

February 4, 2022

**VIA E-MAIL** - [DDashefsky@cirseiu.org](mailto:DDashefsky@cirseiu.org)

David Dashefsky  
Director of Strategic Campaigns  
Committee of Interns and Residents/SEIU  
1545 Wilshire Boulevard, Suite 608  
Los Angeles, CA 90017

**RE: University of California, Irvine's Initial Proposals to Committee of Interns and Residents/SEIU (M9)**

Dear Mr. Dashefsky:

In accordance with Article 2 - Duration, of the current collective bargaining agreement between the University of California, Irvine ("UCI" or "University") and the Committee of Interns and Residents/SEIU (CIR/SEIU), UCI is notifying CIR/SEIU of its intent to negotiate a successor Agreement. UCI's proposal is as follows:

**Article 1 - Recognition**

*The University is proposing current contract language.*

**Article 2 - Duration**

*The University will make proposals on the duration of any successor Agreement.*

**Article 3 – Dues Deduction**

*The University is proposing modifications to the language to ensure legal compliance and/or consistency with University practice.*

**Article 4 – Pac Check-Off**

*The University may propose modifications to the language to ensure legal compliance and/or consistency with University practice.*

**Article 5 – Salary & Chief Resident Pay**

*The University will propose wage adjustments to be developed during bargaining.*

**Article 6 – Housing Assistance Program**

*The University will propose modifications to the Housing Assistance Program and will propose to incorporate the appropriate housing allowance into Article 6 – Salary & Chief Resident Pay.*

**Article 7 – Professional Training**

*The University is proposing current contract language.*

**Article 8 – Whitecoats & Scrubs**

*The University is proposing current contract language.*

**Article 9 – Meals**

*The University may propose language modifications to the Meals Article.*

**Article 10 – Professional License & Exam Fees**

*The University may propose modifications to the language to ensure legal compliance and/or consistency with University practice.*

**Article 11 – Education & Conference Fees**

*The University may propose modifications to education and conference fees.*

**Article 12 – Education Time**

*The University is proposing current contract language.*

**Article 13 – Parking**

*The University is proposing current contract language.*

**Article 14 – Benefits**

*The University may propose modification to the Benefits Article to ensure legal compliance and/or language consistency across the UC system regarding CIR/SEIU collective bargaining agreements.*

**Article 15 – Leave of Absence**

*The University may propose modification to the Leave of Absence Article to ensure legal compliance and/or language consistency across the UC system regarding CIR/SEIU collective bargaining agreements.*

**Article 16 – Access**

*The University is proposing current contract language.*

**Article 17 – Grievance & Arbitration Procedure**

*The University will make proposals to amend the Grievance & Arbitration Procedure to ensure consistency across the UC system regarding CIR/SEIU collective bargaining agreements.*

**Article 18 – Employee List & Orientation**

*The University will make proposals to update the Employee List & Orientation Article to ensure consistency across the UC system regarding CIR/SEIU collective bargaining agreements.*

**Article 19 – Labor Management Meetings**

*The University will make proposals to update the Labor Management Meetings Article to ensure consistency across the UC system regarding CIR/SEIU collective bargaining agreements.*

**Article 20 – Joint Events**

*The University is proposing current contract language.*

**Article 21 – Physical Impairment & Well-Being**

*The University is proposing current contract language.*

**Article 22 – Pagers**

*The University is proposing current contract language.*

**Article 23 – Program Closure**

*The University is proposing current contract language.*

**Article 24 – Call Rooms**

*The University is proposing current contract language.*

**Article 25 – Resident Lounges**

*The University is proposing current contract language.*

**Article 26 – Patient Care & Quality Improvement**

*The University is proposing current contract language.*

**Article 27 – No Strikes, No Lockouts**

*The University will make proposals to update the No Strikes, No Lockouts Article to ensure consistency across the UC system regarding CIR/SEIU collective bargaining agreements.*

**Article 28 – Managements Rights**

*The University may make proposals to update the Management Rights Article to ensure consistency across the UC system regarding CIR/SEIU collective bargaining agreements.*

**Article 29 – Waiver**

*The University will make proposals to update the Waiver Article to ensure consistency across the UC system regarding CIR/SEIU collective bargaining agreements.*

**Article 30 – Severability**

*The University will make proposals to update the Severability Article to ensure consistency across the UC system regarding CIR/SEIU collective bargaining agreements.*

**Article 31 – Moonlighting**

*The University is proposing current contract language.*

**New Articles**

*The University may proposal two new articles: (1) Health and Safety and (2) Lactation Accommodation to ensure consistency across the UC system with regard to CIR/SEIU collective bargaining agreements.*

The University reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify, add to or delete any proposals during the course of negotiations, in accordance with applicable laws.

Sincerely,



Erin Eckelman-Ray  
Workforce Relations Consultant

Attachment

cc: Leslie Kleiman, Senior Director, Workforce Relations, UCI  
Alice Martinez, Workforce Relations Representative, Workforce Relations, UCI  
UCI Bargaining Team