

September 16, 2016

Dear Prospective Residents and Fellows,

Thank you for your interest in the University of Washington!

We are proud to have over 1300 residents and fellows participating in over 100 accredited training programs, spread over nearly 300 training sites across Washington, the WWAMI region and the world. Our trainees are essential to our mission of improving the health of the public by providing exceptional patient care.

In my role as Designated Institutional Official, it is my job to ensure that 1) our programs have the resources they need to support the educational curriculum, 2) trainees are provided with a supportive learning environment, and 3) trainees are integrated into the quality and safety efforts of our hospitals.

In the fall of 2015, our residents and fellows voted to have the existing UW Housestaff Association (UWHA) represent them as their official labor union. Housestaff unions are not uncommon. There are others around the country, including at the University of Michigan and Boston University. As you consider this next step in your career, I would like to provide you with an update on the current activities surrounding our contract negotiations with UWHA.

The University and UWHA have been working to negotiate our first collective bargaining agreement since January 2015. We are making substantial progress to address residents' and fellows' priorities. The University has offered to:

- 1) expand opportunities to moonlight, internally and externally,
- 2) provide new paid extended leave benefit,
- 3) establish a per resident per year professional development fund,
- 4) reimburse residents for licensing fees,
- 5) supplement of stipends for grant-funded trainees,
- 6) create a fund supporting childcare for residents and fellows who have children, and
- 7) create a fund supporting alternate commuting such as bicycling

We look forward to continuing the dialogue with the UWHA. Until a collective bargaining agreement is negotiated, the terms and conditions of the existing Resident & Fellow Position Agreement (RFPA) and all other working conditions will remain in effect. For details of the 2016 - 2017 RFPA, please link to our UW GME website: <http://www.uwmedicine.org/education/Documents/gme/RFPA-AY17.pdf>. For updates on the UW-UWHA Contract Negotiations, please link to the UW Labor

**Byron D. Joyner, MD, MPA**

Vice Dean for Graduate Medical Education

Designated Institutional Official

Negotiations website: <https://www.washington.edu/admin/hr/laborrel/negotiation-updates/uwha/index.html>.

I am extremely proud of the high quality of our training programs and the caliber of trainees we attract to our beautiful city year after year. We already have in place a tremendous number of resources for our residents, including a matched retirement plan benefit, a free Wellness Service including confidential counseling, special seminars created just for our trainees (e.g., Life After Residency and the Chief Resident Seminar) and, of course, an incredible faculty who are committed to educating residents and fellows.

If you have any questions about this or anything else about the UW, please peruse our website at [www.gme.washington.edu](http://www.gme.washington.edu) or reach out to any of our terrific program directors. We all want you to have all the information as you make this important decision.

Best of luck during this exciting phase in your career!

Sincerely,



**Byron D. Joyner, MD, MPA**

Vice Dean for Graduate Medical Education and

Designated Institutional Official (DIO)

University of Washington, School of Medicine

Office of Graduate Medical Education, Dean of Medicine