



Committee of Interns and Residents

SEIUHealthcare

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Over the past two years in the midst of a global pandemic, nurses at Stanford Health Care have been negotiating for a new contract. Through their union, CRONA, they are bargaining for better staffing, mental health support, and other changes to promote nurse retention. Although the changes they propose are vital to providing safe patient care, hospital leadership has yet to even meet directly with CRONA. On April 8, 2022, after representatives of hospital leadership refused to agree to their proposals, a super majority of CRONA members (93%, or more than 4500 nurses) voted to authorize a strike as a form of collective action to make their voice heard.

We are a group of Stanford resident and fellow physicians who are organizing to form our own union. As our mail-in election for a union draws to a close, our colleague nurses at Stanford Health Care and Lucille Packard Children's Hospital are going on strike. We support them. We stand in solidarity with them.

Stanford nurses have been bargaining with Stanford Health Care for 13 weeks, over 30 sessions, and have been on the job for almost a month without a viable contract. Their decision to strike is a difficult one and is not undertaken lightly. It is their most powerful action and last resort to demand change when Stanford Hospital does not bargain in good faith. Their strike would not be necessary if Stanford Health Care worked with the nurses to create a plan for competitive compensation and retiree medical benefits that keep up with inflation; safe staffing provisions; addressing the current crisis in critical care units; and improved access to mental health care. Instead, Stanford Health Care doubled down on punitive actions against the backbone of our health care system by revoking striking nurses' (and their families') health care coverage starting on May 1st. **This appalling act of labor organizing repression gives us insight into the true values of the Stanford Health Care institution: profit over people, hierarchy over healthcare, and suppression over support.**

As residents and fellows fighting for many of the same changes, we too have been gaslit, ignored, and told we are making too much noise. It is time for culture change at our institution.

Residents and nurses work together intimately to take care of our patients. Nurses are our team members, supporters, and often they are our teachers. They are a wealth of medical, technical, and institutional knowledge. The nurses' action speaks to the power of a collective, collaborative, democratic voice. We see their efforts and support them as they strike.

We would like to send a clear message to Stanford Health Care and the greater Stanford community: We stand united with our nursing colleagues in their efforts to achieve better working conditions. This is a vital part of our mission to deliver world class and safe patient care and we will not rest until we have won this fight.