



UC Davis Health
2315 Stockton Blvd.
Sacramento, CA 95817
health.ucdavis.edu

May 16, 2022

RE: University of California, Davis’s Initial Sunshine Bargaining Proposals to the Committee of Interns and Residents (M/3) for 2022

Dear Mr. Burke:

In accordance with Article 5- Duration, of the current collective bargaining agreement between the University of California, Davis (“UCD or University”) and the Committee of Interns and Residents/SEIU (“CIR/SEIU”), UCD is notifying CIR/SEIU of its intent to negotiate a successor Agreement. UCD proposals are as follows:

ARTICLE 1. Access: The University will be proposing language to clarify contract language consistent with best practices for a healthy and stable work environment.

ARTICLE 2. Ancillary Staffing Levels: The University will propose staffing levels consistent with demands.

ARTICLE 3. Childcare: The University will continue to provide residents will childcare resources.

ARTICLE 4. Commitment to inclusivity: The University is proposing current contract language.

ARTICLE 5: Duration: The University will make a proposal for a new term for the Agreement.

ARTICLE 6. Educational Fund and Scholarly Pursuit: The University is proposing current contract language.

ARTICLE 7. Educational Time: The University is proposing current contract language.

ARTICLE 8. Electronic Devices: The University is proposing current contract language.

ARTICLE 9. Employee List and Orientation: The University will propose changes consistent with best practices.

ARTICLE 10. Employee Security-Health and Safety: The University is proposing current contract language.

ARTICLE 11. Grievance and Arbitration: The University adopts the TA reached during the coordinated process.

ARTICLE 12. Health Benefits: The University will propose modifications to the Benefits Article to ensure compliance across the UC system.

ARTICLE 13. Holidays: The University is proposing current contract language.

ARTICLE 14. Labor Management Committee: The University will make a proposal to ensure consistency across the UC system.

ARTICLE 15. Lactation Accommodation: The University adopts the TA reached during the coordinated process.

ARTICLE 16. Liability Insurance-Malpractice Insurance: The University is proposing current contract language.

ARTICLE 17. License Reimbursement and Required Training: The University is proposing changes consistent with practices across the UC system.

ARTICLE 18. Local Compensation Allowance: The University will make a proposal consistent with practices across the UC system.

ARTICLE 19. Management Rights: The University is proposing current contract language.

ARTICLE 20. Meals: The University may propose language modifying existing language.

ARTICLE 21. Moonlighting: The University is proposing current contract language.

ARTICLE 22. New Parent Leave: The University will propose modifications to ensure compliance across the UC system.

ARTICLE 23. Non-Discrimination in Employment: The University adopts the TA reached during the coordinated process.

Article 24. Other Leaves: The University will propose modifications to ensure consistency across the UC system.

ARTICLE 25. Parking and Transit: The University will propose modifications consistent with policy compliance.

ARTICLE 26. Program Closure: The University is proposing current contract language.

ARTICLE 27. Recognition: The University is proposing current contract language.

ARTICLE 28. Release Time: The University adopts the TA reached during the coordinated process.

ARTICLE 29. Resident Lounges and Call Rooms: The University is proposing current contract language.

ARTICLE 30. Resident Wellbeing: The University is proposing current contract language.

ARTICLE 31. Salary: The University will propose wage adjustments to be developed during bargaining.

ARTICLE 32. Severability: The University adopts the TA reached during the coordinated process.

ARTICLE 33. Sick Leave: The University may propose modifications consistent with practices across the UC system.

ARTICLE 34 Transportation: The University may propose modification consistent with legal compliance across the UC system.

ARTICLE 35 Uniforms: The University is proposing current contract language.

ARTICLE 36: Union Payroll Deductions: The University and CIR/SEIU reached a systemwide tentative agreement.

ARTICLE 37. Vacation: The University is proposing current contract language.

ARTICLE 38. Waiver and Future Changes: The University is proposing current contract language.

ARTICLE 39. Work Stoppages: The University is proposing current contract language.

Pursuant to California Government Code section 3547, the University reserves the right to amend the above proposals as deemed necessary.