

RESOLUTION 2024-C

SUBJECT: SUPPORTING THE RIGHTS OF RESIDENTS TO UNIONIZE

SUBMITTED TO: Michigan Osteopathic Association House of Delegates

SUBMITTED BY: Michigan Osteopathic Association Council of Interns and Residents

REFERRED TO: Professional Affairs Committee

RECOMMENDATION: Approve as Amended

ACTION TAKEN AT MOA HOD:

1 **Whereas**, residents in medical training programs across the United States, including those in
2 Michigan, often face challenges related to long work hours, inadequate compensation, lack of
3 adequate supervision, **insufficient resources, insufficient staff support** and limited control over
4 their work environments²; and

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6 **Whereas**, these challenges can contribute to decreased quality of patient care, and **or** adverse
7 effects on the well-being and mental health of residents; and

8
9 **Whereas**, unionization has been shown to provide residents with a collective voice to negotiate
10 for fair wages, reasonable working conditions, and improved patient safety standards¹; and

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12 **Whereas**, the Michigan Osteopathic Association (MOA) is committed to promoting the welfare
13 and professional development of osteopathic physicians and medical students within the state;
14 now, therefore, be it

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16 **RESOLVED**, that the Michigan Osteopathic Association **supports** the right of residents to
17 form and join labor unions to advocate for their interests; and be it further

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19 **RESOLVED**, that the Michigan Osteopathic Association encourages all residency programs
20 within the state to engage in constructive dialogue with their residents regarding their concerns
21 and to respect the rights of residents to organize and collectively bargain; and, be it further

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23 **RESOLVED**, that the Michigan Osteopathic Association pledges to actively advocate for
24 policies at the state and national level that support the rights of residents to unionize **in order to**
25 promote fair and equitable working conditions in medical training programs; and, be it further

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27 **RESOLVED**, that copies of this resolution shall be transmitted to all residency programs in
28 Michigan, the American Osteopathic Association, relevant state and federal legislators, and other
29 stakeholders involved in graduate medical education.

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References

1. Elsouiri, K. (2023, January 3). *Pros and cons of joining a labor union in residency: Is it really worth it?* The DO. Retrieved February 16, 2024, from <https://thedo.osteopathic.org/columns/pros-and-cons-of-joining-a-labor-union-in-residency-is-it-really-worth-it/>
2. Stern, C., & Quart, A. (2023, March 24). *Medical Residents Nationwide Are Unionizing. What Does That Mean for the Future of Healthcare?* Economic Hardship Reporting Project. Retrieved February 16, 2024, from <https://economichardship.org/2023/03/medical-residents-nationwide-are-unionizing-what-does-that-mean-for-the-future-of-healthcare/>