

March 7, 2024

Minnesota Senate
Higher Education Committee
Room G-15 Capitol
Saint Paul, MN 55155

Dear Chair Fateh, Vice Chair Putnam, Ranking Member Duckworth, Committee Members Farnsworth, Kupec, Murphy, Oumou Verbeten, and Rarick,

We write to you as Medical Residents and Fellows of the University of Minnesota (UMN) who are currently subject to MN Statute 179A.11 of the Public Employment Labor Relations Act (PELRA).

Residents and Fellows are “Matched” into programs in an algorithmic process that contractually binds us to work where we are assigned with no ability to negotiate the terms of our employment and very limited ability to seek other jobs if working conditions are poor. This matching process was exempted from federal antitrust law after a then resident Dr. Paul Jung and colleagues pursued class action antitrust litigation against the National Resident Matching Program, the body that governs the Match.¹ Before the suit was heard, US Congress quickly passed a law prohibiting residents and fellows from pursuing this type of litigation.²

Residents and Fellows work longer and less desirable hours for a fraction of the pay of mid-level providers within the same field. The majority, 73 percent, of us are also deeply in debt: the median education debt for residents in 2019 was \$200,000.³ We are trapped by the combination of our debt, low wages, and the fact that we must complete our residency training in order to have a career caring for the sick. Additionally, being removed from residency is a black mark that is hard to wash off. So when residents are pushed to work longer hours than the 80 hour a week Accreditation Council for Graduate Medical Education limit, or pressured not to take the limited parental or sick leave we are entitled to, most of us put our heads down and show up to care for our patients, too exhausted to change a broken system.

The proposed changes to PELRA in bills SF 4597 and HF 4508 would allow UMN Medical Residents and Fellows to collectively bargain. We have unique working conditions and a very clear community of interest as we all share a contract and benefits under the umbrella of Graduate Medical Education. PELRA as it currently stands allows the University to treat us as either students or employees when it sees fit, and it lumps us into the preposterously large and varied Unit 11.

Unionizing UMN Residents and Fellows would enable us to advocate for our patients and against the corporatization of healthcare delivery that is negatively impacting the care we provide and putting at risk our land grant mission to Minnesotans. As the great state of Minnesota is rethinking what our academic health center should be, Residents and Fellows want to be able to organize and help shape that future. We plan to advocate for our patients, your friends and relatives, either way but together we will have a stronger voice.

Sincerely,

The undersigned 149 UMN Residents and Fellows listed below in alphabetical order by last name.

Allison Aase, DO
Tasneem Abdel-Karim, MBBS
Aaron Ackerman, MD
Jalal Agakishiev, DO
Loretta O. Akpala, MD
Michael Andreone, MD
Jeremiah Atkinson, MD
Elizabeth Babkin, MD
Danica Balsiger, MD
Madeline Barnes, MD
Kristen Bastug, MD
Wyatt Biebighauser-Wagner, MD
Emily Biscaye, MD
Ryan Bjerke, MD
Taylor Brockman, MD
Taylor Brown, DO
Samantha Bryan, DO
A. Luise Calderon, MD
Kelsey Carrigan, MD
Anna L. Carroll, MD
Lorenzo A. Castanon, MD
Katie Casty, MD, MS
Paul Chatterton, MD
Michael Chmielewski, MD
Devin Clark, MD
Miranda Considine, DO
Sam Considine, MD
Sara Adelina Cuadra Aruguete, MD
Hannah Cushen, MD
Nick Dabiran, MD
Nardos Dawit, MD
Owen R Dean, MD
Joe de Jonge, MD
Ninah Divine, MD
Ian Durbin, MD
Cheyenna Espinoza, MD
Rachel Feliciano, MD
Rebekah Fiers, MD

Nuala Flood, DO
Cynthia Gaines, MD
Jonathan Gale, DO
Eva Garrison, DO
Rebecca Goldstein, MD, MPH
Mark Gormley, MD
Anwei Gwan, MD, MPH, MS
Jeffrey Hanson, MD, PharmD (alumni)
Mikako Harata, MD
Julia N. Harrison MD
Jennifer Hathaway, MD
Ali Hochstetler, MD
Cameron Holmes, MD
Gregory Hooks, MD
Rita Hurd, MD (alumni)
Kristin Inman, MD
Bilal Jawed, MD
Whitney Johnson, MD
Leah Jordan, MD (alumni)
Lindsay Juriga, MD
Farida Karim, MBBS
Nathaniel Klair, MD
Cynthia Koenigsberg, MD
Jack Kotecki, MD
Joseph E. Kumka, MD, PhD
Sean Larsen, MD, MS
David Leishman, MD, MS
Eric Leppink, MD
Alyssa Levine, MD
Xuan Li, MD
Sandy Liu, MD
Erica Loon, DO
Megan Lucas, MD
Friederike Luetzenberg, MD
Kimberly Lundeen, MD
Daniel V Ly, MD
Robyn Marks, DO
Rachel McCabe, MD

Kaitlin McLean, MD
Dillon Medlock, MD
Alycia Midas, MD
Mitchell Moe, MD
Lauren Mohan, MD
Joshua Morof, MD, MPH
Patricia Morrow, MD
Sashi N Nair, MD
Sabrina Nesladek, MD
Caroline Nyamweya Tekeste, DO, MS
Jenna Nypan, MD
Christina Nyquist, MD
Brandon O'Connor, MD
Monica Olivier, MD
Sam Olson, MD
Shelbi Olson, MD
Chidi Onongaya, MD
Nathan Ostlie, MD
Shraya Patel, MD
Samuel Payne, MD
Marissa Paulson, MD
Austin J Peña, MD
Alana Petrassi, MD
Kishore Raja, MD
Aarabhi Rajagopal, MD
Michelle Rayne, MD, PharmD
Supriya Reddy, MD
Thomas Reimann, MD
Luke Remme, MD
Jennifer J Robinson, MD
Aaron Rosenblum, MD
Daniel Rounds, MD
Mayada Saadoun, MD
Autefeh Sajjadi, MD
Joshua Samec, MD
Leah Schaaf, DO

Emma Schaffer, MD
Thomas Schmidt, MD, MHS
Sophie Scholtz, MD
Matthew Semler, MD
Zoey Shultz, MD
Hayley Severson, MD, MPH
Zachary Shaheen, MD, PhD
Sruthi Shankar, MD
Evelyn Shen, MD
Kara Sherva, MD
Lauren Sikora, MD
Margaret Singer, MD
Justice Spriggs, MD
Paul J. Strain, MD
Laura Stolbrock, MD
Anisa Suleiman, MD
Wendy Sun, MD
Sarah Swenson, MD, DPhil
Samantha Talerico, MD
Tabitha Tate, MD
Blake Tidwell, MD
Jacob Tigner, MD (alumni)
Shiori Tomatsu, MD
Ellen Townley, MD
Tiffany Truong, DO
Christopher G Tucker, MD, PhD
Lisa Qiu, DO
Jennifer Erinma Udeogu, MD
Alysia Jamier Washington, MD
Taylor Wells, MD
Lindsay Welton, MD
Amy Whillock, MD, PhD
Brandon Wesche, MD
Rebecca Wiersma, MD
Teekz Yenpasook DO, MS
Michael K. Zhang, MD
Haley Zweber, MD

Citations:

1. [Jung v. Association of American Medical Colleges](#)
2. [Code 15 U.S. Code § 37b - Confirmation of antitrust status of graduate medical resident matching programs](#)
3. [Physician Education Debt and the Cost to Attend Medical School](#)