

May 29, 2019

BY REGULAR MAIL AND E-MAIL

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Committee of Interns and Residents / SEIU  
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New York, NY 10018  
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RE: UCI's Initial Proposals to CIR/SEIU

Dear Ms. Naranjo and Mr. Dashefsky:

Pursuant to Article 2 – Duration – of the current collective bargaining agreement, the University is hereby notifying the Committee of Interns and Residents/Service Employee International Union (CIR/SEIU) of its intent to change, amend or add to the current agreement, including the length thereof. The University plans to present proposals consistent with the concepts outlined below.

**Article 1 -Recognition**

*The University is proposing current contract language.*

**Article 2 - Duration**

*The University is proposing the successor agreement be in place for at least a four year duration.*

**Article 3 – Dues Deduction & Agency Fee**

*The University is proposing language necessary for any necessary modifications for legal requirements and/or University practice.*

**Article 4 – PAC Check-Off**

*The University is proposing current contract language.*

**Article 5 – Salary and Chief Resident Pay**

*The University is proposing appropriate compensation for bargaining unit employees.*

**Article 6 – Housing Assistance Allowance**

*The University is proposing an appropriate housing allowance.*

**Article 7 – Professional Training**

*The University is proposing current contract language.*

**Article 8 – Whitecoats & Scrubs**

*The University is proposing current contract language.*

**Article 9 - Meals**

*The University is proposing current contract language.*

**Article 10 – Professional License & Exam Fees**

*The University is proposing language necessary for any modifications for legal requirements and/or University practice.*

**Article 11 – Education & Conference Fees**

*The University is proposing current contract language.*

**Article 12 - Parking**

*The University is proposing current contract language.*

**Article 13 - Benefits**

*The University is proposing current contract language.*

**Article 14 - Access**

*The University is proposing language necessary for any modifications for legal requirements and/or University practice.*

**Article 15 Grievance & Arbitration Procedure**

*The University is proposing current contract language.*

**Article 16 – Employee List & Orientation**

*The University is proposing language necessary for any modifications for legal requirements and/or University practice.*

**Article 17 – Labor Management Meetings**

*The University is proposing current contract language.*

**Article 18 – Joint Events**

*The University is proposing current contract language.*

**Article 19 – Physical Impairment & Well-Being**

*The University is proposing current contract language.*

**Article 20 - Pagers**

*The University is proposing current contract language.*

**Article 21 – Program Closure**

*The University is proposing current contract language.*

**Article 22 – Call Rooms**

*The University is proposing current contract language.*

**Article 23 – Resident Lounges**

*The University is proposing current contract language.*

**Article 24 – Patient Care & Quality Improvement Recommendations**

*The University is proposing current contract language.*

**Article 25 – No Strikes, No Lockouts**

*The University is proposing current contract language.*

**Article 26 – Management Rights**

*The University is proposing current contract language.*

**Article 27 - Waiver**

*The University is proposing current contract language.*

**Article 28 - Severability**

*The University is proposing current contract language.*

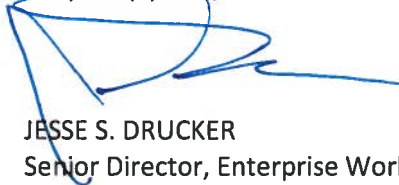
The University reserves the right to add, delete, and/or modify any or all of the above proposals.

The sunshine process shall begin no later than May 24, 2019 with notice to the public and the posting of the proposals, followed by the first meeting on May 29, 2019 from 3:00 pm to 4:00 pm at 200 South Manchester Avenue, Orange, California. The second meeting shall occur on June 5, 2019 from 3:00 pm to 4:00 pm in the same location.

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Bargaining shall commence on a date agreed upon by the parties. Details of the meeting location shall be sent separately.

Very truly yours,



JESSE S. DRUCKER  
Senior Director, Enterprise Workforce Relations

cc. Michael Stamos, MD  
Khanh-Van T Le-Bucklin, MD  
Deena McRae, MD  
Ramona Agrela  
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