

PROPOSED AMENDMENTS

TO THE MEMORANDUM OF UNDERSTANDING

**Between the University of California, San Diego Health
and San Diego House Staff Association (SDHSA)**

Please find this notice to serve as the initial “sunshine” proposals regarding upcoming contract negotiations between the University of California, San Diego Health (“University”) and the San Diego House Staff Association (“SDHSA”).

UCSD Bargaining Team:

The 2018 UCSD Bargaining team shall include: Dr. Sherry Huang, Associate Dean of Graduate Medical Education; Dr. Bryan Clary, Professor and Chair of Department of Surgery; Dr. Dustin Lillie, Clinical Professor and Program Director for Family Medicine; Ms. Cindy Slaughter, Director of Graduate Medical Education; Mr. Dan Rawlins, Director of Labor Relations, and Ms. Debbie Hale, Sr. Labor Relations Analyst. Dan Rawlins shall serve as the Chief Negotiator who is authorized to speak on behalf of the entire committee and the University.

PROPOSED ARTICLES

SECTION 1 - Recognition

The University is proposing current contract language. (with updates for departmental name changes as appropriate)

SECTION 2 - Management Rights

The University is proposing current contract language.

SECTION 3 - Association Rights

The University is proposing to modify this section with changes regarding reducing the time frame by which a grievance can be filed and clarify the grievance submission, review and appeal process under 3.3; clarify language in 3.6 and 3.7 related to reasonable access provisions; clarify union election process under 3.8; clarify communication process under 3.9.

SECTION 4 - Resident Duty Hours

The University is proposing current contract language.

SECTION 5 - Compensation

The University is proposing modifications to salary structure language to be consistent with University Office of the President guidance with salary rates to be negotiated.

SECTION 6 - Meal Allowance

The University is proposing modifications to the meal allowance calculation methodology, use provisions and accounting associated with this section; review of side letter regarding food kiosks.

SECTION 7 - Work Rules

The University is proposing to provide clarification on SDHSA email accounts under 7.2; clarify 7.3 to include medical center rules, regulations and policies.

SECTION 8 - No Strikes

The University is proposing to modify 8.3 by deleting the word “Academic;” current contract language otherwise.

SECTION 9 - House Officer Professional Fees

The University is proposing to modify this section by adding language providing for adjustments to payment/repayment procedure(s) consistent with changes in state licensure requirements.

SECTION 10 - Educational Stipend Information

The University is proposing current contract language.

SECTION 11 - Severability

The University is proposing current contract language.

SECTION 12 - Term of Agreement

The University is proposing for the Memorandum of Understanding to be effective July 1, 2018 and will consist of a multiple year term.

SECTION 13 - Definitions

The University is proposing current contract language.

SECTION 14 - Work Environment

The University is proposing to modify language in 14.1, 14.2, and 14.3 to reflect changes in the workplace that have occurred during the course of the current agreement, including identifying designated restroom facilities, work room facilities, etc.

SECTION 15 - SDHSA Dues & Agency Fees

The University is proposing to modify language under section 15.4 to include electronic copies of withdrawal to UCSD Health Labor Relations; proposing to modify 15.9 to clarify specific email accounts for communications and eliminate printing deduction report in light of FTP website availability, and eliminating the UC's obligation to provide an annual summary of rights & procedures.

SECTION 16 - Academic Due Process (Discipline and Dismissal)

The University is proposing modify language to include Academic and Non-Academic due process language.

SECTION 17 - Parking

The University is proposing to eliminate the reduced rate provisions of section 17.1.

SECTION 18 - Administrative Reports/Email

The University is proposing to modify section 18.1 to be consistent with UCOP practices and reflect current practices.

SECTION 19 - Labor/Management Meetings

The University is proposing to modify language relating to the list of required participants at a Section 19 meeting.

SECTION 20 - Housing Stipend

The University is proposing to maintain the academic year housing stipend at the current five thousand dollar (\$5,000) rate.

SECTION 21 - House Staff Representative

The University is proposing to limit the number of employee representatives to ten (10) under section 21.1. The University is proposing an annual reporting requirement under 21.2 with updates provided by the union within thirty (30) calendar days of a change.

SECTION 22 - Benefits

The University is proposing current contract language (subject to edits to verbiage for consistency as necessary) and clarification of 22.5 scope of bargaining.

SECTION 23 - Holidays

The University is proposing current contract language.

SECTION 24 - Leaves of Absence

The University is proposing modification of language consistent with changes in the law across multiple types of leave identified in this section; modification of accrued Sick and Vacation leave usage policies; addition of language specifying when a treating physician's note may be required; clarify leave with pay language for Jury Duty.

SECTION 25 - Uniform and Uniform Laundering

The University is proposing current contract language with additional clarification that all lab coats and scrubs must be clean and professional in appearance when worn.

SECTION 26 - Travel

The University is proposing current contract language.

SIDE LETTERS

The University proposes eliminating the existing side letter.