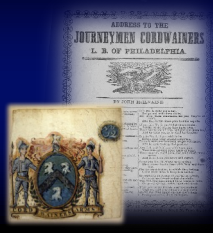


Nothing to disclose.

This presentation does not reflect the views of New York University or the opinions of the VEITH Symposium regarding the creation of a Union for vascular surgeons.

Federal Society of Journeymen Cordwainers, founded in 1794 in Philadelphia: First USA Union



Why Vascular Surgeons Should Unionize: The Pros And Cons

Enrico Ascher, MD

USA Full-time Physicians: The Majority!

- AMA: 44% in private practice, 12% in solo practice in 2022
- ChatBox AI: 91% of physicians are full-time employees in 2024
- Physician Advocacy Institute: 77% are full-time employees in:
 - academic centers
 - teaching hospitals
 - corporate America


Reasons:

- Increased costs to manage a practice
- Diminished federal reimbursement
- COVID-19 pandemic
- Large loans
- Inflation
- By choice (QOL, PTO, Research, etc)

Issues & Grievances with Full-Time Employment

1. Policy conflicts
2. Unsafe workplace
3. Violation of rights
4. Inadequate staffing
5. Unfair reimbursement
6. Operational inefficiencies
7. Unsuitable working conditions
8. Unacceptable patient care standards
9. Abusive behavior by hospital administrators
10. Obstacles to career advancements or demotions
11. Disproportional disciplinary actions
12. Sex, Gender, Age
 - > Multiple biases
 - > Pay disparities
13. Takeover of intellectual property
14. Unfair employment termination

Can a Union – A Collective Bargaining Approach – Be the Solution?




The Wagner Act of 1935

Theodore Roosevelt

National Labor Relations Board


Full-time employees can form a Union (30% rule)

- Unionized full-time physicians
 - A. 10 days' notice before a concerted refusal to work
 - B. Emergency and hospitalized pts must receive care



Why NOT Join a Union

1. Union Dues
2. Increased conflicts with:
 - a. management
 - b. peers
 - c. supervisors
 - d. future employers
3. Backlash from patients
4. Loss of individuality
5. Cannot call for a full strike
6. Ethically unacceptable
7. Collaborative approach with other healthcare professionals



Should Vascular Surgeons Unionize? Starting the conversation with an 8 questions Survey...

QUESTION 1: Gender

Female
Male
Other

Question 2: Age group

1. Under 40 years old
2. 40 to 55 years old
3. 56 to 65 years old
4. 66 years old and above

Question 3: I am a minority (race and ethnicity only)

1. Yes
2. No

Question 4: Type of Employment (Full-time means salaried with or without incentives)

- Private practice - Not working in a full-time position
- Working hospital full-time employee
- Academic University full-time employee
- Clinic full-time employee
- Private Corporate full-time
- Other or Unknown full-time employee
- Part-time employment
- Private practice only

Question 5: Expected Utilization of Vascular Surgery

- Doubt it could ever happen but wonder if possible to overcome barriers
- Know enough about it and I don't want to join at this stage
- Philosophically against the idea of a physician's Union
- Interested in learning more about the benefits of joining a Union
- Would like to join a Union for physicians when available
- I already belong to a Union

Question 6: Should the National Association provide information regarding unionization?

1. Yes
2. No


Question 7: My most important reason for joining a Union in the facility I work at is to

- Have legal protection
- Improve work-life balance
- Improve wages and benefits
- Achieve fairness in the work environment
- Have an equitable compensation for minority physicians
- Enjoy career advancement opportunities
- Stop abusive behavior by hospital administrators
- Work within a community with common goals and aspirations
- Create safety in the healthcare environment for patients and workers
- Have a "seat at the table" when decisions pertinent to full-time physicians are made

Question 8: My most important reason for joining a Union in the facility I work at is to


- Don't agree. I will join Union if and when available
- Union dues
- Don't see the need for the creation of a physician/surgeon Union
- To have a collective voice in management and labor
- Loss of individuality within a collective bargaining agreement
- Physician Union cannot act for the best interests of all physicians
- Other reason(s)

Union Survey - Eastern Vascular Society



Kathleen J. Oesvath, MD - Immediate Past - President EVS

Union Survey - Society for Clinical Vascular Surgery



Jean Bismuth, MD - President SCVS

Union Survey - New England Society for Vascular Surgery



Jessica P. Simons, MD, MPH - President NESVS

Union Survey - Midwestern Vascular Surgical Society



Patrick E. Muck, MD - President MVSS

Union Survey - Eastern Vascular Society 59 responders

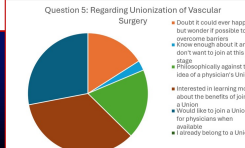
Question 5: Regarding Unionization of Vascular Surgery

A. Doubt it could ever happen but wonder if possible to overcome barriers
B. Know enough about it and I don't want to join at this stage
C. Philosophically against the idea of a physician's Union
D. Interested in learning more about the benefits of joining a Union
E. Would like to join a Union for physicians when available
F. I already belong to a Union

For or would consider: 79%
Against Union: 21%

Question 5: Regarding Unionization of Vascular Surgery

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Union Survey - Society for Clinical Vascular Surgery 91 responders

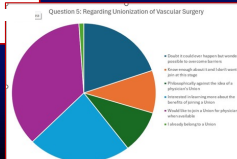
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C. Philosophically against the idea of a physician's Union
D. Interested in learning more about the benefits of joining a Union
E. Would like to join a Union for physicians when available
F. I already belong to a Union

For or would consider: 79%
Against Union: 20%
Already belong: 1%

Question 5: Regarding Unionization of Vascular Surgery

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Union Survey - Eastern Vascular Society

Question 6: My most important reason for joining a Union in the facility I work at is to

A. Have legal protection
B. Improve work-life balance
C. Improve wages and benefits
D. Achieve fairness in the work environment
E. Have an equitable compensation for minority physicians
F. Enjoy career advancement opportunities
G. Provide adequate medical staff coverage
H. Stop abusive behavior by hospital administrators
I. Work within a community with common goals and aspirations
J. Create safety in the healthcare environment for patients and workers
K. Have a "seat at the table" when decisions pertinent to full-time physicians are made


Question 6: My most important reason for joining a Union in the facility I work at is to

3 most common reasons:

- 1st: Have a seat at the table when decisions are made...
- 2nd: Improve wages & benefits
- 3rd: Stop abusive behavior by administrators

Question 6: My most important reason for joining a Union in the facility I work at is to

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Union Survey - Society for Clinical Vascular Surgery

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3 most common reasons:

- Have a seat at the table when decisions are made...
- Stop abusive behavior by administrators
- Improve wages & benefits

Question 6. My most important reason for joining Union

Union Survey - Eastern Vascular Society

Question 7. I will NOT join a Union. My most important reason is

- Union dues
- Do not see the need to create a physician Union
- To avert a conflict between management and labor
- Loss of individuality within a collective bargaining environment
- A physician Union cannot call for a full strike
- Other reason(s)

3 most common reasons:

- Loss of individuality
- Do not see the need
- Cannot call for a full strike

Question 7: I will NOT join a Union. My most important reason is

Union Survey - Eastern Vascular Society

Question 7. I will NOT join a Union. My most important reason is

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3 most common reasons:

- Cannot call for a full strike
- Loss of individuality
- Do not see the need

Question 7: I will NOT join a Union. My most important reason is

Question 8. Should the national vascular Societies provide information sessions on Unionization

Eastern Vascular Society: 82% YES

Society for Clinical Vascular Surgery Vascular Society: 87% YES

Question 8. Should the Society for Vascular Surgery provide information sessions on unionization?

The Vascular Institute of New York®

Manhattan Medical Center

Setting the standard for medical excellence in:

- Stroke prevention
- Chronic wound treatment
- Carotid artery surgery
- Aortic aneurysm repair
- Varicose vein treatment
- Ballon angioplasty and stents
- Diagnosis and treatment of coronary blockages

October 1989

"A Corporation Within a Corporation"

Limbs Can Be Salvaged

Strokes Can Be Prevented

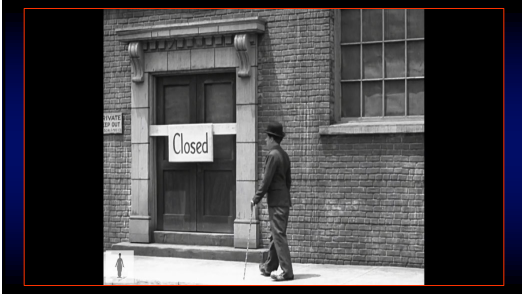
Chronic Sores Can Be Treated

Aneurysms Can Be Repaired

My prediction:

As issues with full-time employees and patients increase, the conversation about unionizing will become more robust...

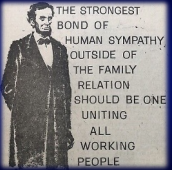
Thank you



Why A Union – Pension Plan

Insured by the Pension Benefit Guaranty Corporation

- Maybe better than 401(k)*
- Guarantees an income for life*
- Normal pension is available at age 65*
- Early Retirement Pension available at 55*



THE STRONGEST
BOND OF
HUMAN SYMPATHY
OUTSIDE OF
THE FAMILY
RELATION
SHOULD BE ONE
UNITING
ALL
WORKING
PEOPLE