

March 29, 2022

Tim Yeung
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David Dashefsky
CIR/SEIU
1050 Marina Village Parkway, Suite 201
Alameda, CA 94501

Via Electronic Mail

Re: Negotiations between the University of California, San Francisco (UCSF) and Committee of Interns and Residents/SEIU for a Successor Contract

Dear David,

In accordance with the Higher Education Employee Relations Act (HEERA), the University of California at San Francisco (UCSF) is prepared to open negotiations with the Committee of Interns and Residents/SEIU (CIR/SEIU) for a successor contract between the parties. This is to confirm our discussion regarding public notice meetings that will take place on April 4, 2022, from 5:30 p.m. to 6:30 p.m. A second public meeting will be held on April 7, 2022, from 5:30 p.m. to 6:30 p.m. Per our agreement, these meetings will be held virtually and an electronic link will be sent to you and published as soon as possible

Attached is a copy of the public notice document that will be posted on the University of California Office of the President website.

In sum, the University will propose the following contract terms:

ARTICLE	UC PROPOSAL
Art 1 – Recognition	Continue recognition of CIR/SEIU as exclusive representative of bargaining unit; update language as necessary to provide clarity on bargaining unit composition
Art 2 – Duration	Update effective dates of agreement, based upon outcome of negotiation
Art 3 - Dues Deduction	Update article to ensure that mechanism for union fees/dues deductions is aligned with the University's systems.
Art 4 – Access	Continue to provide reasonable access policy for CIR/SEIU in the workplace.

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ATTORNEYS AT LAW

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Art 5- Resident and Fellows List	Ensure that mechanism for providing resident and fellows list is aligned with University's systems.
Art 7 – Pagers	Continue to provide pagers and/or successor equipment.
Art 8 – Employee Security	Continue policy that University will provide safe work environment for employees in the bargaining unit.
Art 11 – Grievance and Arbitration	Update list of arbitrators; establish arbitration process consistent with California law.
Art 12 – Due Process	Establish article consistent with California law and academic due process as outlined in the UCSF House staff Information Booklet.
Art 13- Sick Leave	Continue to provide reasonable sick leave policy.
Art 14 - Vacation	Continue to provide reasonable vacation leave policy.
Art 15- Parental Leave	Update article to be consistent with original intent to provide an allotment of parental leave regardless of the number of children.
Art 16- Other Leaves	Continue to provide reasonable leave policies.
Art 20 – Insurance and Benefits	Continue to provide quality benefits that include, but are not limited to: health, dental, vision, accidental death and dismemberment, long term disability, malpractice insurance, and flexible spending accounts. Required participation in the University of California Defined Contribution (DCP) as safe harbor participants. Preserve ability to negotiate health and welfare benefits on an annual basis.
Art 21 - Transportation	Continue to provide transportation program to address resident and fellow fatigue.
Art 22 – Childcare	Continue to allow residents and fellows to participate in University child care services.

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Art 24 – License and USMLE Reimbursement	Continue to provide reasonable reimbursement for licenses.
Art 25 – Meals	Continue to provide reasonable access to meals and/or a meal allowance while working at UCSF Health sites.
Art 26 – Salary	Continue to provide salaries that will attract a highly qualified workforce. Maintain the current pay structure for post-MD trainees. Maintain flexibility to provide supplemental compensation where currently exists and as determined in the future.
Art 27 – Housing Allowance	Continue to provide total compensation that will attract a highly qualified workforce, which may include a separate housing allowance or a housing allowance contained within salaries.
Art 29 – Waiver	Update article to provide that parties waive the right to negotiate over topics raised in the Agreement. However, University may implement changes that do not conflict with the agreement or in areas not covered by the Agreement.
Art 30 – Work Rules	Continue policy that University maintains right to create, modify and eliminate work rules as necessary for efficient workplace operations and standards, as long as those rules do not conflict with the provisions of the agreement.
Art 31- Management Rights	Maintain management rights, including right to manage all operations, including protecting management’s sole discretion to make all decisions with respect to academic program requirements, clinical care, hiring/reappointment decisions, qualifications

The University reserves the right to raise and bargain over additional topics throughout the negotiation process. Additionally, the University may propose modifications to articles to ensure

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legal compliance and/or language consistency across the UC system regarding CIR/SEIU collective bargaining agreements.

I look forward to seeing you at the first Sunshine Meeting.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Yeung', with a long horizontal flourish extending to the right.

Timothy G. Yeung
Chief Negotiator

Attachment: Public Notice UCSF /CIR Initial Contract Negotiations

cc: Shelley Patton, Director of Employee and Labor Relations
Kelly Sheridan, Manager of Labor and Employee Relations