

RESTORING AUTONOMY AND SAFETY IN THE EMERGENCY DEPARTMENT

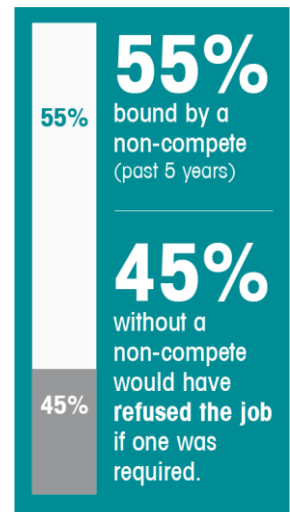
Corporate overreach, a lack of basic employment protections, and unsafe working conditions are driving emergency physicians out of the workforce, threatening the stability of the entire health care safety net and putting patient care at risk.

ENDING ILLOGICAL NON-COMPETES

Emergency physicians have no “book of business” of ongoing patient relationships that could follow them between jobs, so non-competes serve no legitimate purpose other than to force them to turn down better jobs or relocate their families just to keep practicing medicine. As consolidation reduces employment options, physicians are increasingly forced into restrictive contracts that limit where they can work.

Cosponsor the Bipartisan Workforce Mobility Act (S. 2031)

Bans non-compete clauses in most employment contracts to ensure emergency physicians can practice where they are needed most. Because patients don't follow emergency physicians – non-competes shouldn't either.



ACEP Member Poll 2026

ENDING WORKPLACE VIOLENCE: PROTECTING THE FRONTLINE

Federal law makes it a crime to assault a flight attendant. Yet it does not make it a crime to assault the emergency physicians, nurses, and other staff treating your constituents.

- **2 in 3 emergency physicians** report being physically assaulted in the past year
- **26%** have considered leaving their jobs due to workplace violence
- **48%** say legislation to strengthen workforce protections would make them feel safer on the job

Violence against emergency physicians and health care workers is rising at alarming rates, and incidents are often underreported due to fear of retaliation or lack of meaningful response. It drives burnout and workforce attrition, worsens emergency department crowding, and delays care for patients in need.

Cosponsor The Save Healthcare Workers Act (H.R. 3178/S. 1600)

Establish federal criminal penalties for violence against health care workers, similar to existing protections for airline and airport workers.

LACK OF DUE PROCESS UNDERMINES PATIENT SAFETY



One Hospital – Two Tiers of Justice

Because emergency physicians are typically employed by contracted groups rather than the hospital directly, they often fall outside medical staff bylaws that protect other physicians. This can subject them to unfair disciplinary or retaliatory practices and can leave them uniquely vulnerable to retaliation for raising patient-safety concerns or pushing back on corporate pressure—undermining clinical judgment, trust, and patient safety.

Cosponsor The Physician and Patient Safety Act (H.R. 3413/S. 1767)

Close the "two-tiered" gap in hospital protections and protect patients by ensuring emergency physicians have the same due process rights as other specialists.