

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