

Over the past 10 months, the Icahn School of Medicine at Mount Sinai and the Committee of Interns and Residents (CIR) union have met 14 times to negotiate a collective bargaining agreement for the residents at NYC Health + Hospitals Corporation (H+H) at Elmhurst. At every session, we have made increasingly generous proposals, including the following:

- Establishing a significant Chief Resident stipend
- Instituting a six-week paid leave of absence in addition to vacation and sick days
- Expanding the Medical Education benefit
- Creating language for hazard pay in the event of a federal or state-declared public health emergency.

We have worked very closely with our H+H colleagues to secure additional funding to support the most generous contract offered at any H+H facility. However, the union’s demands have only grown or changed. For the last 10 months, we have been bargaining in good faith and the union has been inflexible.

Last night at our 14<sup>th</sup> negotiation session, in the interest of reaching a settlement and avoiding an unnecessary strike we offered the union our last, best, and final offer: a 7 percent salary increase retroactive to November 2022; an additional 6 percent salary increase in December 2023; and a 5 percent salary increase in January 2025. This is a total of **19.1 percent** compounded between November 2022 and January 2025.

**Salary rates including \$2,900 meal stipend under our last, best, and final offer:**

	<b>Current</b>	<b>November 2022</b>	<b>Starting December 2023</b>	<b>Starting January 2025</b>
<b>PGY1</b>	<b>\$71,089.20</b>	<b>\$75,862.40</b>	<b>\$80,240.19</b>	<b>\$84,107.20</b>
<b>PGY2</b>	<b>\$74,787.00</b>	<b>\$79,819.09</b>	<b>\$84,434.24</b>	<b>\$88,510.95</b>
<b>PGY3</b>	<b>\$78,651.00</b>	<b>\$83,953.57</b>	<b>\$88,816.78</b>	<b>\$93,112.62</b>
<b>PGY4</b>	<b>\$81,672.00</b>	<b>\$87,186.04</b>	<b>\$92,243.20</b>	<b>\$96,710.36</b>
<b>PGY5</b>	<b>\$84,698.00</b>	<b>\$90,423.86</b>	<b>\$95,675.29</b>	<b>\$100,314.06</b>
<b>PGY6</b>	<b>\$86,544.00</b>	<b>\$92,399.08</b>	<b>\$97,769.02</b>	<b>\$102,512.48</b>

With a strike scheduled for Monday, May 22, at 7 am, we would have expected a more productive negotiation session with movement from CIR. Instead, there was very little response to our generous package proposal; in fact, the union demanded more. We are hopeful that CIR

will reconsider accepting our 19.1 percent wage proposal rather than walking out on their patients and allowing the residents to lose at least a week of salary even while the CIR representatives continue to get paid during this time.

It is no secret that we are in the midst of tough economic times; however, the final offer that was placed on the table last night represents an unprecedented level of funding injected into a labor contract supporting an H+H operation. The union bears responsibility for the outcome of these negotiations since this wage proposal is equal to or greater than those accepted by the CIR at other hospitals in New York. This is the third contract we have negotiated with them. The circumstances that CIR now complains of are the same terms that CIR celebrated with the residents in the past negotiations.

Since the union refuses to take any of our proposals seriously (including the finality of our last, best, and final offer), we must now communicate to you directly. Our final offer is our best and last offer. As the union seems focused on leading you on this strike, we will do what is best for our patients and are proceeding with our strike planning.

As we approach Monday, it is important to support our residents at Elmhurst who are torn between the choice of either striking or taking care of their patients. To reiterate, every resident has the right to come to work to care for their patients during a strike, and those who wish to strike are within their rights to do so.

Regardless of whether any single resident decides to strike or care for patients, every resident will receive the benefits of the contract once it has been ratified.

Think carefully and then do what you believe is right for yourselves, your families, and most importantly, the patients you serve.