



# Montefiore FAQ

## Who is CIR?

- ✦ At Montefiore, **WE** are CIR—it is our organization and we will make decisions about how our union is run and what to prioritize in our contract negotiations.
- ✦ **CIR is the largest national housestaff union**, representing approximately 24,000 interns, residents, and fellows across the country.
- ✦ CIR members fight for **improved working conditions and better patient care** in our hospitals, and advocate on issues of importance to residents on a local, statewide and national scale.

## How much are dues?

- ✦ **1.6% – this was decided by a vote of CIR resident and fellow members.** Dues cover contract negotiation expenses, union representatives, office + support services, & legal services, to name a few.
- ✦ **Dues are important** because they give our union the resources we need to stay strong + *win* and *maintain* workplace improvements.
- ✦ **No one pays dues until the union membership has voted to ratify a contract.** CIR members have never ratified a contract with benefits that do not outweigh the cost of dues.

## I'm worried the new contract won't be tailored to our department-specific needs. Will the new contract be one-size-fits-all?

- ✦ Our current contract isn't tailored to specific departments, but because **unions are democratic organizations**, what we bargain for in our union contract will be up to us!
- ✦ **This is not a "one-size-fits-all" agreement, but rather a "no department left behind" agreement.**
- ✦ **Examples!** 1.) Surgical residents at Kings County Hospital Center in Brooklyn bargained for an increase in their OR time; 2.) the Ortho residents at Valley Consortium for Medical Education negotiated a \$1200 reimbursement for loupes, the list goes on!

## Will I be forced to go on strike?

- ✦ **You'll never be forced to go on strike.** Any action taken, whether it be a joint statement or strike, is done with the consent of members.
- ✦ We have other actions in our toolkit that work effectively: button ups, petitions, unity breaks, political pressure etc

## Why are housestaff unionizing?

- ✦ **We are unionizing to have a stronger voice** and federally protected right to bargain about issues that matter to us, our colleagues, and our patients. The individual issues are up to us!
- ✦ **What do you feel strongly enough about that you would fight for it?** Better benefits? Improved parental leave? Speaking up about the exploitation of housestaff labor? Patient care?

## What are the benefits of a union? What have other CIR chapters won?

- ✦ **As a union, we'll have the right to bargain over our pay, benefits, leave time, and workplace policies**, which will all be protected by a legally enforceable contract.
- ✦ **The hospital will not be allowed to make changes** to our working conditions unless they first negotiate with our union.
- ✦ **Examples!** CIR members at Institute for Family Health, NYC won a 70 hour work week and NYC Health+Hospital members won a \$3,500/year childcare reimbursement. Scroll through other wins on the CIR website: [www.cirseiu.org/organize](http://www.cirseiu.org/organize)

## I'm afraid of retaliation. Can they take away our benefits and perks?

- ✦ **It is illegal for an employer to retaliate against their employees for unionizing**, and that includes taking away benefits for forming a union.
- ✦ Without a union Monte can change or take away our pay, benefits, hours, and working conditions for any reason or no reason at all. **But with a union, we'll have the power to make positive changes in our jobs** + protect and advance our interests.
- ✦ It's our chance to negotiate w/ Monte to preserve the perks we like + make improvements from there!

## I'm an international graduate and don't want to jeopardize my position. What are my rights?

- ✦ **CIR/SEIU has numerous foreign medical graduates as members**, including many who are here pursuant to an H-1B or J-1 visa.
- ✦ It is illegal for any employer to retaliate against visa holders for participating in any union activity, and Montefiore is aware of this.
- ✦ Supporting a union is legal and will not jeopardize your visa.

**More Info: [https://linktr.ee/cir\\_monte](https://linktr.ee/cir_monte)**