

**SAN DIEGO HOUSE STAFF ASSOCIATION - THE COMMITTEE OF
INTERNS AND RESIDENTS/SEIU HEALTHCARE (SDHSA-CIR/SEIU)
INITIAL BARGAINING PROPOSAL FOR SUNSHINE
January/February 2024**

San Diego House Staff Association-The Committee of Interns and Residents/SEIU Healthcare (“The Union”) hereby submits the following initial proposal for a modification of the collective bargaining agreement with the University of California, San Diego (“The University”). All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract.

San Diego House Staff Association-The Committee of Interns and Residents/SEIU Healthcare reserves the right to create, add to, delete from, amend, and modify its proposals during the negotiations process. Unless otherwise indicated, proposals are in conceptual format.

Proposals:

Proposal 1: University Issued Cell Phone/Laptop and Equipment

- Ensure all equipment necessary to properly complete job duties is provided and paid for by employer

Proposal 2: Compensation

- Increase wages to remain competitive in the face of rising costs of living and attract the best candidate pool
- Stipulate salary increases for each academic year
- Define the Chief Resident differential

Proposal 3: Educational Stipend

- Increase University reimbursement of educational expenses

Proposal 4: Parking

- Provide for fairly priced parking in reasonable proximity to bargaining unit worksites