

SUBJECT: Encouraging medical residencies and hospital institutions to allow medical interns, residents, and fellows to join labor unions to improve resident well-being through organizing, collective bargaining, and advocacy

SUBMITTED BY: ACOFP Resident Council

REFERRED TO: 2024 American College of Osteopathic Family Physicians (ACOFP) Congress of Delegates

RESOLUTION NO. 15

1 WHEREAS, burnout affects over 33% of residents and licensed physicians across all specialties²; and
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3 WHEREAS, resident burnout includes long work hours, work intensity, sleep deprivation, lack of
4 control over time management ^{4,5}; and
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6 WHEREAS, labor unions can improve working conditions and employee benefits through collective
7 bargaining and advocacy¹; and
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9 WHEREAS, current Accreditation Council for Graduate Medical Education (ACGME) work hour
10 guidelines could prevent adverse events and hazards to patients and resident physician³; and
11
12 WHEREAS, labor union efforts can lead to better compensation for house staff and improve working
13 hours for residents^{6,7}; and
14
15 WHEREAS, labor union efforts can prevent medical intern, resident, and fellow burnout; now,
16 therefore be it ^{6,7}
17
18 RESOLVED, that the American College of Osteopathic Family Physicians (ACOFP) advocates for The
19 Accreditation Council for Graduate Medical Education (ACGME) to optimize resident work conditions
20 and house staff benefits; and, be it further
21
22 RESOLVED, that the ACOFP stresses the importance of family medicine residency programs to
23 promote house staff opportunities to join labor unions to further improve resident well-being and
24 reduce burnout.

FINAL ACTION: **WITHDRAWN as of February 4, 2024**

References:

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2. Patel, R. S., Bachu, R., Adikey, A., Malik, M., & Shah, M. (2018). Factors Related to Physician Burnout and Its Consequences: A Review. *Behavioral sciences (Basel, Switzerland)*, 8(11), 98. <https://doi.org/10.3390/bs8110098>
3. Barger, L. K., Weaver, M. D., Sullivan, J. P., Qadri, S., Landrigan, C. P., & Czeisler, C. A. (2023). Impact of work schedules of senior resident physicians on patient and resident physician safety: nationwide, prospective cohort study. *BMJ medicine*, 2(1), e000320. <https://doi.org/10.1136/bmjmed-2022-000320>
4. Rodrigues, H., Cobucci, R., Oliveira, A., Cabral, J. V., Medeiros, L., Gurgel, K., Souza, T., & Gonçalves, A. K. (2018). Burnout syndrome among medical residents: A systematic review and meta-analysis. *PloS one*, 13(11), e0206840. <https://doi.org/10.1371/journal.pone.0206840>
5. Thomas N. K. (2004). Resident burnout. *JAMA*, 292(23), 2880–2889. <https://doi.org/10.1001/jama.292.23.2880>
6. Elsouiri, K. (2023). *Pros and cons of joining a labor union in residency: Is it really worth it?* The DO. <https://thedo.osteopathic.org/columns/pros-and-cons-of-joining-a-labor-union-in-residency-is-it-really-worth-it/#:~:text=with%20the%20union,-.Getting%20started%20usually%20involves%20residents%20indicating%20interest%20by%20signing%20union,the%20beginning%20of%20the%20pandemic>.
7. Weiner, S. (2022). *Thousands of medical residents are unionizing. Here's what that means for doctors, hospitals, and the patients they serve.* AAMC. <https://www.aamc.org/news/thousands-medical-residents-are-unionizing-here-s-what-means-doctors-hospitals-and-patients-they>