

**OREGON ACADEMY OF FAMILY PHYSICIANS
CONGRESS OF THE MEMBERS
77th ANNUAL MEETING
April 13, 2024
Resolution #5**

Introduced by: Authors: Jessica Osborn, MD and Catherine Reid, DO

Subject: Support Resident Unions Creation, Maintenance and Funding

1 **WHEREAS**, In 2018, the American Academy of Family Physicians adopted policy supporting the
2 formation of physician unions¹, and in 2023, only 15.8% of RNs, 6.3% of physicians², and 15% of resident
3 physicians were union members³, and

4 **WHEREAS**, resident physicians are in a vulnerable space entering this profession, with limited
5 experience as to what constitutes a just and equitable work environment, and

6 **WHEREAS**, union creation promotes an established framework for continued discussion between
7 employee and employer to reduce bias and promote equity in the workplace, and union membership
8 empowers residents to advocate for collaborative solutions to improve work conditions, optimize
9 patient care, and promote general wellness, now, therefore, be it

10 **RESOLVED**, That the American Academy of Family Physicians expand their policy supporting physician
11 unions to specifically include support of the creation and funding of creation and maintenance of
12 resident physician unions.

References

¹ Aafp.org. Accessed March 22, 2024. <https://cp.aafp.org/aafp/national-conference-constituency-leaders/resolution-no-1002-support-creation-of-physician-u-567?memory=18709>

² Union membership and coverage database. Unionstats.com. Accessed March 22, 2024.
<https://www.unionstats.com/>

³ Hilker S, Ms ABM. Valuing the Resident Physician: Advocating for Change. *New England Journal of Medicine*. 2023;Resident 360. <https://resident360.nejm.org/expert-consult/valuing-the-resident-physician-advocating-for-change>