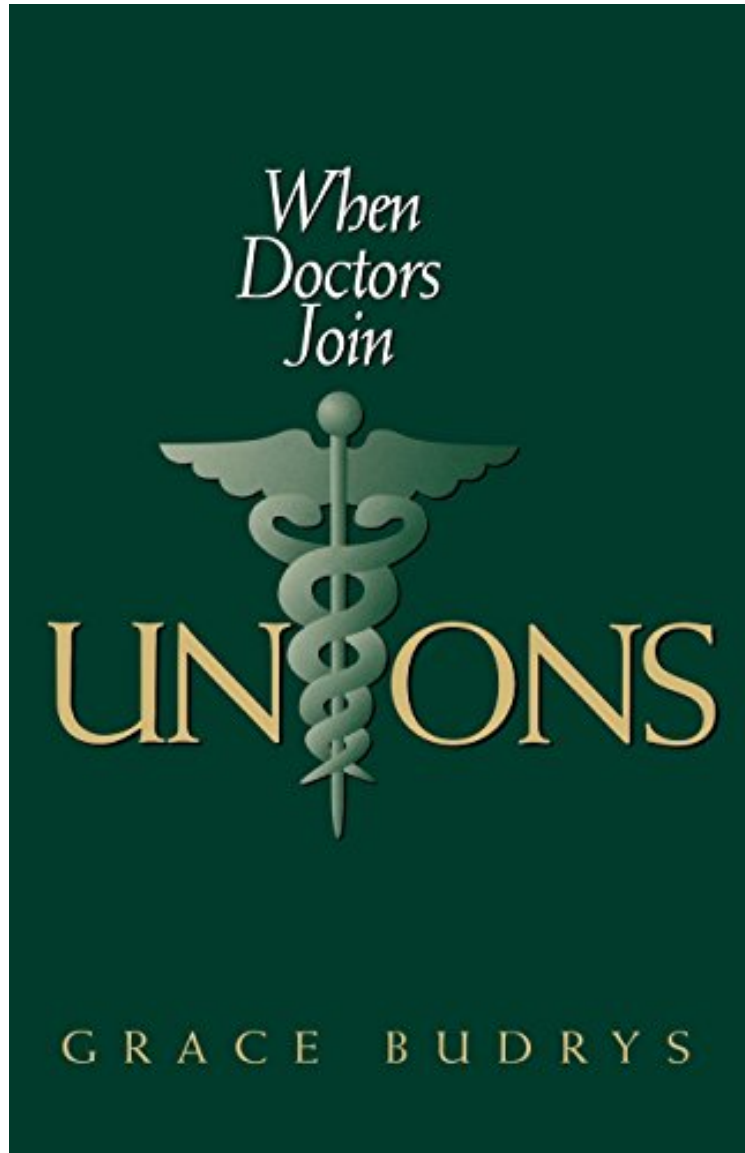


(Download ebook) When Doctors Join Unions (Ilr Press Books)

When Doctors Join Unions (Ilr Press Books)

Grace Budrys

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Grace Budrys : When Doctors Join Unions (Ilr Press Books) before purchasing it in order to gauge whether or not it would be worth my time, and all praised When Doctors Join Unions (Ilr Press Books):

1 of 1 people found the following review helpful. Why patients need unionized doctors By Robert Weinmann, MD, When Doctors Join Unions, Grace Budrys, Cornell University Press, 177 pages, c. 1997, describes the inexorable forces driving doctors into classical unions as opposed to more traditional medical associations and societies. Insightfully, Budrys shows that traditional private practice doctors, independent contractors, are joining with

their salaried colleagues to sign up with unions even though only the salaried doctors are entitled to classical collective bargaining at this time. The motivation for both groups of doctors is similar. In private practice for-profit HMOs and managed care programs often delay or deny diagnostic studies and treatments prescribed by treating doctors. The doctors, untrained in negotiations, then find they have to challenge their own administrations to provide care. In government programs at the state, county, and federal levels, including Medicare and Medicaid, doctors find that burgeoning rules and regulations also prevent them from doing what patients need. This obstructionism unifies doctors, cuts across financial and remuneration incentives, and drives them toward unionization, especially towards the Union of American Physicians and Dentists (UAPD), affiliated with the American Federation of State, County and Municipal Employees (AFSCME), the largest union in the AFL-CIO. Budrys states that the UAPD is "a harbinger signaling the emergence of new forms of collective representation" and concludes her book with these words about the UAPD: "I find it hard to imagine another organization that is in a better position to do so."² of 4 people found the following review helpful. Uninspired treatment of a timely topic. By A Customer

A reasonable history of the UAPD prior to 1985. Author chose to ignore the Agency Shop agreements with the State of California and other Public jurisdictions as the primary reasons for UAPD's continued existence. Doctors working for those entities must pay agency fees or dues in order to work. More recently, author did not delve into findings of US Dept of Labor that UAPD was not a Union for purposes of collective bargaining in private sector. In fact, UAPD severed its private sector bargaining units in order to avoid scrutiny of procedures for electing its officers. Findings of DOL suggest violations of NLRA, Taft-Hartley and Landrum-Griffin. Author also did not choose to include decertification of UAPD as bargaining agent for doctors employed by Contra Costa County in 1995. The one interesting innovation of UAPD, the UAPD IPA, was remarked upon only in casual passing and not provided any in-depth treatment. Generally, book seems to be a subject author tired of during research and only published because the amount of time spent in research would otherwise have been wasted.

Current and anticipated changes in this country's health care system are likely to add momentum to the physicians' union movement, according to Grace Budrys. She documents the emergence and development of the Union of American Physicians and Dentists (UAPD), founded in the San Francisco Bay area in 1972, and suggests it may be a harbinger of renewed organizing efforts throughout the country. Representing both salaried and private practice doctors, the UAPD gained strength in the early 1980s during the crisis in malpractice suits, and surged again in recent years in response to steadily increasing medical corporatization. Budrys argues that the approach to modernization now favored across the country resembles that of the industrialization era. As health organizations become larger, more centralized, and more hierarchical, decisions are made further from the work site and some traditional responsibilities are delegated to lower-paid, less-trained workers. Nevertheless, the image of blue-collar industrial workers organizing into unions is not easily reconciled with our society's image of physicians as highly trained and highly skilled members of a profession long considered the bastion of individualists. Budrys suggests that doctors' unions in general and the UAPD in particular may provide a model for other nontraditional groups and occupations seeking solutions to contemporary problems in the workplace. After discussing the laws governing workers' organizing rights and their interpretation by the courts, she concludes with commentary on the organizing activity taking place among highly paid and highly educated workers.

"This book is a good place to start for a quick introduction to the concept of physician unionization, and the history that got us to the point where it may be a serious choice for our profession." Sam J. Sugar, M.D., Internal Medicine, Chicago Medicine, Vol. 101, No. 15

From the Back Cover

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