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FOR IMMEDIATE RELEASE**BANNER HEALTH PHYSICIANS AND ADVANCED PRACTICE PROVIDERS
MAKE HISTORY, FORMING FIRST-EVER UNION AT ARIZONA'S LARGEST
HEALTHCARE SYSTEM**

Phoenix, Ariz. — Sept. 2, 2026 — More than 240 physicians, nurse practitioners, and physician assistants at Banner Health have voted in favor of unionizing with the Union of American Physicians and Dentists (UAPD), with 69% percent of the voting clinicians in support of union representation.

“Dear Banner Primary Care Physicians and Advanced Practice Providers,

Today, we celebrate a historic victory.

After more than 18 months of hard work, difficult conversations, persistence, and determination, we have reached a moment that many of us once wondered whether we would ever see: we have won. Whether you were active in our union drive or a quiet supporter, every conversation and every vote mattered, so this victory belongs to all of us.

Furthermore, if you did not support the union, we still believe that it's only a matter of time before you understand the positive impact this will have on us and our patients, and we welcome your involvement drafting a new contract that is fair and considerate to all.

On that note, while the Organizing Committee (OC) is incredibly proud of what we have accomplished together, we also recognize something important: winning the election is not the finish line. It is the beginning.

The work ahead will require the same unity, professionalism, and determination that brought us here. We will have the opportunity to advocate for a stronger primary care system, a more sustainable practice environment, greater clinician engagement, and meaningful improvements that benefit us and our patients - not C suite pocketbooks. There will undoubtedly be challenges ahead. Change will not happen overnight, and not every issue will be resolved immediately. But today, we have something we did not have before:

A collective voice.

And that voice is now backed by the strength of physicians and APPs standing together.

The OC wants to sincerely thank everyone who participated in this journey. The last 18 months were not always easy, but the perseverance of this group has demonstrated what is possible when we come together around a common purpose.

Today we celebrate. Tomorrow, we get to work.

Let this victory mark the beginning of a new chapter for Banner primary care - one defined by collaboration, transparency, respect, and a renewed commitment to the clinicians and patients at the heart of our organization.

The future is ours to shape. Congratulations to all of us.”

With gratitude, determination, and optimism for what comes next,

The Organizing Committee (OC)

The newly formed bargaining unit comprises of clinicians who provide care to more than 500,000 patients annually across 31 primary care clinic locations throughout the Phoenix metropolitan area.

"Today's election results send a clear message to healthcare systems across the country: when clinicians are shut out of decisions about staffing and patient care, they will come together and form a union to be heard," said Dr. Stuart Bussey, UAPD President. "Banner's physicians and APPs weren't asking for much over the years. They simply wanted their expertise to be respected and a workplace where advocating for patients isn't punished. We look forward to bringing Banner's leadership to the table to negotiate a strong first contract that reflects that."

Clinicians began organizing after years of frustration over being excluded from decisions directly affecting patient care. Concerns about patient panel sizes, staffing levels, and scheduling practices had gone unaddressed, while administrative burdens continued to grow.

Following today's vote, the bargaining unit awaits certification of the election results by the National Labor Relations Board before entering contract negotiations with Banner Health's administration.

About the Union of American Physicians and Dentists

Established in 1972, the Union of American Physicians and Dentists (UAPD) is the largest bicoastal union for licensed doctors and advanced practice clinicians in the nation—representing more than 7,000 private and public-sector healthcare practitioners. Affiliated with AFSCME and the AFL-CIO, UAPD brings the strength of the labor movement to the aid of providers in the interest of better medicine for all. Learn more at www.uapd.com.

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