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, Los Angeles- Olive View (“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
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

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, and provide culturally competent medicine

Proposal 21: Pagers
  • Modify language to reflect changing landscape of patient care and the technology needed to properly provide patient care

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
Proposal 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