

**SAN DIEGO HOUSE STAFF ASSOCIATION (SDHSA) NOTICE
OF INTENT TO NEGOTIATE A SUCCESSOR AGREEMENT AND
SUNSHINE PROPOSALS
FOR ACADEMIC YEARS 2021-2024**

The San Diego House Staff Association (“SDHSA”) hereby submits their intent to open negotiations on a successor agreement with the University of California, San Diego Health (“University” or “UCSDH”) as provided by Section 12 - of the parties’ current MOU. The following initial proposal for sunshining contains a brief description of the content of our proposals. This list is not exhaustive, and SDHSA reserves the right to offer new proposals and counter-proposals consistent with the ground rules for bargaining.

SDHSA Bargaining Team: Dr. Sean Li, Dr. Seth Fischer, Dr. Michael Anthony Castello, Dr. Akram Mesleh Shayeb, Dr. Elizabeth Sophy, Dr. Christine Zachek, Dr. Matthew Siow, Dr. Anish Dhamija, Dr. David Savage and Dr. Harshika Satyarthi. SDHSA reserves the right to substitute negotiating team members as needed.

PROPOSED REVISIONS

SECTION 1: Recognition

Propose to amend Section to include additional unit/s and title codes to reflect all those represented by SDHSA and amend provisions to include all after certified/acquired title codes to be included retroactively to amend and clarify routes of redress of issues, meet and confer and clarifications to ambiguous language.

SECTION 2: Management Rights

Propose clarifications as to meaning and/or rights of Management and amend safety protocol. Amend to include the opportunity for SDHSA to meet and confer prior to change where appropriate.

SECTION 3: Association Rights

Propose to amend and clarify employee orientations provisions, rights, notices, timing, and obligations (New Provision). Clarifications, amend and enhance access, amend to include access to electronic postings / website for SDHSA management, propose provisions regarding access in extenuating and/or pertaining to world events. Amend to reflect updated contact information. Amend and expand upon Release Time rights. Provisions providing for SDHSA Representatives

on GMEC and Resident Physician Council Committee, other committees making decisions affecting House Staff.

SECTION 4: ACGME Guidelines Regarding Clinical and Educational Work Hours

Amend language to eliminate ambiguity regarding training hours in extenuating circumstances. Redress provisions to address duties considering world events and pandemics (e.g., COVID-19) (See New Provision).

SECTION 5: Compensation

SDHSA will introduce provisions and amendments:

- Provide salary and costs of living increases to fairly and properly compensate house staff
- Define PGY levels and salary increases for each academic year.
- Define the Chief Resident stipend.
- Fellows' compensation when asked / required to function in capacity of board-certified specialty.
- Amend to include bonus pay.
- Define duties of University upon delay in implementing pay.

SECTION 6: Meal Allowance

Proposals will seek to amend and revise provision of the meal allowance, cost of a meal, access to hot and healthy meals 24 hours a day, 7 days a week; procedures and processing of Meal Stipends, UCSD venue discounts, the ineffective nature of food machines, expanded opportunities to use funds at other venues, provide alternatives and/or compensation to accommodate unexpected unavailability of cafeterias / the effect of social distancing on meals/food.

SECTION 7: Work Rules

Propose updating, adding clarity, and amending language of this section and to address potential issues of work assignments during situational emergencies and pandemics and create a mechanism for reporting / addressing of violations

SECTION 8: No Strikes

Propose updating, adding clarity, and amending language of this section, procedures and remedies for violations of the MOU by either party, SDHSA obligations and applicable due process procedures.

SECTION 9: House Officer Professional Fees

Propose additions, clarity and amending language to this section assuring that all House Staff, including Fellows, are reimbursed for all mandatory licenses, fees and related costs required in their professional status and assurances that such costs and fees will be reimbursed in a timely fashion. Coverage of other professional memberships required or highly recommended for certain specialties.

SECTION 10: Educational Stipend & Support

Propose additions, clarity and amending language to this section, increasing educational stipend to fairly compensate House Staff, support for conference / academic meeting attendance, statistical support for house staff, discounts for related UCSD coursework, and address scholarly activities on behalf of UCSD and allow to provide additional support for specialties and needs of House Staff in their departments.

SECTION 11: Change in Law/Severability

Propose additions and amending language to this section to clarify any ambiguities, relation to other rights and obligations. This might include new provisions addressing **Program Closures**.

SECTION 12: Term of Agreement

Term to be discussed and negotiated.

SECTION 13: Definitions

Expand upon this section with proposed additions and amending language to this section to clarify any ambiguities in this section and other section of the MOU. Amend definition of “House Staff” to include additional unit/s and title codes to reflect all those represented and amend provisions to include all after certified/acquired title codes to be included retroactively.

SECTION 14: Work Environment

Expand upon this section with proposed additions and amending language to this section to clarify House Staff rights to lounge space/s, sleeping rooms at each location fellow access to physician lounges, surgical lounge access, sufficient support equipment (such as computers) and supplies to accommodate House Staff - maintenance of like facilities at third party work sites and include effective process for enforcement.

SECTION 15: SDHSA Dues

Expand upon this section with proposed additions and amending language of this section to clarify SDHSA rights and UCSD obligations regarding the collection and reporting of Dues including administrative costs, source, payroll deductions errors, increase procedure, deadlines for corrections, liability, remedies for failure to make timely changes / member no longer employed and processes.

SECTION 16: Academic Due Process and Non-Academic Grievance Procedures

Propose revisions to language to expand upon avenues of resolution, due process, appointment of a neutral, options, rights, and obligations, clarify ambiguities and amend to include provisions for simultaneous actions, prohibition on delays, and deadlines for completion.

SECTION 17: Parking & Transportation

Expand upon this section with proposed additions and amending language of this section to cover UCSD to provide House Staff with adequate free parking , a transportation stipend, access to “A” or “B” permit, assignment to non- UCSD work sites, reimbursement for public transportation, Uber and Lyft options, App based improvements, relief from parking violations. This may include a new section for a **Fatigue Mitigation Program including Reimbursement of Uber/Lyft/other rides** or Fatigue Mitigation Transportation.

SECTION 18: Administrative Reports/Email

Amend title to “Administrative Reports & Employee Lists.” Expand upon this section with proposed additions and amending language of this section to cover problems with Annual Academic Year Orientation Lists, Monthly Represented House Staff and Dues Reports, Change of Status, the accuracy, and processing of UCSD and UC reports, notices of issues, clarify obligations and procedures and responsibilities for correcting errors in a timely manner. Proposed revisions and amend to include deadline and/or liability for reporting error and corrections.

SECTION 19: Labor/Management Meetings

Propose revisions and clarify ambiguities, deadlines, obligations, and improvements to make this mechanism more valuable in addressing issues in a timely manner.

SECTION 20: Housing Stipend

Propose increase and revisions to the Housing Stipend taking into consideration increased costs of living, accommodate existing House Staff needs, and attract incoming quality House Staff.

SECTION 21: House Staff Representatives

Propose revisions additions and amending language of this section to cover and clarify ambiguities.

SECTION 22: Benefits

Propose revisions and clarify ambiguities, include summary of current benefits package, improve health, vision and dental insurance and modify language regarding meet and confer of changes.

SECTION 23: Holidays

Propose revisions and clarify ambiguities including compensation when working on UC designated holidays.

SECTION 24: Leaves of Absence / Vacation

Amend title to Vacation and Leaves of Absence. Propose revisions and clarify ambiguities.

SECTION 25: Uniform and Uniform Laundering

Propose revisions and clarify ambiguities.

SECTION 26: Travel

Propose revisions and clarify ambiguities. Amend to include provisions for accommodations and local travel requirements in extenuating circumstances, including but not limited to, COVID-19 hotel accommodations.

NEW SECTIONS

SECTION #: PANDEMICS / COVID-19. Developing issues that have become apparent from the COVID-19 pandemic and policies and procedures that will insure House Staff protection, participation in decisions that affect their health and safety. This discussion will include related issues such as Temporary Housing, Child Care Benefits / Onsite / Assistance during Covid-19 & Other House Staff Parental Support.

SECTION #: Hazard / Emergency Pay. Developing issues that have become apparent from the COVID-19 pandemic and policies and procedures that will insure House Staff will be fairly

compensated when and if they are required to complete their training in conditions that are hazardous to their health. Appropriate compensation of Fellows for assignments within their licenses.

SECTION #: Relocation. Provide for a relocation stipend to assist House Staff and attract quality candidates.

SECTION #: Release Time. SDHSA will address issues of SDHSA Employee Release Time for various SDHSA and UCSD Functions.

SECTION #: Affiliated Work Sites. SDHSA has become concerned regarding the failure of UCSD to insure that the benefits and protections afforded UCSD House Staff while assigned to a UCSD controlled locations, are not incorporated into nor protected at UCSD House Staff assignments to other work locations. SDHSA will introduce provisions to insure that UCSD House Staff do not lose such rights and protections at affiliated work sites.

SECTION #: Orientations and Onboarding Procedures. Provide definitions and procedures for New Employee onboarding / orientations, SDHSA access to employee lists, notices, timing, and procedures, SDHSA literature, presentations equipment and procedures. Annual and Departmental orientations. Physical events and virtual events and release time.

SECTION #: Cell Phone Stipend. In recognition that personal cellular telephones have become essential equipment required of House Staff to communicate with, plan, schedule, and interact with their fellow health care providers and perform telehealth visits for patients, SDHSA will introduce provisions for the University either providing such equipment and service or reimbursing House Staff for the use in the work environment.

SECTION #: Computer, iPad w/ eBooks Stipend. In recognition that personal computer, iPad, and related technology has become essential equipment required of House Staff to communicate with, plan, treat, diagnose, schedule, and interact with their fellow health care providers, SDHSA will introduce provisions for the University either providing such equipment and service or reimbursing House Staff for the use in the work environment.

SECTION #: Essential Equipment Reimbursement. In recognition of the fact that various specialties require protective gear, surgical loupes, radiation garments and other specialized equipment and technology for House Staff to perform their assigned jobs, SDHSA will introduce

provisions for the University to either provide such equipment or reimbursing House Staff for purchasing or maintaining such equipment or clothing in the work environment.

SECTION #: Flexible Spending Account. SDHSA will introduce and consider the value and use of providing House Staff with a Flexible Spending Account.

SECTION #: Moonlighting. Proposals would allow moonlighting by all House Staff in compliance with ACGME rules

SECTION #: House Staff Wellness / Gym Access / Exercise Options. In recognition of the fact that UCSD needs to be concerned about maintaining House Staff Wellness, Mental Alertness and general health while employed at UCSD, SDHSA will propose various Wellness programs, Wellness Days, and access to exercise, health and wellness programs / reimbursement for Gym Access and wellness programs.

SECTION #: Safety: Addressing Safety issues for House staff from issues of crime and violence in the workplace to personal safety from dangers inherent in a hospital / healthcare work environment.

SECTION #: Performance Incentive. Proposals that would provide House Staff with additional incentive such as the Clinical Excellence Staff Incentive Program for above average dedication and performance.

SECTION #: PAC. SDHSA will introduce a Political Action Committee program.

SECTION #: Malpractice / Liability / Disability Insurance. SDHSA will address issues of UCSD's maintenance of proper Malpractice / Liability / Disability Insurance coverage both during and after House Staff Programs.

SDHSA looks forward to a productive and expeditious bargaining process.