



UNION OF AMERICAN PHYSICIANS AND DENTISTS

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PHYSICIAN FILES FEDERAL CHARGE AGAINST BANNER HEALTH AFTER BEING RETALIATED AGAINST FOR FLAGGING SCHEDULING ERROR THAT WOULD HAVE TURNED AWAY PATIENTS AND DELAYED CARE

Gilbert, Ariz. – May 6, 2026 – Dr. Syerra Lea, a Family Medicine physician with Banner Health for 15 years, has filed an unfair labor practice charge with the National Labor Relations Board (NLRB), alleging she was retaliated against after reporting a scheduling error that could have delayed care for dozens of patients.

Dr. Lea identified a clinic-wide mistake that scheduled hundreds of patients for appointments in 2026 with clinicians who were not on duty that day. Left uncorrected, patients would have arrived to find their clinician not in the clinic, and then faced delays of rescheduling several months later. After raising the concern and urging timely rescheduling, management allegedly disciplined her.

“I raised a patient care concern that would have caused significant delays in care,” said Dr. Lea. “Instead of addressing it, I was restricted and monitored.”

The charge, filed by the Union of American Physicians and Dentists (UAPD), alleges violations of federal labor law protecting employees who raise workplace concerns. Dr. Lea is pursuing the ULP charge to ensure that clinicians can openly advocate for the conditions necessary to deliver high quality patient care without the fear of retaliation.

“Dr. Lea did exactly what a physician is supposed to do when coming across a mistake. She identified a problem that would have harmed her patients and brought it to the proper channels to resolve the matter,” said Dr. Stuart Bussey, UAPD President. “Banner Health’s response was to monitor her and silence her. This doesn’t affect just Dr. Lea, it sends a message to every clinician at Banner—the largest healthcare system in Arizona—that speaking up and pointing out errors comes with consequences. If a clinician is too afraid to speak up, patients pay the price.”

Union organizers raised serious concerns over Banner Health’s decision to punish Dr. Lea for identifying an error that would have affected access to care for Arizona residents. The restrictions imposed on her and the hostile work environment that followed send a clear message to every clinician at Banner: speak up and face the consequences. That message comes at a cost and patients pay the price. For those with complex, chronic conditions who depend on coordinated care and timely appointments, a clinician’s silence is not a minor inconvenience. It can mean missed appointments, delayed treatment, and potentially worse outcomes for patients who cannot afford delays in their care.

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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