

ANNUAL REPORT

2018-2019 ACADEMIC YEAR

MISSION STATEMENT

WE ADVOCATE FOR THE
MEDICAL/DENTAL TRAINEES
OF THE UNIVERSITY OF
WASHINGTON AND AFFILIATED
PROGRAMS IN MATTERS OF
EMPLOYMENT, PROFESSIONAL
DEVELOPMENT, AND
PERSONAL DEVELOPMENT
DURING THEIR TRAINING.

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HISTORY OF THE UNION

The University of Washington Housestaff Association (UWHA) has a long and storied history of advocating for residents and fellows. Through decades of hard work, the UWHA has provided for collective bargaining between University of Washington Residents and the University in order to achieve a goal of improving the work environment of housestaff and better caring for patients. Since its founding in 1964 the UWHA, backed by enthusiastic residents and fellows, has fought a series of important battles to bring housestaff the benefits that they now enjoy.

1964 — The newly established UWHA took the lead in advocating for workplace improvements. Residents bargained collectively for a raise and increased benefits and were able to avoid a looming strike. Residents still lacked a contract, meaning that the conditions of their employment could change at any time.

1970s — During the course of many meetings, UWHA and UW craft the “Blue Book,” the first draft contract for residents. In 1980, the advisory committee stopped meeting and the proposed grievance procedures faded away. The School of Medicine never publicized the Blue Book and residents again found themselves demoralized without a contract and without any legal basis for future negotiation.

1980s—The UW administration refused to recognize the UWHA as a representative of the residents and again refused to bargain. Once again residents prepared to strike and the UWHA successfully negotiated a contract guaranteeing improvements in work conditions such as meals provided while on call, a grievance procedure, better pay, and fringe benefits. During the 1980-81 wave of resident activism, there was much discussion on the legal status of residents and their rights to negotiate collectively. At that time, under the law, residents were clearly defined as students without the power or legal backing to collectively bargain. It was only by threatening to strike, that University officials were forced to recognize the residents as a nonexclusive collective bargaining group and accede to some of their demands.

1990s–2000s — Following its successes in 1981, the UWHA entered a state of dormancy over the next two decades. In 1999-2000, residents elected to the advisory committee were eager to improve the dialogue and discussion about resident working conditions environment in the UW system. These residents realized that restoring the UWHA was the best way to achieve these goals. They drafted new bylaws, elected officers, and resumed control of the Housestaff Association dues accounts. Over the next decade, the resuscitated UWHA achieved some improvements such as making residents eligible for civil and educational leave, enrolling residents in matched retirement accounts, and creation of the Safe-Ride-Home program.

2010s—A survey of residents clearly demonstrated low wages relative to the cost of living in Seattle and high educational debt

burdens. Furthermore, despite the high cost of living in Seattle UW was paying residents *at or below the national average*. The high cost of parking and childcare also placed a financial burden on residents.

The UWHA brought these issues to the University's attention but were met with heavy resistance. In 2014, after collecting hundreds of signatures from housestaff, the UWHA reorganized into a union. The University fought this assiduously. Despite an extensive campaign and legal challenges by the University, in the fall of 2014 UW Residents were given the opportunity to unionize. The housestaff voted overwhelmingly (>75%) in favor of forming a union.

Negotiations between the UWHA and UW began in January of 2015 and continued for almost two years. Initially, UW refused to offer any form of housing or parking funds and refused to increase salaries commensurate with the costs of living. After over 20 months of negotiations, the UWHA and UW reached a new contract.

The new contract was brought to the housestaff, who voted overwhelmingly (>99%) to ratify it. Following ratification on November 1, 2016, the new contract went into effect. That year the UWHA administered childcare fund was established.

In 2017, residents voted to change the UWHA constitution, more than doubling the number of board members and officers. The increase in staff and the continued enthusiasm has enabled the association to expand its role. Unfortunately, as the University faces a widening fiscal shortfall, the GME has continued to cut resident benefits. Current issues facing housestaff include GME's failure to support the parking benefit, which remains an open grievance, and their ongoing attempts to undermine the right to moonlight and/or seek additional income outside training programs. Furthermore, the cost of living in Seattle continues to rise. These issues will be paramount in the 2019 contract negotiations, which have yet to begin due to UW's continued refusal to bargain exclusively outside patient clinic hours. The experience of the UWHA has clearly shown that residents are at our best, and we accomplish the most, when we establish clear goals and work together to achieve them. With the continued enthusiasm and support of over 1300 members, the housestaff represented by UWHA will meet these challenges and continue the five-decade struggle for better wages and benefits.



Message from the President

Greetings!

The University of Washington Housestaff Association has experienced substantial growth over the past year. Board members came into the academic year preparing for contract negotiations and are finishing future-focused with renewed determination! Starting at the November board retreat, we combed the current collective bargaining agreement (CBA) and identified areas in need of revision and improvement. We rewrote the entire CBA and prepared information packets to bolster our position, justifying our asks at the bargaining table.

Thankfully, the size of our administrative team significantly increased to assist with the heavy lifting required in a contract year. Due to the foresight of our past President, we filled the Lead Negotiator position early in the term and chose our first President-Elect in January 2019. UWHA, as an independent organization, recognized the need for institutional memory and took the step of hiring its first full-time employee: an Executive Director. The unforeseen challenges while transitioning our part-time staff were overcome in large part by the skillful and organized actions of our Chief Administrator Dana Hermelin. Her operations management skills have propelled UWHA to new heights.

With increased board member engagement and more people taking ownership, our efforts to become more visible took several shapes. UWHA's social media presence was heightened. Member engagement efforts were broad and included parties and opportunities to interact, as well as revival of the Department Representatives initiative. Our positive interactions expanded to include hospital leadership committees—an area ripe for growth during the next administration.

Our mission to advocate for the residents and fellows training at UW in matters of employment, professional, and personal development gives us the privilege and honor to be first and foremost for the graduate medical and dental trainees. No other entity at UW can say the same. The obligations of the duty have been taken seriously by every person who served during my administration.

We have been disappointed by graduate medical administrators on multiple levels. While their organizational deficiencies stalled a number of processes, their stubborn denial of our reasonable bargaining time request has been near insurmountable. Yet our members' commitment to patient care and educational training is unwavering. UWHA has been eligible to bargain since January 2019—UW's long record of stalling and obstruction is again noted here. Nonetheless, I am certain the cumulative advancements made during this academic year placed UWHA on an upward trajectory.

It has been an honor to serve as President of the University of Washington Housestaff Association. Having met numerous members and students, I know the future of medicine is dynamic, determined, and dedicated! On behalf of the 2018 – 2019 UWHA Board Members and Department Representatives, thank you for the excellent care you give patients. Thank you for engaging in our efforts to make the University of Washington's learning and healing environment better for everyone. You make UWHA strong!

Yours in truth, power, and love,

Tracy L Burns, MD, FAAP

Pediatric & Adult Pain Medicine Fellow

University of Washington Housestaff Association President

CONTRACT NEGOTIATION UPDATES

As you may have heard, 2019 is a contract year for UWHA. What does this mean? Your UWHA Board has been hard at work for months identifying areas of the existing contract in need of revision, expansion, or which require new language entirely. These include everything from salary increases to enhancements to the childcare and bicycle programs. Each proposed change requires hours to days of research. UW's less than enthusiastic reception of past UWHA proposals means that your Board has to come to the bargaining table armed with practically perfect, exceedingly well-justified requests and the very strongest evidence in favor of all proposals.

Concurrent with this preparatory work, UWHA and UW Labor Relations have been negotiating bargaining timing. UW has been adamant that half of all bargaining sessions occur during business hours, an unacceptable

proposition to UWHA. UWHA's bargaining team is itself made up of residents and fellows. Asking patients to reschedule appointments while we bargain was unacceptable to UWHA. Over 500 residents and fellows signed petitions asking UW to hold bargaining sessions after business hours. UWHA leadership met with program directors, department and division leadership, GME leadership, and the Dean of the UW School of Medicine and CEO of UW Medicine Paul Ramsey. While some (particularly program directors and department chairs) were supportive and advocated for us, UW Labor Relations has been steadfast in their refusal to hold all bargaining sessions after business hours.

The fight for bargaining continues as of this report, but the contract preparation work does too and is soon to wrap up. Follow UWHA emails and social media for updates, particularly once bargaining commences.

JOIN THE BOARD

Want to take action? Consider applying for a board position. The call for nominations went out on the evening of April 23rd. Miss the email or have questions? Contact admin@uwhousestaff.com!

UWHA ELECTIONS

Annual board elections will be taking place in the next few weeks! On the ballot this year: Your board representation, as well as minor constitutional and dues changes. Please watch for the notices, and make your voice heard.

DEPARTMENT REPRESENTATIVES

In an effort to better serve our members, this year we greatly expanded our network of Department Representatives. We now have 31 reps from 25 programs, who help us reach more members on their home turf at their individual programs. The department reps are the UWHA's familiar face and a first-line resource for UWHA information, both providing members with vital updates and reminders and soliciting member needs. Thank you to all of our hard-working department reps!

Jocelyn Wang	Jose Flores Rodarte	Ekamjeet Dhillon	Mariam Shehata
Sehe Han	Ryan Johnson	Grace Wandell	Frank Yang
Joshua S. Brandner	Gene Bistrika	Ben Bradley	Ligee George
Karen Zemplenyi	Tyler Jackson	Benjamin Lang	Roderick Yang
Natalie Moriarty	Elena Pellicer	Ashley Eaves	Chinonyerem Okoro
Liz Harmon	Richard Taing	John Shih	Talya Miller
Chris Luckow	John Davis	Jesse Paulsen	
Allison Cummings	Kellie Satterfield	Amber Post	

MEMBER ENGAGEMENT

This medical year has been highlighted by more member engagement than ever before, ranging from various social events, including our annual Halloween party and two happy hours to kick off the contract bargaining season, to more focused involvement (e.g. our hugely expanded department representative program). We're grateful to represent such a fun and engaged group of medical and dental trainees.

SUMMARY OF PROGRAMS

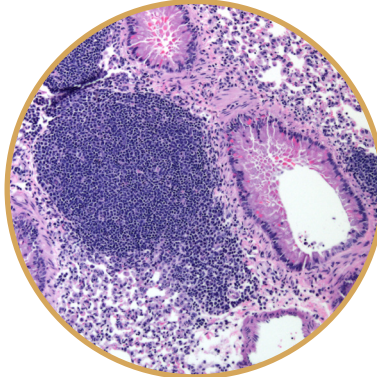


Childcare

The childcare fund provides \$50,000 to residents to offset the high cost of childcare in Seattle. Although when distributed among all eligible residents this amounts to very little, the hope is to increase the fund in subsequent contract negotiations. Based on eligibility, the lump sum was distributed among eligible residents after stratification (i.e. number of children, age, and number of residents in the family). For the current academic period, we will split the \$50,000 into two time periods. The first half opened for applications in fall of 2018, and the second half opened in March 2019. Look for future emails each fall and spring with a link to a survey that serves as the application!

Moreover, the CBA provides childcare benefits such as discounts on Nanny and Au Pair Search Services, priority enrollment at Bright Horizons, and backup childcare at Bright Horizons and KinderCare. In addition, waitlist fees are partially reimbursed by GME.

In the 2018-2019 academic year, we were able to use the childcare fund to help 73 resident families offset the costs of their childcare. The average amount per weighted score point was \$275.36 with the average weighted score being 1.86. The average disbursement from the fund each cycle was \$512.17. Scores ranged from 1 – 2.99 with disbursements ranging from \$276.50 – \$825.37. Though we are pleased to give any amount, we know this is not enough, as the childcare costs in Seattle are typically at least \$1800/month--potentially more depending on how many children you have as well as the ages of the children. More assistance is needed to help offset these outrageous costs, and this will be addressed in the next round of negotiations.



Grant Program

The purpose of the UWHA Grant Program is to support high quality housestaff research and scholarship. Projects include basic, translational, and clinical research. While many projects take place entirely within UW, a number have included sites around the world, including Africa and South America. All proposals are reviewed by at least two blinded reviewers and scored using a common rubric according to five characteristics:

1. Quality
2. Practicality
3. Importance
4. Mentor/Facilities
5. Budget

Reviewers receive scoring training to ensure fairness to all applicants and minimize the likelihood of extreme outlier scores.

In 2018, there were 57 submissions, and the top 25% (14 proposals from 12 unique residency and fellowship programs) were funded. Depending on the requirements of the project, up to \$2500 was awarded to each grant winner.

Overall, the feedback received about the program has been very positive and we are excited to continue to support housestaff research in the future. We look forward to presenting the results of the 2018 research projects in Summer 2019, and we plan to open applications for 2019 awards early in the next academic year.



Bike Program

As part of the contract, we negotiated three separate forms of bicycle benefits:

1. \$25/quarter biking incentive program
2. \$100/year maintenance benefit
3. Free helmet

We plan on making improvements to the program beginning July 2019 based on your feedback. In the past, residents submitted quarterly maintenance reimbursement requests or maintenance in that quarter. Many of our members found it difficult to keep track of these records; similarly, GME found this aspect of the program difficult to administer.

Working with GME, we agreed to change the policy to simplify it for everyone. For the remaining academic year of 2018, nothing will change. However, starting in July 2019, all receipts for maintenance will be submitted at the end of the year. Ensure you save your receipts for the entire year. Each quarter, GME will send out an email reminding you to save your receipts. During the final quarter, GME will send an email requesting all receipts be submitted. Because all requests will be submitted at once, processing of the reimbursements will take longer. We feel that is a good tradeoff for simplifying the process.

Note that the biking incentive and the helmet program remain unchanged.

We believe that working with GME simplified this process on both ends. While the relationship between the UWHA and GME is often strained, they were very receptive to our feedback. We hope this illustrates that both organizations can work together productively to our mutual benefit.

FINANCIAL REPORT

UWHA strives to be open and transparent with our housestaff on the allocation of union dues. It is our hope you will feel confident union dues are used to the benefit of housestaff. Please contact us if you

have questions or concerns regarding the collection or use of dues.

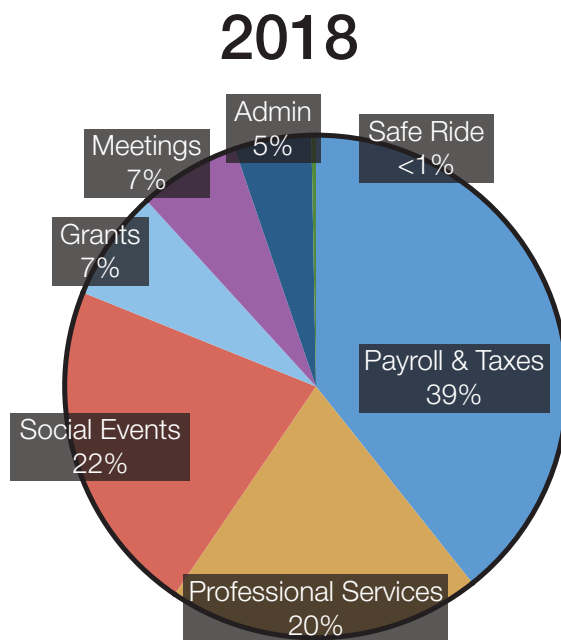
Below are charts detailing UWHA expenses for 2018 and 2019 (Jan. 1- April 21, 2019) as well as details of what those expenses entail.

Payroll represents a significant expense (~40-50%). We currently have one outstanding and dedicated employee in Dana Hermelin. Dana handles an impressive amount of administrative duties and has played a key role in allowing UWHA to effectively advocate for our members. Clinical duties limit how much time board members can dedicate to the union, and the administrator role is crucial to our success. We

are saddened she will be leaving the organization this summer, but we are grateful for her tireless efforts. Interviews are currently underway as we look for a permanent replacement for this vital role as administrator.

Professional Services are related to our lawyer and accounting services. A majority of this is from filing grievances on your behalf to enforce the current collective bargaining agreement (CBA), reviewing or drafting UWHA responses to GME, and reviewing contracts offered to departing UWHA members.

UWHA Research **Grants** fund high-quality research by our very own housestaff. Though not accurately depicted in these charts due to unredeemed grant awards for 2018-2019, this expense typically constitutes ~25% of our yearly expenses.



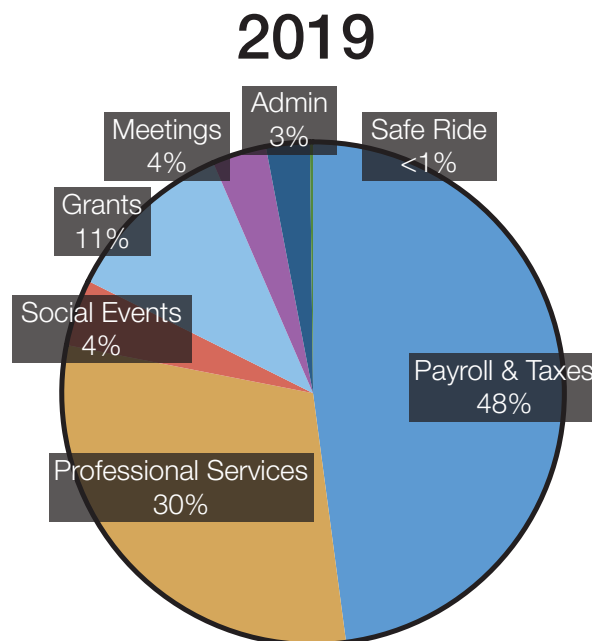
Meetings are expenses for meals, parking, and resources allocated for internal UWHA board and GME-related meetings.

Social Events are expenses related to our annual Halloween and Summer events as well as the UWHA-sponsored happy hours for recruitment, union promotion, and most importantly, member enjoyment!

Expenses related to funding the **Safe Ride Home** Program offer reimbursements for a safe ride home (i.e. Uber, Lyft, taxi, bus) to members who feel unsafe driving after clinical duties.

Administration expenses account for UWHA marketing and advertising, website hosting, software platforms, and other related expenses to keep the union operating smoothly.

As we shift our focus for the upcoming negotiations with GME, the distribution of UWHA's expenses will continue to change this coming year. Professional services and payroll will be



a portion as we go through negotiations, primarily by way of lawyer fees. Hiring top talent to oversee UWHA operations is critical to our success and as such, we are extending a competitive employee package as we interview for our next administrator. As detailed above, the percentage allocated to grants will increase as award members redeem their funding. Expenses for meetings related to the negotiations will likely increase as well while we continue the fight for our members.

WEINGARTEN RIGHTS

You have the right to union representation at investigatory interviews. Investigatory interviews occur when a supervisor questions an employee to determine a basis for discipline or to allow an employee to defend his or her actions. If an employee

suspects the results of the interview may lead to disciplinary actions, he or she may invoke his or her Weingarten rights. These rights are upheld by the US Supreme Court. During an investigatory interview the following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options. The employer must: Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; or Deny the request and end the interview

immediately; or Give the employee a choice of: (1) having the interview without representation or (2) ending the interview.

Rule 3: If the supervisor denies the request for union representation and continues to ask questions, he or she commits an unfair labor practice and the employee has the right to refuse to answer. The supervisor cannot discipline the employee for such a refusal.

Save the card below to have on hand in case you need to ask for a union representative.

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions.”

UWHA BOARD BIOS



Tracy Burns, UWHA President is an anesthesia and pediatrics combined-trained fellow in pain medicine. Her interest in organized medicine stems from a love of our profession-- the notion that some would not want their children to be physicians because of inhumane residency conditions fueled her involvement. As UWHA President, she's guided UWHA and its Board through a tumultuous year, keeping our mission at the forefront.

Kellie Satterfield, President-Elect is a PGY-2 Ophthalmology resident. She joined the union because she believes in fighting for a better quality of life for medical professionals in training. She was always astonished by the stark contrast of the lifestyles we prescribe patients against the one the medical establishment propagates. She hopes to advocate for resident rights to improve wellness and make our days spent in the hospital more meaningful.



Kat Jong, Vice President is a PGY3 in Psychiatry. Some of her more visible projects include managing the Facebook page and buy/sell group. She became passionate about resident education and quality of life as a program manager at UW before starting medical school. Now, as a resident herself, she cares about the union because it allows residents to advocate for the needs of their peers.

Trevor Gessel, Immediate Past President is a Sports Medicine Fellow from the Department of Rehabilitation Medicine. He has done a little of everything for the UWHA and currently plays a more supportive role for the UWHA, providing the Board with institutional memory.



Kisha Clune, Lead Negotiator is a PGY-3 in psychiatry. She heads up contract negotiations and grievances-- any time UWHA has to speak with the administration at UW, Kisha is our voice at the table. This is a very brief description of a very large role.

Doug Leedy, Treasurer is an Internal Medicine resident in his third year. He will continue on to serve as Chief next year. Doug is one of UWHA's most senior Board members, and fills his role as Treasurer with great skill-- handling the (sometimes complicated) financial and budgetary side of a unique, independent non-profit.



Zoe Sansted, Social Ambassador is a second year resident in family medicine. She serves as the UWHA social ambassador planning events and helping manage social media, writes the monthly newsletter, and runs the department reps program. She plans to practice primary care in Seattle

Sehe Han, Secretary is a first year general practice/hospital dentistry resident. As someone who was heavily involved in student government, it only felt natural for her to extend that care and interest into residency. Besides taking notes and attempting to transcribe all our board meetings as the secretary, she is also involved in organizational strategies via resident engagement and communications.





Dana Herrmann, UWHA Administrator is the one and only employee of UWHA. As someone with a resident spouse, she has a front-row seat to the demands of medical training-- this has fueled her desire to be involved with any effort towards change.

Alex Adami is an internal medicine resident (PGY1) at UW. He is a general board member of UWHA and serves on the negotiation team for the new UWHA contract, focusing primarily on the research that goes into negotiation preparation.



Bryan Estill is a 3rd year anesthesiology and pain medicine resident. This is his first year serving as a general member of the UWHA board. His efforts have focused on improving childcare support for residents and fellows with children.

Adam Greenbaum is a fellow in medical oncology in his final year. He has been on the board of the UWHA for two years. His projects include: revamping and running the grant program, managing the bike program, advocating for improved transit options, and improving GME policies on the official policy review board.



Hannan Qureshi is a PGY-4 Otolaryngology resident at UW. This is his first year on the UWHA board. His projects on the board has included running the research grant program and planning our housestaff negotiation strategies for salary and moonlighting for the next contract renewal period.

Rajeev Saxena is a resident in anesthesiology & pain medicine. He has been on the board of the UWHA for the past year. He is especially interested in opportunities to improve the system for residents in anesthesiology and surgical sub-specialties. He has participated in projects to provide additional research funding for residents, enhance resident well-being, and prepare for contract negotiations.



Kathryn Stadeli is a PGY-5 general surgery resident nearing the end of a two-year research fellowship. This is her first year on the board of the UWHA. Her projects include: contributing to grant reviews, advocating for improvement of meal and parking reimbursement, and advocating for resident concerns at the GME committee meetings.

Richard Taing is an Occupational and Environmental Medicine resident in his second year. He's a part of the negotiation team to advocate for an equitable and reasonable living (focusing on salary, stipends, and professional development). He loves traveling and long walks on the beach.



Jordan Urbanek is a 3rd year psychiatry resident in the UW Idaho Advanced Clinician Track. He is the Idaho representative for the UWHA and is working to further integrate the Idaho residency programs with the Seattle programs. His focus is seeking parity in reimbursements and licensing, advocating for educational fund enhancement, and clarifying policies so that all residents in all programs are treated equitably.

UW
HA

The logo consists of the letters 'UW' stacked above 'HA'. A blue line starts from the top of the 'U', goes down, then curves to the right to connect to the top of the 'H'. A small blue circle is located at the end of this line, positioned between the 'U' and 'H'.