



# Montefiore FAQ

## I'm afraid of creating an adversarial relationship with my program leadership. Will voting "yes" impact my career??

- ❖ It is illegal to retaliate against anyone for participating in a union. In fact, it is easier to retaliate against an individual pushing for change rather than a resident union standing together advocating for what residents need.
- ❖ **A union should not get in the way of preexisting relationships with specific faculty.** Instead, 1.) it protects our interests and rights in case the attitudes or personnel of leadership changes and 2.) allows us to seek changes that program leadership are unable to achieve on our own

## Since each program is different, how does a union deal with that in negotiations?

- ❖ By listening to our members! Before we begin bargaining, we'll form a bargaining team made up of housestaff from every department so all needs and concerns are heard and advocated for across the board.
- ❖ **It's important to remember that what we negotiate in our contract is not a 'ceiling', but a floor.** There is nothing inherent to a union contract that would limit additional department-specific resources and stipends from being granted. Holding back those additional benefits would be purely at the discretion of the department and the GME.

## Why did we initially pursue voluntary recognition instead of an NLRB election??

- ❖ A supermajority of residents and fellows have already signed authorization cards in support of forming a union with CIR. If management had recognized our union, we'd be working together today to create a better work environment



If you see or hear something that sounds like union-busting, let us know through [this form!](#) We can hold Monte accountable for their actions.

## Does joining a union interfere with my education in any way (e.g. duty hours restrictions leading to missing cases)?

- ❖ **Nope!** Members set the priorities at all CIR bargaining tables and if the membership do not have a desire to press on certain issues that implicate education, they will not be moved.
- ❖ **For example,** we would not mandate a 'universal approach' to electives and team structures as this is not how clinical care is conducted.

## We have a GME office and chief residents who already represent our interests to program directors and the administration. Why rock the boat with a union?

- ❖ **A union is our collective voice** with the sole purpose of advocating for improvements with the people in power above our program directors. GME can be a great ally, but their responsibility is to the institution.
- ❖ When residents have a unified voice, it can actually empower GME and the Chiefs to better advocate for changes otherwise unseen by hospital administrators. Our chapter will be supported by knowledgeable union staff experienced in negotiations and contract enforcement

## What do we expect to happen now that union effort is public??

- ❖ We initially hoped that Montefiore would respect our decision to unionize and refrain from interfering in the process. Unfortunately, Montefiore has hired expensive anti-union consultants and are holding "captive audience" meetings, calling us in for 1:1s, and presenting misleading information about unions to convince us a union is "unecessary."



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