

OHSU HOUSE OFFICERS UNION



MISSION: OHSU House Officers Union advocates for residents and fellow physicians as we provide safe, high-quality care to patients throughout Oregon. Our union will insist that OHSU invests in its house staff in ways that materially improve our livelihood, our health, and our ability to provide excellent patient care.

WHY UNIONIZE?

A true voice: We need an equal seat at the decision-making table to elevate our perspectives and leverage our expertise and passion as frontline healthcare professionals.

Improve patient care: We will advocate for changes that will improve the care delivered at OHSU. Many departments depend on residents' services. We need increased patient safety through adequate coverage for resident personal, sick, or wellness leave.

Benefits: Our benefits are not on par with our West Coast peers:

- Lack of housing stipend in one of the country's most competitive markets
- We have high-deductible insurance
- No matching on retirement savings
- No compensation for licensing, boards testing, travel to conferences
- No educational material stipend
- No stipend for childbirth costs
- No compensation for home call

Earned time off: Our current culture dissuades residents from taking our allotted sick leave. We should be able to cash this sick leave in at the end of our residency or have adequate coverage to allow utilization of this sick time. Additionally, we should have four weeks of vacation like most programs.

Recruitment: We are one of the last public institutions on the West Coast without unionized house staff. Competitive applicants are looking for the benefits in morale, compensation and leadership that come from a clear, independent advocate and a strong bargaining position.

Your colleagues, residents and fellows in all disciplines, are working to make this a reality.

For now, please share this only with your fellow house officers.

