

PLEASE NOTE: THIS RESOLUTION WILL BE DEBATED AT THE 2020 COUNCIL MEETING. RESOLUTIONS ARE NOT OFFICIAL UNTIL ADOPTED BY THE COUNCIL AND THE BOARD OF DIRECTORS (AS APPLICABLE).



RESOLUTION: 46(20)  
SUBMITTED BY: Louisiana Chapter  
Emergency Telehealth Section  
SUBJECT: Employment Information

**PURPOSE:** Establish a database that would allow physicians to review employers and contract management groups (CMGs) in a confidential online environment and create policies opposing employers from discouraging or disciplining physicians choosing to post such reviews.

**FISCAL IMPACT:** Unbudgeted costs for design and development of the job database platform is estimated at \$91,800 for the initial release. Cost for future enhancements and maintenance of the platform, for at least the three years following the release, is estimated at 20% of the initial platform cost or \$18,360 per year. Additional costs would need to be allocated for a Product Owner role, outside of Technology Services. Additional staff time may be required in the roles of stakeholders and subject matter experts.

1 WHEREAS, Many emergency physicians work for or are contracted by others to provide their professional  
2 services; and  
3

4 WHEREAS, Knowing what is a safe or an appropriate staffing model can be difficult unless one understands  
5 the specifics of an emergency department or medical facility; and  
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7 WHEREAS, It is difficult to be able to get enough information from asking questions on the phone or in an  
8 interview; and  
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10 WHEREAS, Employers or contract management groups may create, or influence, staffing models and work  
11 environments that emergency physicians believe to be unsafe for patient care and for the safe and enjoyable practice  
12 of emergency medicine; and  
13

14 WHEREAS, The opinions of other emergency physicians who have worked in a work environment or with a  
15 particular employer, or contract management group, that one is considering to work in, or with, would be valuable to  
16 that emergency physician before having to make a decision as to whether to pursue or accept a job at a particular  
17 facility with a particular employer or contract management group; and  
18

19 WHEREAS, A database that contains the opinions, or ratings, of other emergency physicians on various  
20 employers, contract management groups or facilities, would be useful and valuable to emergency physicians looking  
21 for employment or a new position; and  
22

23 WHEREAS, Such a database would only contain information from emergency physicians who work for  
24 employers or contract management group and would not be influenced by employers or contract management groups;  
25 therefore be it  
26

27 RESOLVED, That ACEP create new policy to establish a confidential "Job Database" or direct such a  
28 database to be created and controlled by an emergency physician controlled entity with the top priority of what is best  
29 for emergency physicians, that allows emergency physicians to provide their ratings, and/or opinions regarding  
30 employers and contract management groups (CMGs) for only those employers and CMGs that they have worked for  
31 or been contracted in an anonymous manner that is not accessible by or can be influenced by employers or contract  
32 management groups that is only accessible by other emergency physicians; and be it further

33 RESOLVED, That ACEP establish new policy that opposes employers or contract management groups from  
34 discouraging, obstructing, preventing or otherwise preventing any emergency physician from providing information  
35 or obtaining information from a confidential Job Database developed by ACEP; and be it further  
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37 RESOLVED, That ACEP establish new policy opposing penalty or punishment of any kind, actual or the  
38 withholding of benefit, to any emergency physician who provides information to, or receives information from, a  
39 confidential Job Database developed by ACEP.

### **Background**

This resolution asks the College to establish a database that would allow physicians to review employers and contract management groups (CMGs) in a confidential online environment and create policies opposing employers from discouraging or disciplining physicians choosing to post such reviews.

Employer review websites, such as [Glassdoor.com](http://Glassdoor.com) and [Indeed.com](http://Indeed.com) are frequently used by potential employees to research the opinions of a company's current and former employees regarding organizational policies and work conditions. Such sites may contain valuable information for physicians researching an employer or CMG; however, there is a risk that postings may contain false or misleading information from disgruntled employees. It is possible employers may file suit against the publisher or author of negative reviews for claims of defamation or breach of confidentiality agreements. Such risks could be mitigated by creating and maintaining strict user terms and conditions.

The publisher of an employer review website is required to carefully screen all postings and take precautions to protect the identity of users while prohibiting employers from accessing the site. Should ACEP act as publisher of the reviews, it would require ACEP to assign an employee to monitor, review, and possibly research users and postings to ensure the confidentiality of users is protected and that suspected false posts are deleted.

### **ACEP Strategic Plan Reference**

Goal 2 – Enhance Membership Value and Member Engagement

Objective H – Strengthen job security and opportunity for individual members at all stages of their careers.

### **Fiscal Impact**

Unbudgeted costs for design and development of the job database platform is estimated at \$91,800 for the initial release. Cost for future enhancements and maintenance of the platform, for at least the three years following the release, is estimated at 20% of the initial platform cost or \$18,360 per year. Additional costs should be allocated for a Product Owner role, outside of Technology Services. Additional staff time may be required in the roles of stakeholders and subject matter experts

### **Prior Council Action**

None

### **Prior Board Action**

None

**Background Information Prepared by:** Leslie Patterson Moore, JD  
General Counsel and Chief Legal Officer

**Reviewed by:** Gary Katz, MD, MBA, FACEP, Speaker  
Kelly Gray-Eurom, MD, MMM, FACEP, Vice Speaker  
Susan Sedory, MA, CAE, Council Secretary and Executive Director