



UNIVERSITY OF MARYLAND RESIDENT & FELLOW ALLIANCE

04/25/24

Bert W. O'Malley, MD, President and CEO
University of Maryland Medical Center
22 S. Greene Street
Baltimore, MD 21201

Dr. O'Malley,

We are contacting you today as physicians—comprised of the residents and fellows from the University of Maryland Medical Center and the University of Maryland Midtown Campus—who have overwhelmingly reached a consensus to unionize.

Residents and fellows are the backbone of the University of Maryland Medical Center and Midtown Campuses. We work tirelessly with our fellow physicians, providers, nurses, and staff to ensure exceptional, quality-driven and evidence based patient care that has won our medical system numerous awards and recognitions both within and without the state of Maryland. **Improving the wellbeing of our residents and fellows translates to improved patient outcomes, institutional success, and healthier communities. We seek to do so in an environment that is both collaborative and supportive. That is only possible through a candid and honest negotiation resulting in safe staffing practices, reasonable work-life balance, and appropriate wages and benefits.**

In the shadows of both the global COVID 19 Pandemic and ongoing national economic instability, many of our residents and fellows find themselves struggling to provide for their basic needs and their families. We, who have sacrificed years of lives in the pursuit of bettering our communities, often find ourselves the last considered. Referred to and thought of as “trainees” instead of what we truly are: physicians. We have shouldered the economic downturn by seeing our wages outstripped by inflation, while offers to support investment in our retirement remain woefully inadequate. **Many continue to be overworked, forced to participate in an antiquated system that does not reflect current research into physician fatigue and how it leads to medical errors. It is this lack of support that has led to resident physicians experiencing burnout, dismissal or resignation, and even being over-represented in annual suicide rates.**

We recognize that we would not have the opportunity to train and practice were it not for UMMC. But it must also be recognized that UMMC would not exist without us. Together we represent one of the greatest forces for good in the City of Baltimore. We challenge you to raise up and re-embrace your commitment to our mission statement: “to provide care and embrace our patient’s families, TEAM MEMBERS and communities with compassion” while “striving for excellence across all aspects of our mission.” Now, more than ever, change is necessary.

Therefore, we have reached the conclusion that the only way for us to advocate effectively for our patients, colleagues, and community is to unionize. We do not come to this decision lightly. However, it is our imperative to not only regain our agency as physicians, but also to further the mission and core values that have made the University of Maryland a place known for outstanding patient care. We wish to be seen as collaborators with you and the other leaders at UMMC and ask that you voluntarily recognize us as a formal collective bargaining unit from today in perpetuity. We look forward to the next phase in our mutually beneficial relationship.

Sincerely,

The Residents and Fellows of the University of Maryland Medical Center and Midtown Campus

Represented by University of Maryland
Resident and Fellow Alliance