

**THE COMMITTEE OF INTERNS AND RESIDENTS/SEIU HEALTHCARE (CIR/SEIU)  
INITIAL BARGAINING PROPOSAL FOR SUNSHINE  
February/March 2022**

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 Francisco (“The University”). All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract.

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: Access

- Enhance Access to the University by Union representatives

Proposal 2: Childcare

- Establish childcare benefits for bargaining unit members

Proposal 3: Discipline and Dismissal

- Establish due process and appeal standards for discipline and dismissal

Proposal 4: Dues Deduction +PAC Checkoff

- Allow for payroll dues deduction for union members
- Provide the Union with electronic lists of incoming and graduating members at defined intervals
- Allow for Payroll deduction of Political Action Fund contributions with signed authorization

Proposal 5: Duration

- Define the length of the Contract

Proposal 6: Education Funds and Conference Fees

- Increase University reimbursement of educational expenses and conference fees

Proposal 7: Employee Lists and Orientation

- Allow for access for new hire orientations and provide for lists at regular intervals consistent with AB119

Proposal 8: Grievance and Arbitration Procedures

- Define Academic and clinical matters for the purpose of grievability and arbitration of discipline

## CIR to UCSF

### Proposal 9: Health and Safety

- Create provisions to provide for the protection of the physical health and security of bargaining unit members.
- Provide for equipment to protect the health and safety of bargaining unit members

### Proposal 10: Health Benefits

- Define Major Medical, dental, vision, and supplemental benefits for bargaining unit members

### Proposal 11: Holidays

- Define paid holidays, and holiday policy for bargaining unit members

### Proposal 12: Housing Allowance

- Ensure an adequate housing allowance to remain competitive in the face of rising costs of living and attract the best candidate pool

### Proposal 13: Labor Management

- Provide for regular labor management meetings

### Proposal 14: Lactation Accommodation

- Provide for adequate accommodations for lactating mothers

### Proposal 15: Leaves of Absence

- Provide for sick, vacation, parental, and other leaves for bargaining unit members

### Proposal 16: Liability and Malpractice Insurance

- Provide for adequate liability insurance including tail coverage for all bargaining unit members

### Proposal 17: Licenses and required Training

- Provide for University reimbursement of required professional license and exam fees and coverage of required trainings
- Increase the University reimbursement of required professional license and exam fees

### Proposal 18: Meals

- Provide an appropriate monthly meal allowance for all bargaining unit members

### Proposal 19: Moonlighting

- Provide for the policy and procedure for eligible bargaining unit members to request and engage in both internal and external moonlighting

## CIR to UCSF

### Proposal 20: Nondiscrimination, Diversity and, Inclusion

- Ensure state, federal, and local laws are observed to prevent discrimination based on a protected class
- Provide for fair and respectful treatment of bargaining unit members in an environment free of harassment
- Promote a diverse workforce, ensure appropriate recruitment of URM physicians

### Proposal 21: Pagers

- Modify language to reflect changing landscape of patient care and the technology needed to properly provide patient care
- candidates, and promote culturally competent medicine

### Proposal 22: Parking

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

### Proposal 23: Program Closure

- Protect bargaining unit members in the event of the closure of a training program

### Proposal 24: Recognition

- Define membership in the bargaining unit

### Proposal 25: Release Time

- Establishes release time for elected union representatives for union functions

### Proposal 26: Relocation

- Provide a fair relocation allowance for eligible bargaining unit members

### Proposal 27: Salary

- 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 28: Severability

- Ensure the agreement shall be endorsable even if one provision is deemed illegal

### Proposal 29: Smartphones

- Provide for smartphones for bargaining unit members as needed to perform their jobs

## CIR to UCSF

### 30: Transportation

- Ensure the existence of an easy to utilize, hospital paid fatigue mitigation transportation system

### Proposal 31: Uniforms

- Provide for the provision of, and laundering of scrubs, whitecoats, and other hospital provided uniform items

### Proposal 32: University Education Access

- Provide access for bargaining unit members to tuition reduction to eligible university courses

### Proposal 33: Wellbeing

- Establish meaningful commitment to resident wellbeing
- Give residents a role in securing their wellbeing
- Create protections to allow residents to attend to their physical and mental health