

Resources

First bargaining session Wednesday, October 24 at 5 pm. 335 George St. New Brunswick, NJ

For information on UMDNJ visit www.cirseiu.org/for-nj-residents/

Check out the new issue of Vitals, CIR's Magazine at www.cirvitals.org

Contact: CIR area organizer Djar Horn dhorn@cirseiu.org or 917.687.2504

Post Residency Life Workshop
December 1, 2012, 9:30 am- 12:30 pm
CIR Newark Office
www.cirseiu.org/postres

The purpose of this newsletter is to inform all members about collective bargaining with UMDNJ starting on October 24th at 5pm. The bargaining committee is comprised of residents from RWJMS, NJMS and SOM. Bargaining is a process where residents and fellows advocate for their economic needs, educational needs and the needs of their patients.



Leadership in Bargaining

Sometimes leadership is acting like you know what you're doing, while trying to figure out what you're supposed to be doing. When asked why I decided to become a CIR leader and participate in contract negotiations, I simply said, "Because it's important." I think many other residents initially join CIR because they feel the same--our job is vital to the care of our patients.

There have been 20+ years of residents, now attendings in our communities and across the US, who fought to make sure contracts would be in place to protect and support future residents. Still, it's important that we make additional efforts to improve our working conditions and not just put in our time.

Leadership is putting yourself out there, keeping an open mind, and learning how to work with others to create solutions.

I want to make sure residents are informed about the issues that affect us and represented at the negotiation table so that we can best serve our patients in a changing healthcare system.

-Darnell Brown, MD, MPH, Department of Surgery, UMDNJ, Robert Wood Johnson University Hospital, RWJMS, PGY 3

Health Insurance Increases

Affect NJ Residents

Last year, Governor Christie signed into law reforms to health benefits that significantly increase residents' contributions towards their premiums. Since UMDNJ and Rutgers employees cannot opt out of the state benefits plan, we are left with 2 strategies: 1) Short-term: Through **collective bargaining**, we will try to secure salary and educational allowance increases, along with some new economic benefits, to offset the increased healthcare costs.

2) Long term: Work towards a **legislative change** since there is no limit to how much healthcare premiums can increase over time.

Dr. Naomi Silva, a PGY 5 in radiology at RWJMS says, "The increases are a misled attempt to bolster state revenues by shifting costs onto some of the state's most valuable workers. We devote our lives to caring for New Jersey's sick, and many of us are already in a tenuous financial situation, saddled by the debt that accompanies physician education."

Governor Christie is up for re-election in 2013, and he has touted this piece of legislation as a major achievement. It is our responsibility to hold elected officials accountable and challenge legislation that hurts workers of New Jersey, including residents.



A More Perfect Union The privilege of negotiating a new contract with UMDNJ falls upon us, the residents. In these uncertain times, even the best residents may find their wits addled by the needs of the present and the consequences of the future. We may be tempted to retreat to the familiar duties of daily patient care. Yet, let us remember the significant consequences of this contract for thousands of current and future residents, and thus of tens of thousands of our patients. We must

seek a more perfect union between us and our institutions.

This contract is not just about financial compensation. It is about negotiating a sustainable future for both us and our institution that will not only preserve, but enhance our combined abilities to care for patients. At this bargaining table, there will not be a winning and a losing side. Either all parties march together from the field in triumph, or we all lose and patients bear the worst.

-Kevin Lee, MD, Department of Psychiatry, Robert Wood Johnson University Hospital, RWJMS, PGY 2

UMDNJ Bargaining Newsletter

Priorities and Roles in UMDNJ Bargaining

Over the last two months, your elected delegates and department representatives from SOM, RWJMS and NJMS have collected input from you. Over 500 residents and fellows responded. The following priorities and detailed proposals will be presented to the UMDNJ administration on **October 24th at 5pm at 335 George Street, New Brunswick**. All members are welcome to attend.

Key Priorities:

- Secure annual salary increases.
- Increase economic benefits to offset the rising healthcare costs.
- Create a resident driven Quality Improvement fund in partnership with the University and Hospitals.

The Role of the Members:

- Ask the bargaining committee and your department reps "What is happening in negotiations?"
- Take action when your bargaining committee asks you to show support for key proposals.
- Talk to residents in your department.
- Vote to ratify the contract

The Role of the Bargaining Committee:

- Attend negotiation sessions and speak on issues at the table.
- Make all decisions on proposals, positions and strategy.
- Talk with residents in their program, rotation and hospital.
- Ask residents and fellows to take action.

The commitment of the members and the bargaining committee will build power and bring in the best contract possible in as short a time frame as possible.

Educational Debt and Tax Prep Benefit For CIR Members

CIR will be announcing a new benefit which will provide members with debt advisement and management, tax preparation and financial planning assistance. This new members-only benefit, administered by the organization GL Advisor, will be offered to members at a significant discount. Stay tuned for more information about this benefit - which will officially begin in November.

CIR Values: Quality

Improvement & Patient Safety

Patient Care and learning are core CIR values. Further, QI and Patient Safety are firmly established requirements by the ACGME and in hospital life. Therefore we have shared interest with the hospital and faculty in ensuring effectiveness and efficiency in the delivery of patient care and in improving clinical outcomes and patient satisfaction. We play a critical role in many processes that contribute to these shared interests.

How CIR works with hospitals on QI/PS:

CIR has established a Joint quality improvement committee with contributions from participating hospitals. In each hospital, a committee of faculty, residents and CIR representatives is formed to reach consensus on areas of concentration, a work plan and quantitative results, including financial savings to the

hospital. The financial savings can be used to provide incentives to residents following a gain-sharing model. However, it is imperative that the hospitals and faculty show leadership in this model of resident driven QI/PS work.

Resident leaders at UMDNJ spoke about their commitment to excellence in patient care:

"As a resident physician, I am working on the frontlines of medicine. Excellence in patient care is my passion. I have the forthright duty and privilege to optimize outcomes and contribute to best practices. Instinctually, I am motivated to ensure that my patient receives unsurpassed evidence-based care. In the absence of meaningful quality improvement, I and my patients are destined to the stagnation of the status quo."

**Michael Andrew Noll, MD, Family Medicine
Robert Wood Johnson University Hospital,
PGY 2**

"The quality assurance/quality improvement (QA/QI) initiative focuses on enhancing efficiency and quality of patient care and compliance to guidelines. It encourages residents to identify significant patient care/safety issues and develop strategies to rectify these problems. The current projects at UMDNJ-NJMS range from preventive care screenings to indications for imaging studies. Some of the studies pioneered by our residents have been accepted for presentation at various scientific meetings. As our organization, CIR is currently in active discussion with the administration at UMDNJ to expand the QA/QI effort to multiple disciplines."

**Miranda Tan, MD, Internal Medicine, NJMS,
PGY 3**

