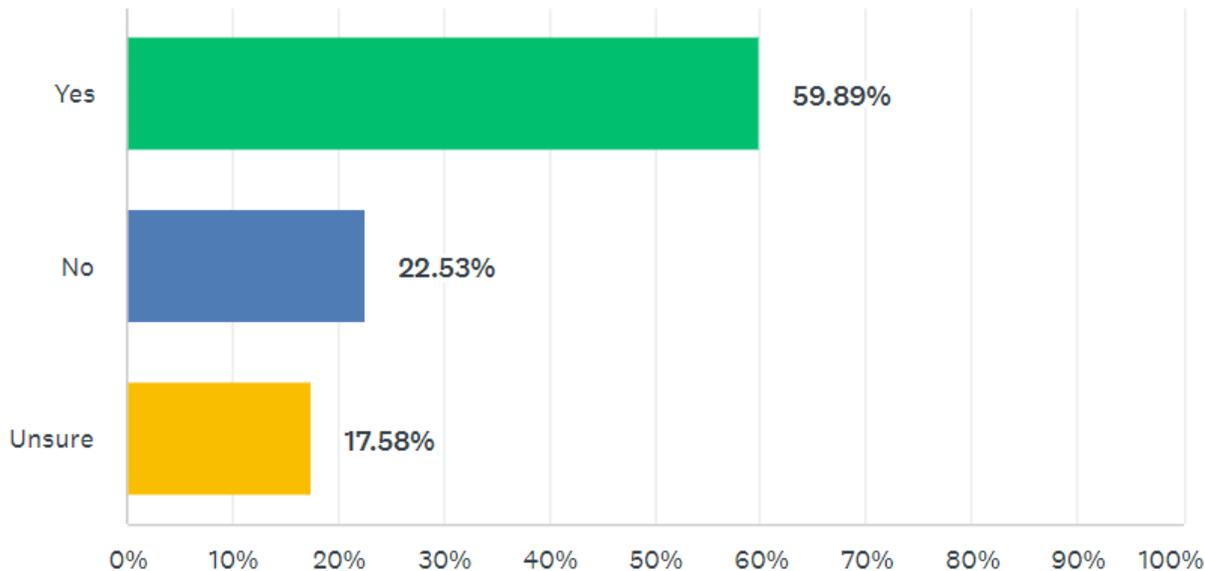
**54% Chairs/PDs**  
**Unions = negative impact on patient care**

**72% Residents/Fellows**  
**Unions ≠ negative impact on patient care**

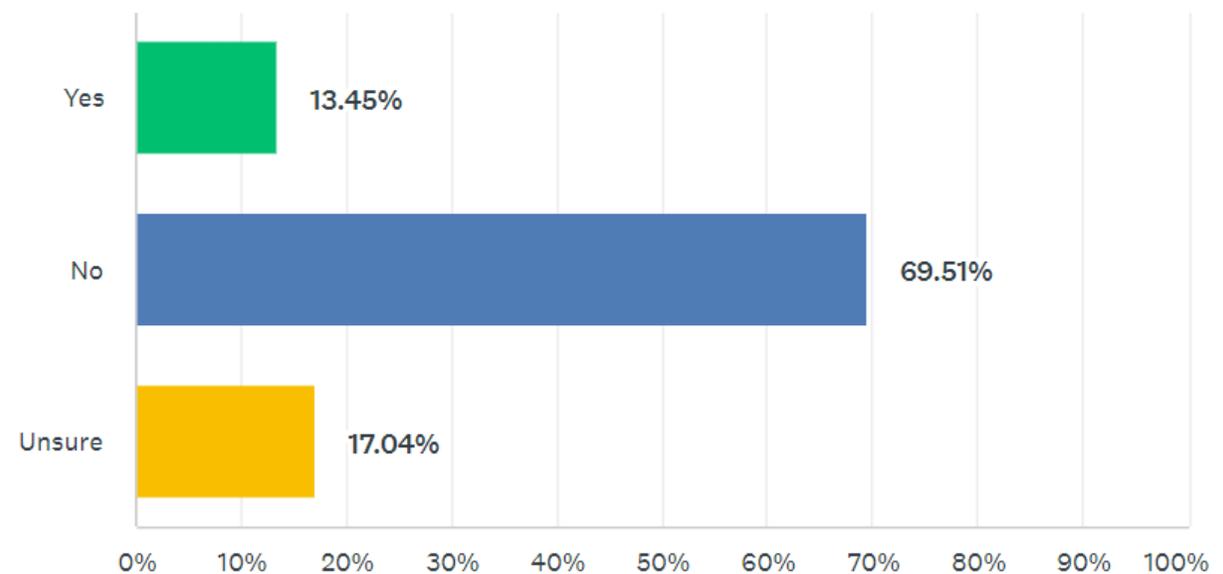


# Q3: Do you believe that resident unions prioritize the interests of residents over the needs of patients?

**60% Chairs/PDs**  
**Unions prioritize residents over patient needs**



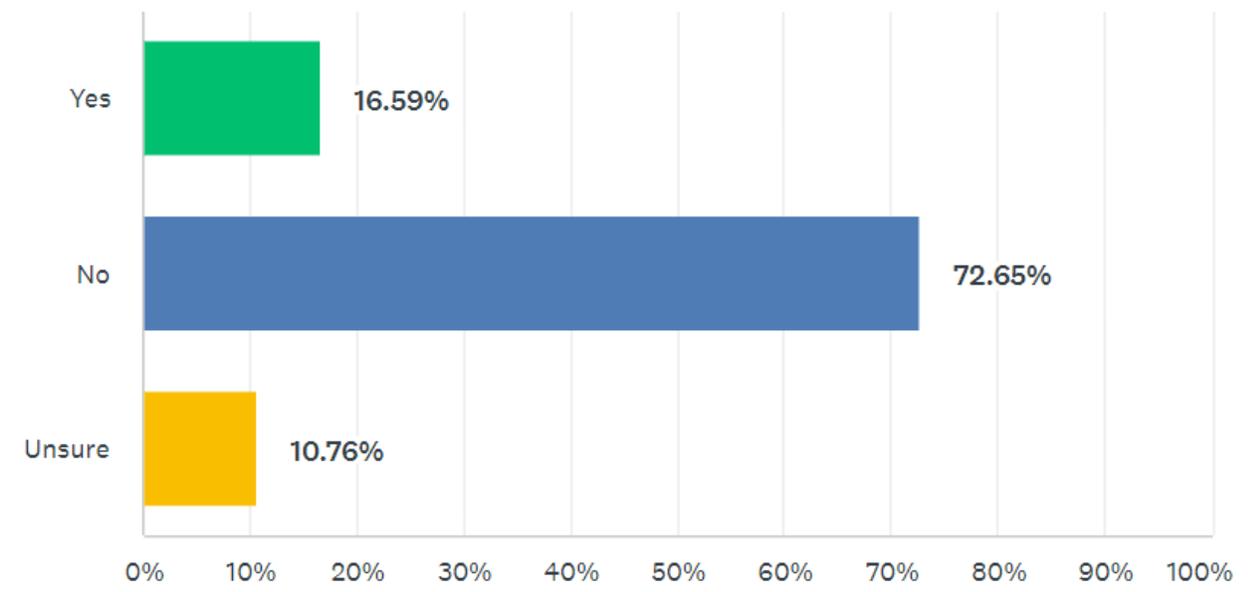
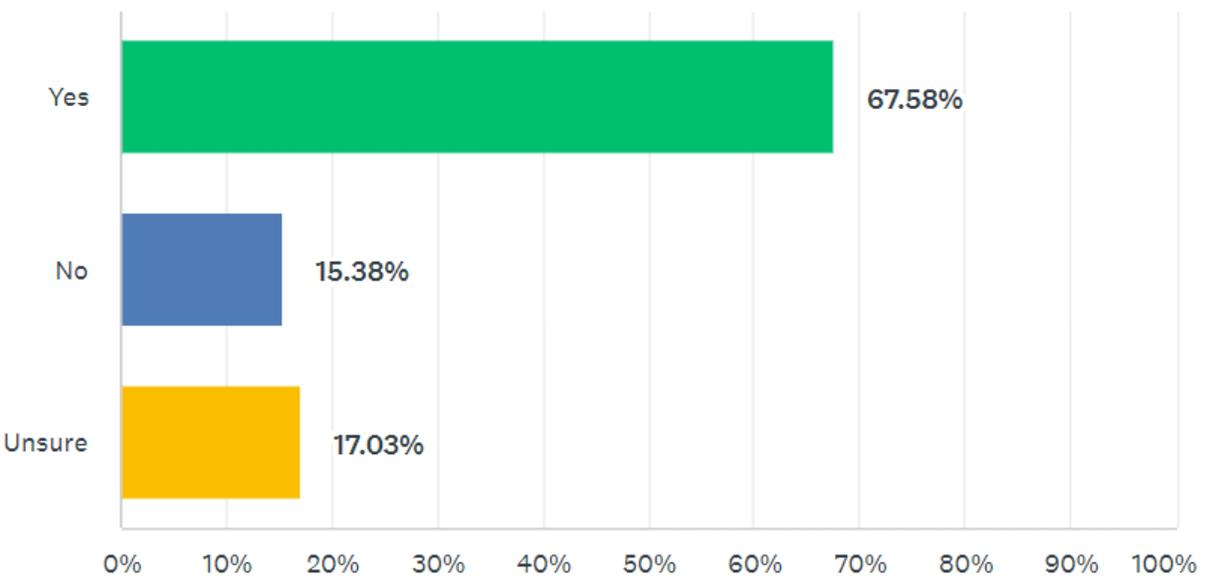
**70% Residents/Fellows**  
**Unions do *not* prioritize residents over patient needs**



# Q4: Do you believe resident unions interfere with the learning environment?

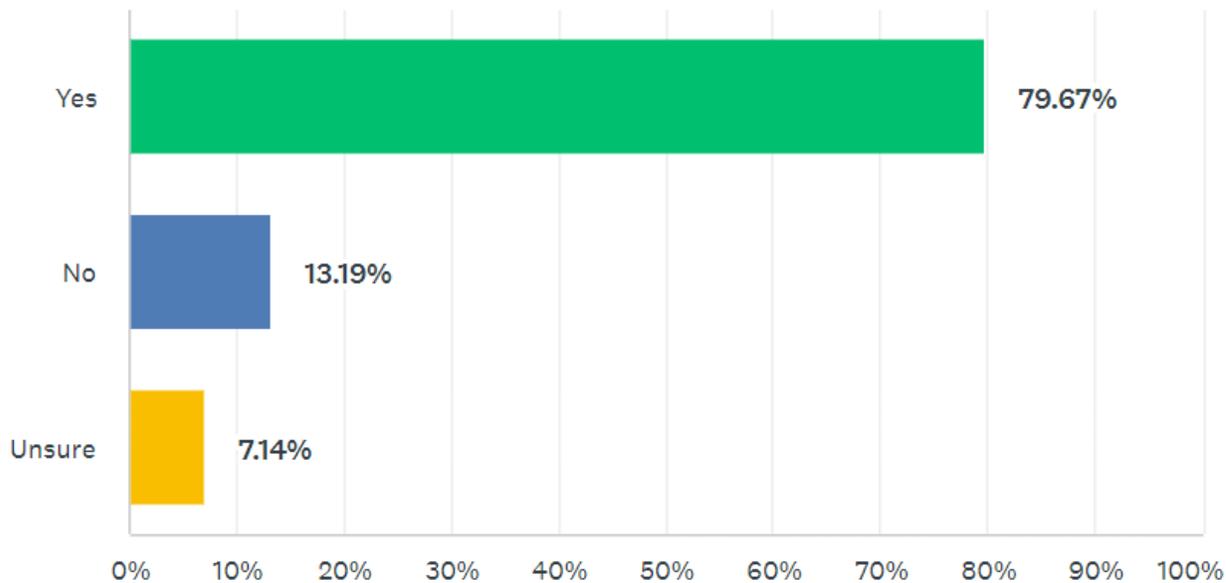
**68% Chairs/PDs  
Unions interfere w/learning  
environment**

**73% Residents/Fellows  
Unions do *not* interfere w/the  
learning environment**

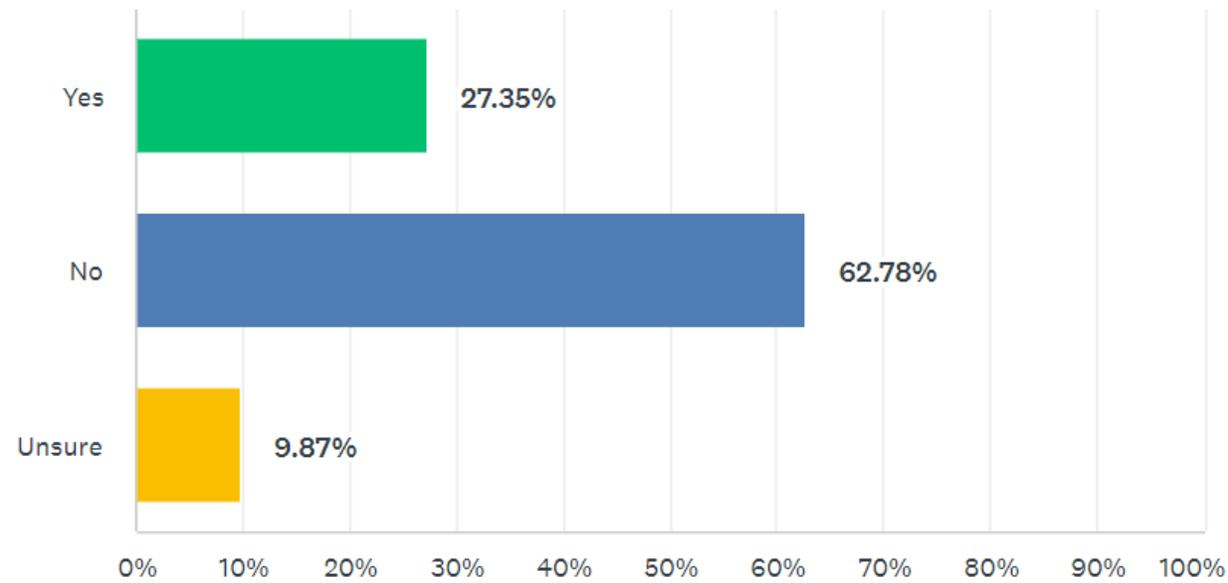


# Q5: Are you concerned that resident unions may disrupt the structure of medical training?

**80% Chairs/PDs**  
**Unions may disrupt training structure**

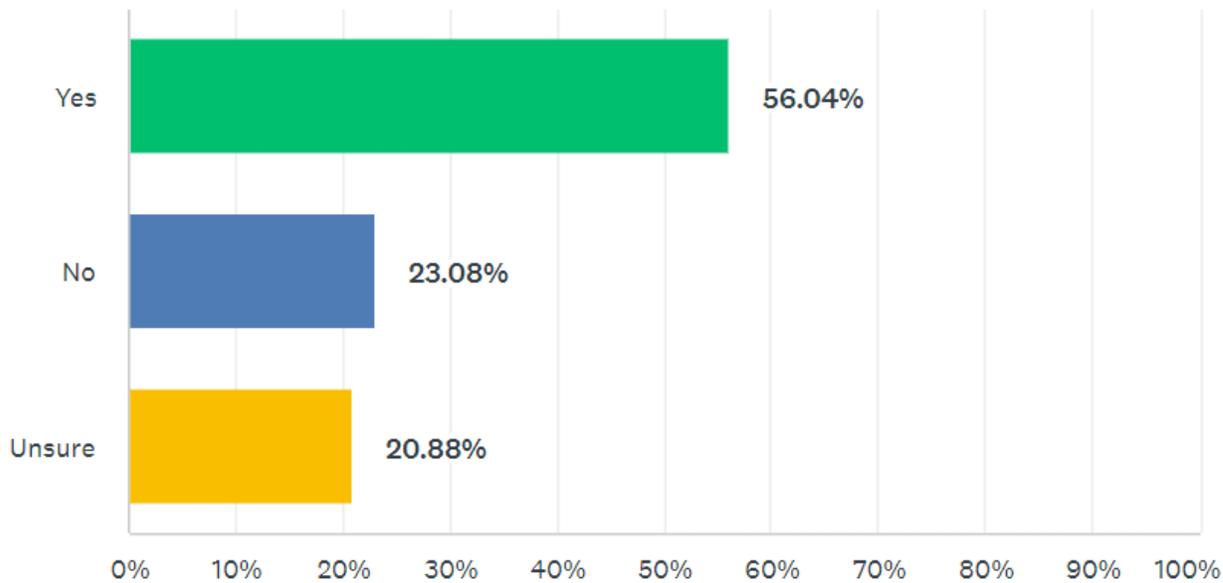


**63% Residents/Fellows**  
**Unions will *not* disrupt training structure**

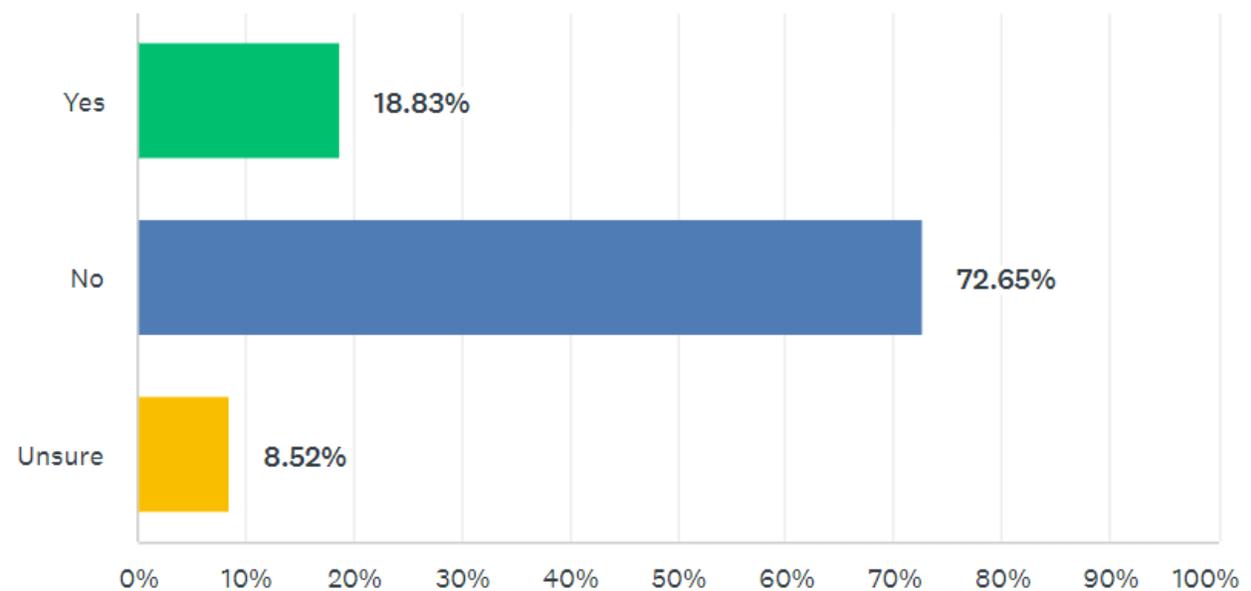


# Q6: Are you concerned that resident unions may compromise the authority of faculty physicians?

**56% Chairs/PDs**  
**Unions may compromise  
authority of faculty**



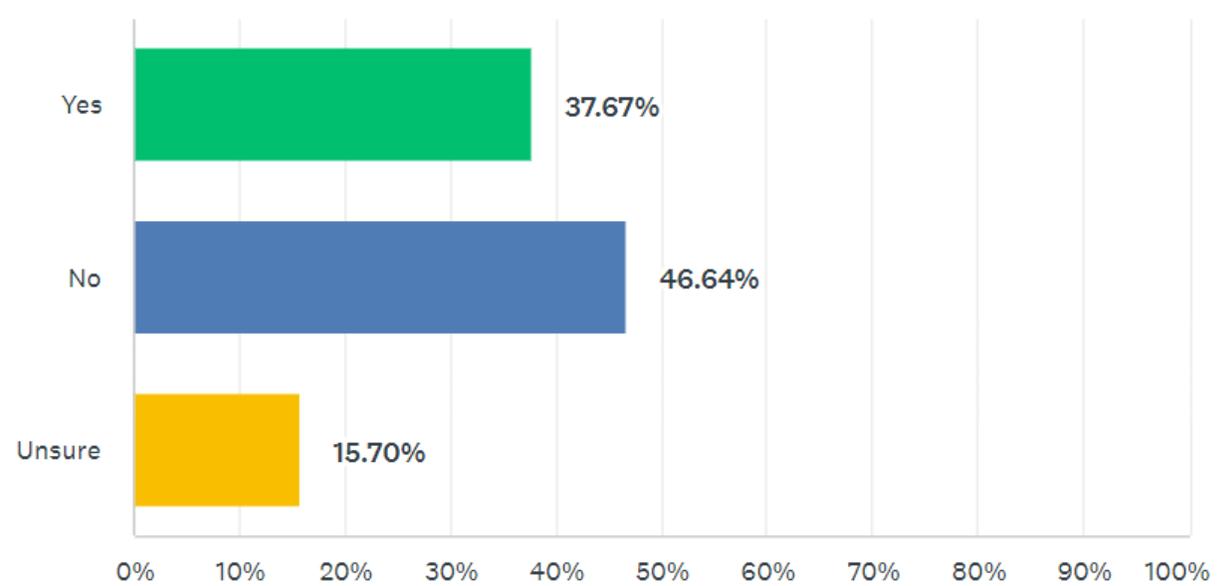
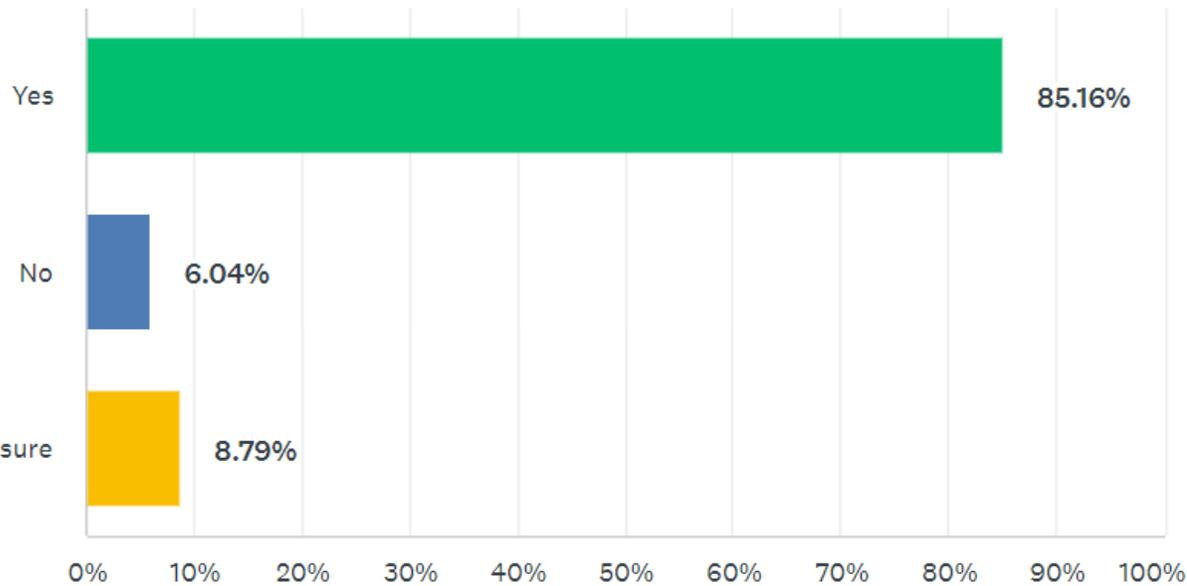
**73% Residents/Fellows**  
**Unions will *not* compromise  
authority of faculty**



# Q7: Are there alternative channels for residents to voice their concerns & advocate for improvements w/out unions?

**85% Chairs/PDs**  
**Other channels exists for residents to voice concerns**

**47% Residents/Fellows**  
**Other channels do *not* exist for residents to voice concerns**



# What have we learned?

- Resident unions are here to stay for a lot of programs
- In spite of our opinions as Chairs/ PD that neurosurgery residents may be like us (anti-union) that may not be true
- Even if neurosurgery residents were in aggregate anti-union, it does not matter. Unionization efforts are driven by the disciplines with large number of residents (family medicine, IM, etc)
- We need to learn how to work with the union representatives

ARANS at SNS Annual Meeting, Weill Cornell, NYC , May 17, 2024

**Thank you!**

