PAPSA/CIR+UCIMC
Contract Negotiations
Sunshine Proposals Submitted by PAPSA/CIR

- **Term:** the Union is requesting a 2-3 year term
- **Recognition:** UC to recognize PAPSA an affiliate of CIR as the collective bargaining agent based on the PERB decision
- **Pagers:** Resident physicians shall be issued text messaging pagers and the equipment will be maintained by employer
- **Call Room:** the Union is requesting the employer maintain and improve on call rooms
- **Resident Physician Lounge:** Union is requesting the employer maintain and improve resident lounge and provide a frozen entrée for on call employees
- **Scrub and White Coats:** Union is requesting uniforms be provided by employer along with the laundering of the uniforms
- **Parking:** Union is requesting subsidized parking for bargaining unit members
- **Mileage:** Union is requesting mileage reimbursement for work related travel for bargaining unit members
- **Meals:** Union is requesting a meal benefit for unit members
- **Salary:** Union is requesting to maintain current UC salary structure and salary increase schedule
- **Housing Stipend:** Union is requesting a housing stipend for bargaining unit members
- **Labor-Management Meeting:** Union is requesting regular joint labor-management meetings
- **Employee List and Orientation:** Union is requesting time at new employee orientation for a presentation, and provision of bargaining unit lists
- **Patient Care Fund/Quality Improvement Fund:** Union is requesting a fund for the improvement of patient care and funding for QI training and QI research
- **Charity Care:** Union is requesting bargaining unit members be involved in charity care
- **Professional Training:** ACLS/BLS/PALS/NRP/ATLS: Union is requesting professional training and recertification to be provided by employer at no cost to bargaining unit members
- **Exam Fees:** Union is requesting reimbursement for exam fees to bargaining unit members
- **Educational Benefit and Conference Fees:** Union is request an educational benefit and conference fee reimbursement to bargaining unit members
- **Physician Impairment & Wellbeing:** Union is asking for protection and process for residents seeking treatment
- **Health, Retirement, Life Insurance and Disability Insurance:** Union is requesting to maintain current benefits and employer contribution to benefits
- **Chief Resident Pay:** Union is requesting chief resident pay
- **CIR and UCIMC Joint Events:** Union is requesting to hold joint events with UCIMC including House staff Appreciation Day and Intern Welcome

Union is seeking contract language on the following:
- Just Cause for discipline or dismissal
- Grievance Procedure for disputes under the Agreement
- Grievance Process/Grievance Eligibility/Final and Binding Arbitration
- Field Representative and Access and Release time
- Dues Deduction and Agency Fee/Exemption from the Agency Shop Fee
• Direct Deposit of Union Dues
• Indemnification
• Union Security
• Severability
• Protections for Unit members and Union as a result of Program Expansion or Reduction
• No Loss of Contractual Rights and Benefits