



American College of  
Emergency Physicians®

ADVANCING EMERGENCY CARE 

# POLICY STATEMENT

Approved October 2020

## *Collective Bargaining, Work Stoppages, and Slowdowns*

Revised October 2020

Reaffirmed April 2014, October  
2008

Revised April 2002 with current  
title," replacing "Guidelines  
Concerning Work Stoppages and  
Slowdowns" (March 1997) and  
"Collective Bargaining" (October  
2000)

Revised March 1997

Reaffirmed April 1992

Revised titled "Guidelines  
Concerning Work Stoppages and  
Slowdowns" October 1984

Originally approved titled "Position  
Paper Concerning Work Stoppages  
and Slowdowns by Physicians"  
September 1977

The American College of Emergency Physicians (ACEP) recognizes that situations may arise in which groups of individuals choose to withhold services, thereby affecting health care delivery. ACEP believes that emergency physicians should work for the continuous availability of emergency medical care if a work stoppage occurs.

ACEP believes emergency physicians functioning as employees may participate in collective bargaining units. Such units should only include physicians, as non-physicians may follow other ethical codes. Non-employee physicians may participate in collective bargaining units to the extent allowed by law.

Medical professionals who choose to use a work stoppage or collective bargaining should avoid using collective action that could delay or deny access to emergency care.

ACEP members should anticipate problems that may arise from a work stoppage or other collective bargaining activities by any health care personnel and seek cooperation of other health professionals to ensure the timely provision of emergency medical care under all conditions.