Whereas, Due process is a fundamental right of employment and due process protections are essential to allow healthcare workers to act in the best interest of their patients and co-workers; and

Whereas, When due process is waived by an employee, that employee’s power to advocate for their patients and co-workers is constrained by a reasonable fear of loss of employment; and

Whereas, Some healthcare employers insert “Waiver of Due Process” clauses into the employment contracts; and

Whereas, It is in the interest of society for healthcare workers to be able to freely raise patient and healthcare worker safety concerns; and

Whereas, Federal legislation proposing to ban Waiver of Due Process provisions in health care worker employment contracts was introduced in the 116th Congress of the United States of America, the “ER Hero and Patient Safety Act”, also known as HR 6910; therefore be it

RESOLVED, That our American Medical Association support legislation that bans the use of “Waiver of Due Process” provisions within employment contracts and declares such current provisions to be declared void. (New HOD Policy)

Fiscal Note: Minimal - less than $1,000

Received: 09/07/22