

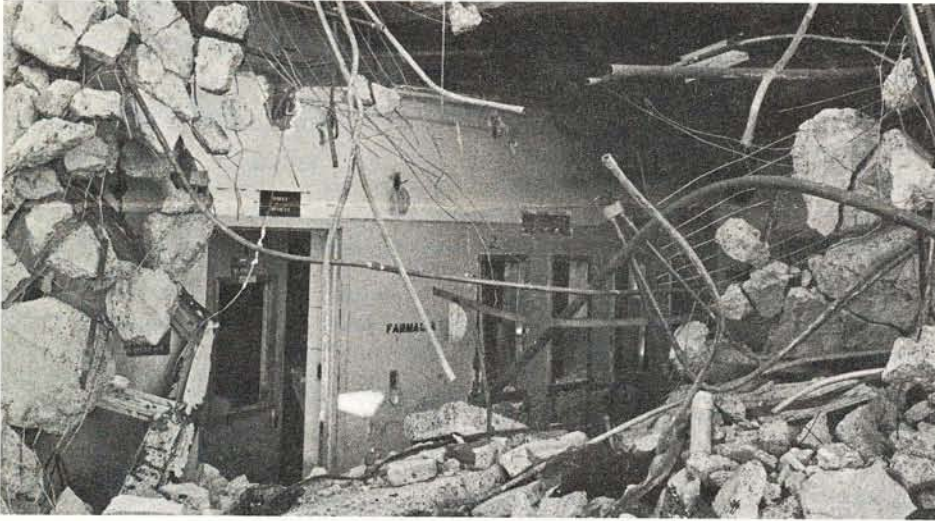


# bulletin

April 1977

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**OLD OLD LINCOLN**—Former Lincoln Hospital housestaff may recall the Old Lincoln as it looks here, but the demolition crews are in fact responsible for a few changes.

## DELEGATES APPROVE 50¢ DUES INCREASE

At its March meeting, CIR's House of Delegates voted to increase membership dues by 50¢ a week effective July. The CIR constitution requires that a dues increase be approved at two consecutive meetings before it becomes final.

The increase in dues would be the first since the spring of 1975. CIR President Dr. Jay Dobkin supported the higher membership fee as justified "not just by inflation, but mostly by the severe financial impact of our fight against the NLRB decision." Dobkin went on to point out that "CIR is a dues-supported organization and that support is directly connected with CIR's record as the single organization really out front on the issues important to housestaff."

CIR is a charter  
affiliate of the  
Physicians National  
Housestaff Association



## CIR BEGINS CAREER PLACEMENT SERVICE FOR HOUSESTAFF

After a year of planning, CIR has arranged for services for housestaff which will place them in permanent positions after their training is completed as well as provide temporary or moonlighting opportunities during training years. The service, which was developed and will be run in conjunction with a professional organization experienced in career placement for housestaff, is now ready with a range of permanent openings across the country (see p. 4). Any housestaff interested in the listed positions or other openings should contact CIR.

Working with CIR members and staff, the service will evaluate each potential position and work individually with housestaff concerning permanent placement. The temporary or moonlighting service expects to begin operation by July.

## NLRB TO APPEAL CIR COURT GAINS

Under pressure from local hospitals (Beth Israel in particular), lawyers for the National Labor Relations Board have informed CIR that the NLRB will appeal a January court decision for CIR. In that ruling, Federal District Court Justice Charles Stewart decided that the New York State Labor Relations Board should exercise its legitimate jurisdiction over New York housestaff.

Despite the Stewart decision, the State Board has not taken up outstanding CIR complaints against hospitals that have refused to recognize CIR, so the union has moved to compel the SLRB to act. "The SLRB is acting as if the NLRB had been granted a federal injunction," CIR counsel Mark Kreitman pointed out. "The injunction was denied and the SLRB is now required by law to act promptly on CIR's unfair labor practice charges and certification petitions."

Earlier litigation in the state courts was stalemated by the federal actions; New York State Supreme Court Justice Abraham Gellinoff had ruled in favor of CIR at the time of the union's October recognition strikes and job actions, then reversed his opinion following a later federal ruling. The final state ruling was that labor jurisdiction over housestaff had to be determined on the federal level. CIR has deferred its appeal of that decision until the NLRB has officially appealed the Stewart decision.

### Election Schedule Inside

Elections for delegates at all CIR hospitals are scheduled for April 15-30—see p. 2 for your hospital. Nominations for delegates and hospital committees can still be made: contact CIR at 697-7600. If you don't run—get out and VOTE!

## ELECTION SCHEDULES

Annual housestaff elections for your representatives will be held at the times and places listed below. Each hospital will elect its delegate(s) and alternate(s) to CIR, as well as housestaff to serve on the Medical Board, House Staff Affairs Committee, and Standards and Grievances Committee, where applicable.

*RUN FOR OFFICE/VOTE FOR YOUR REPRESENTATIVES*

HOSPITAL	DATE	TIME	PLACE
ARTHUR C. LOGAN	April 20	3 PM	Library, Main Floor
AECOM/BRONX MUNICIPAL	April 21	3—5 PM	Medical Board Office, Staff House
	April 22	9 AM—4 PM	
BETH ISRAEL	<i>MAIL BALLOT</i>		
BRONX LEBANON/FULTON	April 27	12—4:30 PM	Doctor's Lounge, First Floor
/CONCOURSE	April 27	12—4:30 PM	Doctor's Lounge, First Floor
BROOKDALE	<i>MAIL BALLOT</i>		
BROOKLYN-CUMBERLAND	April 28	3—4:30 PM	Housestaff Office, Brooklyn Hospital
	April 29	9 AM—4 PM	
BROOKLYN JEWISH/ /GREENPOINT	April 29	9 AM—4 PM	Administration Office, First Floor
	April 28	11 AM—2 PM	Cafeteria
CATHOLIC MEDICAL CENTER	<i>MAIL BALLOT</i>		
CITY ELMHURST	April 26	11:30 AM—1:30 PM	Cafeteria, Basement
CONEY ISLAND	April 18	11:00 AM—2:30 PM	Cafeteria, Second Floor
ENGLEWOOD	April 25	2—4 PM	TV Room, Third Floor NW
HARLEM	April 20	11—2 PM	Cafeteria, Second Floor
HILLSIDE	<i>MAIL BALLOT</i>		
JOINT DISEASES	<i>MAIL BALLOT</i>		
KINGSBROOK	April 27	3—5 PM	Conference Room, Mason Building, Lower Level
KINGS COUNTY	April 21	3—5 PM	Housestaff Activities Office, D Building
	April 22	8—4 PM	
LINCOLN	April 25	12—3 PM	Room B-50, Basement
LONG ISLAND JEWISH	<i>MAIL BALLOT</i>		
QUEENS	April 15	9 AM—4 PM	B Building, Third Floor
MT. SINAI	<i>MAIL BALLOT</i>		
MAIMONIDES	April 15	9 AM—4 PM	Medical Education Office
METHODIST	<i>MAIL BALLOT</i>		
METROPOLITAN/ /FLOWER FIFTH /COLER	April 19	11 AM—2 PM	Cafeteria
	April 19	11 AM—2 PM	Cafeteria
	April 19	11 AM—2 PM	Cafeteria
MONTEFIORE/NCB	April 29	9 AM—3 PM	Pediatric Walk-in Clinic (opp. Housestaff Office)
NASSAU COUNTY	April 26	12—2 PM	Cafeteria, First Floor, Dynamic Care Building
NEW ROCHELLE	April 18	4—5 PM	Solarium, Ninth Floor
NYU/BELLEVUE	<i>MAIL BALLOT</i>		
STATEN ISLAND	April 25	4—5 PM	Conference Room, Main Floor
SYDENHAM	April 20	1:30 PM	Housestaff Meeting, Solarium, 9th Floor
WESTCHESTER	<i>MAIL BALLOT</i>		
WYCKOFF	April 26	3—5 PM	Conference Room, Seventh Floor

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## GRIEVANCES UPDATE

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- **League Tries Un-COLA**
- **No Charts, No Money**
- **Kings County Catches Up**
- **Intern Fights for Renewal**




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by DAVID STOLLOW and CAROL DAVIS

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### LEAGUE COLA ARBITRATION

On March 14, Arbitrator Eric J. Schmertz held hearings on the refusal by nine League hospitals to pay the yearly \$336 cost-of-living adjustment (COLA) to housestaff hired on or after July 1, 1976. CIR Counsel Murray Gordon and Mark Kreitman argued that the CIR-League contract provided this payment for all housestaff; similar contract language with HHC produced the COLA for City-paid housestaff. Schmertz will issue his decision and award by May 1.

### BELLEVUE WITHHOLDS CHECKS

Delinquency in completion of medical records will delay housestaff salary payments, according to a Bellevue Medical Board resolution. Housestaff who allegedly have not completed charts will receive letters advising them of outstanding charts and instructing them to meet with their Chiefs of Service. There is no disciplinary due process as mandated by the CIR contract. Unless and until the Chief of Service signs a statement that the housestaff officer has presented a satisfactory plan to complete outstanding charts within ten days, the housestaff officer will not be paid.

Withholding paychecks for disciplinary reasons without due process violates the CIR-HHC contract. CIR brought its grievance to both Bellevue and the Corporation; both institutions denied any wrong-doing. CIR has filed an arbitration demand with the City's Office of Collective Bargaining to stop withholding of housestaff paychecks.

### KCH GETS CHARTS DONE

Kings County has also experienced record-keeping problems. In fact, when the JCAH put the hospital on probation, the survey cited incomplete

medical records as a major reason. In order to get the charts done and find out why the problem exists, Kings County has instituted a two-step system. First, a warning letter is sent by Medical Records to housestaff officers, advising them that charts are outstanding and that disciplinary action may become necessary. If no improvement is made, the Labor Relations Officer sends a second notice citing the late charts and advising the housestaff officers of scheduled hearings. Copies of both letters go to their Chiefs of Service and the CIR.

As a result, hundreds of outstanding charts have been completed in a relatively short period of time. The hospital has learned from housestaff of

deficiencies in the taping system, chart assignments, and in one instance, of a program director who delayed charts by reviewing operative notes before the chart was signed. Housestaff officers have not been harassed, suspended, or denied their paychecks. CIR sends representatives to the hearings to guarantee that the housestaff's right to due process is protected.

### INTERN FIGHTS FOR HIS JOB

A medical intern at Albert Einstein College of Medicine/Bronx Municipal was notified in September 1976 that his contract could not be renewed for the following year. The intern believes the decision was based on his political activities rather than solely on his competence as a physician.

The CIR-City contract provides an opportunity for housestaff officers to grieve the non-renewal of their contracts. In October, a first-step grievance was filed with the Chief of Medicine. Since no resolution was achieved at that step, CIR filed a second-step appeal for a hearing before the House Staff Affairs Committee.

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## LOBBY BY LETTER

Congress is responding well to H. R. 2222, the bill to amend the National Labor Relations Act to cover housestaff. Support has been expressed by the Board of Directors of the American Medical Association, the American Medical Students Association, and the American Nurses Association. What we need now is to have more individual CIR members contact their legislators. Of particular importance are the senators listed below.

### WHO TO WRITE:

*Senators:* Jacob K. Javits (NY)  
Edward M. Kennedy (Mass)  
Harrison Williams (NJ)  
Allan Cranston (Cal)  
Daniel P. Moynihan (NY)

United States Senate  
Washington, D. C. 20510

*Representatives:* Frank Thompson (NJ)  
Jonathan Bingham (NY)  
Herman Badillo (NY)  
Mario Biaggi (NY)  
Edward I. Koch (NY)

United States House of Representatives  
Washington, D. C. 20515

### WHAT TO WRITE:

Dear .....:  
As an intern/resident physician at ..... Hospital, I urge you to support Rep. Frank Thompson's Bill HR 2222 as strongly as you can.

The bill will amend the NLRA so that intern and resident physicians working in voluntary non-profit hospitals are covered as professional employees. The NLRB ruling last March that housestaff were students, not employees, has stripped 60,000 physicians in the U. S. of that right and has disrupted collective bargaining by the Committee of Interns and Residents in New York.

Our organizations are dedicated to better patient care, improved working conditions, and more efficient health care delivery. Your support for this bill will correct an unjust and destructive defect in U. S. labor policy.

## PNHA Convention To Focus on New Labor Amendment

The Physicians National Housestaff Association has set its annual convention for April 22-24 in Cincinnati. Primary attention will go to H.R. 2222, the Labor Management Relations Committee bill that would end the year-long crisis in housestaff labor relations by amending the National Labor Relations Act to explicitly include housestaff as employees.

Other topics scheduled for discussion are: "Medical Education: Quality and Direction," "Financing the Health Care System: The Economy, Public Sector, and National Health Insurance," and problems faced by FMGs, women, and minorities in American medicine.

CIR is sending a sizable delegation to the convention; anyone who is planning to be active in CIR in 1977-78 and wants to attend should contact CIR Executive Director Ed Gluckmann (212) 697-7600.

## CIR Placement Service Openings

The CIR placement service is now conducting active searches for physicians to fill the permanent positions listed below. This is only a partial listing of opportunities currently available; new listings are constantly being added. Housestaff interested in these positions or in any kind of permanent placement should call CIR at (212) 697-7600, or write to CIR, 666 Third Avenue, New York, New York 10017. CIR will then refer you to the placement service so you can discuss your career objectives and qualifications.

*New York Metropolitan Area:*  
Pharmaceutical company—  
new drug evaluation  
Internist (Cardiology)  
Internist (Endocrinology)  
*Mid-South, city of 10,000:*  
Two Family Practitioners  
or General Internists  
*South, city of 55,000:*  
Two Family Practitioners  
or General Internists  
*South, city of 40,000:*  
Orthopedist  
*Southwest, city of 15,000:*  
Two Family Practitioners  
or General Internists

*Southwest, city of 200,000:*  
Two Family Practitioners  
or General Internists  
*Southwest, city of 50,000:*  
Pediatrician  
Orthopedist  
Ophthalmologist  
Internist (Cardiology)  
Internist (Gastroenterology)  
Internist (Pulmonary)  
Ob/Gyn  
Urologist  
Anesthesiologist  
Four Family Practitioners

### DUES DRIVE

Until the status of housestaff rights to organize and bargain collectively through the agent of their choice has been finally resolved, housestaff at hospitals no longer covered by a CIR contract and which no longer have a dues checkoff are asked to pay quarterly dues (\$26) directly to CIR at 666 Third Avenue, New York, New York 10017. CIR dues are tax-deductible.



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