

3/28/2025



TLDR: It has been 60+ days since we introduced our economic package, and UMMC has yet to discuss salary or key benefits with us. We're 6 months into bargaining, so we demand they start addressing Housestaff priorities now! Sign the [contract action pledge](#) to join efforts to put pressure on UMMC for timely negotiations.

In our last update, we told you all that we expected management to provide us with their comprehensive counter to the economic package we offered two months ago. It is, therefore, unfortunate that we must tell you that they have still not delivered a response. In our bargaining session with their team on Friday, they supplied several minor counters to our proposed leave policies (e.g. holidays, jury duty, voting, bereavement) and a component of our economic package, but nothing resembling a sufficient response. We pointedly asked them to commit to providing their economic counterproposal package to us by our next meeting in two weeks, but their response continues to be, "we hope." Subsequently, we suggested they pass over any and all articles they currently had counters for in a piecemeal fashion at the next session. They indicated "[they] just did" implying that the 6 articles they provided (4 of which addressed aspects of a single UMRFA proposal) were all they had at this time.

That is unacceptable.

Eight weeks have passed since we provided them a comprehensive package - a package that transforms how the University of Maryland cares for and supports its House Staff by addressing your everyday needs, and is tailored to improving your everyday lives. We regret that the provided counters are insufficient, as they essentially amount to a maintenance of the status quo. We will not put words in the mouths of our colleagues across the table, but this tepid response to our economic proposal seems to imply that key UMMC leaders and decision makers believe that your current benefits are enough. Obviously, we disagree, and every day that passes is more time that you are losing out on the benefits you deserve.

We are under no illusion that this process is easy. A hospital system as large as UMMC is a complex beast, and we are asking for revolutionary change. We respect the hard work that both sides continue to do in order to find common ground, and we are pleased to say that we have found much of it with regards to non-economic proposals. But we also remember your testimonials: ones that described hardships such as food insecurity, difficulty paying for rent or utilities, and struggles with finding childcare or

3/28/2025



even taking care of yourself. It is those stories that impel us to efficiently complete this process.

If this update makes you mad, then be mad. We need to remind leadership of the fervor that led to a 628-19 vote victory in favor of unionization and demonstrate that we are done waiting. We, all of us, cannot and will not let this process stall, nor will we accept the status quo. Sign the [contract action pledge](#) to join efforts to put pressure on UMMC for timely negotiations.