



## Who is CIR?

- ✦ **The Committee of Interns and Residents is the largest resident union in the country**, representing over 24,000 interns, residents and fellows. CIR is resident-run & resident-led, and members fight for improved working conditions and better patient care across the U.S.

## How much are dues and what are they for?

- ✦ **1.6% - this was decided by a vote of CIR resident and fellow members.** They cover contract negotiation costs, union reps, legal services + more!
- ✦ **No one pays dues until the union membership has voted to ratify a contract.** Would you ratify a contract with benefits that you are not satisfied with?

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

- ✦ **As a union**, we have the right to bargain with management over our pay, benefits, leave time, and workplace policies, which will all be protected by an enforceable contract.
- ✦ **UCSF bargained a housing stipend of \$13,000/year;** NYC Health + Hospitals bargained a \$3,500/year childcare reimbursement. Scroll through other wins on the CIR website: [www.cirseiu.org/benefits](http://www.cirseiu.org/benefits).

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

- ✦ **Taking away benefits in response to organizing is illegal** (and so is threatening)
- ✦ **With a union, we can make positive changes + protect and advance our interests.** Let's get these perks solidified in our contract so our employer can be held accountable to them for us and all future residents!

## Will I be forced to go on strike? How will we get things done w/o striking?

- ✦ **Striking is rare. and you will never be forced to go on strike.** No CIR chapter can go on strike without the approval of the chapter's members.

*At GW, WE are CIR- this our union, run by-and for- GW residents & fellows.*

## How can a union improve patient care?

- ✦ **A key part of many CIR contracts is dedicated patient care funds** for needs identified by housestaff. There's no doubt that we care about our patients, and that will be reflected in our union.
- ✦ CIR residents across the country have secured improvements in patient care, such as patient care funds and access to interpreters. **Ex:** NYC H+H residents won \$1 million for new equipment and training.

## 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 union activity, and GW is aware of this. **Supporting a union is legal and will not jeopardize your visa.**

## 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.** What we bargain for in our new contract will be up to us, and we can tailor it as we see fit.
- ✦ **Many CIR chapters have bargained for dept-specific benefits** like full time reading room assistants in Radiology at UCSF and \$1200 reimbursement for Ortho loupes at VCME, the list goes on!

## I'm happy in my program. Why should I join?

- ✦ There are many reasons to support a union even if you're happy in your program. Concern for fellow residents is a motivator for some
- ✦ Even if satisfied, keep in mind that benefits can always be taken away (due to transitions in leadership or other reasons) without the protection of a union contract.

# KNOW YOUR RIGHTS!

## YOU HAVE THE LEGAL RIGHT TO:

- ✓ Take action with one or more coworkers to improve your working conditions, including forming and participating in a union.
- ✓ Attend meetings during non-work time to participate in union activities.
- ✓ Talk about the union whenever other non-work talk is allowed
- ✓ Sign a card or petition to show support for a union
- ✓ Ask other employees to support the union, to sign cards or a petitions

## IT IS ILLEGAL FOR YOUR EMPLOYER TO:

- ✗ Threaten to or actually fire, lay off, discipline, harass, transfer, or reassign employees because they support the union
- ✗ Promise benefits or perks to encourage you to abandon the union
- ✗ Take away any benefits or privileges to discourage union activity
- ✗ Ask employees if they attended a union meeting, support the union or any other questions about their union activity