

ARTICLE	UC PROPOSAL
Access	Propose a reasonable access policy for CIR-SEIU in the workplace.
Adherence to General University and Health System Policies	Propose that all Residents in the unit continue to comply with and are covered by applicable University of California and UCLA Health System policies and any other applicable policies, e.g., VA, Olive View and other applicable locations.
Benefits	Continue to provide quality benefits, including but not limited to: Health, Dental, Vision, Accidental Death/Dismemberment, Disability, Malpractice Insurance. Continue participation in the University of California Defined Contribution Plan (DCP) as safe-harbor participants. Preserve ability to negotiate health and welfare benefits on an annual basis.
Grievance/Arbitration	Propose grievance and arbitration policies to adjudicate allegations of contract violations. Continue to ensure that issues related to academic due process are outside the grievance procedure.
Health and Safety	Propose to continue to provide a safe work environment for Residents.
Hours of Work/Duty Hours	Propose to continue adherence to ACGME Work Hour Guidelines, consistent with program requirements.
Leaves of Absence	Provide leaves of absence that are in compliance with all applicable laws, policies and program requirements.
Management Rights/Academic Rights	Maintain management rights, including the right to manage operations, including management's sole discretion to make all decisions with respect to academic program requirements, clinical care, hiring/reappointments, qualifications.
Moonlighting	Maintain reasonable moonlighting policy such that it does not interfere with the goals/objectives of the education program. Preserve flexibility to ensure program-specific policies (internal and external) are in compliance with policies, requirements.
Nondiscrimination in Employment	Maintain commitment to ensure compliance with University rights and responsibilities and legal requirements.
Professional Development/Education	Propose to continue adherence to ACGME guidelines for training requirements.

Recognition	Recognize CIR-SEIU as the exclusive representative for matters within the scope of representation of bargaining as certified by PERB in Case #SF-RR-994-H. Delineate classifications with the bargaining unit and specify those that are specifically excluded. Provide process to resolve disputes over unit recognition matters.
Severability	Ensure that in the event that any part of the Agreement is illegal, etc., the remaining conditions remain in full force and effect during the term of the Agreement.
Sick Leave	Maintain reasonable sick leave policy.
Vacation	Maintain reasonable vacation policy.
Wages	Propose a wage plan to continue to attract a highly qualified workforce. Maintain current wage structure for post-MD trainees. Maintain flexibility to provide supplemental compensation as it current exists and as determined in the future.
Waiver	The parties waive the right to negotiate over topics raised in the Agreement; however, UCLA may implement changes that do not conflict with the Agreement or in areas not covered by the Agreement.
Work Rules	Propose to establish, maintain, modify, and abolish work rules as necessary for the efficient operations, provided the work rules do not conflict with the provisions of the Agreements.
Work Stoppages	Propose prohibition on striking or participating in sympathy strikes during the term of the Agreement and/or during subsequent expired contract due to the health and safety nature of this Unit.

Past Practice not covered by the Agreement – Ability to change past practice with reasonable notice to CIR-SEIU.

The University reserves the right to raise and bargain over additional topics throughout the negotiation process.