

PROPOSED AMENDMENTS

TO THE MEMORANDUM OF UNDERSTANDING

**Between the University of California, San Diego Health
and San Diego House Staff Association (SDHSA)**

Please find this notice to serve as the initial “Sunshine” proposals regarding upcoming contract negotiations between the University of California, San Diego Health (“University” or “UCSDH”) and the San Diego House Staff Association (“SDHSA”).

UCSD Bargaining Team:

The 2021 UCSDH Bargaining team shall include: Dr. Charles Goldberg, Associate Dean of Graduate Medical Education; Dr. Daniel Lee, Assistant Dean of Graduate Medical Education; Dr. Bryan Clary, Professor and Chair of Department of Surgery; Dr. Christopher Kane, Dean of Clinical Affairs, CEO of UCSDH Physician Group, and Professor of Urology; Dr. Catheryn Yashar, Associate Chief Medical Officer for Medical Staff Affairs and Professor of Radiation Medicine; Ms. Cindy Slaughter, Director of Graduate Medical Education; Mr. Thomas Arneson, Assistant Director of Graduate Medical Education; Mr. Dan Rawlins, Director of Labor Relations; and Ms. Debbie Hale, Sr. Labor Relations Analyst. Additional University representatives may participate as appropriate. Mr. Rawlins shall serve as the Chief Negotiator who is authorized to speak on behalf of the entire UCSDH Bargaining Team and the University.

PROPOSED ARTICLES

SECTION 1 - Recognition

The University is proposing current contract language (with updates for departmental name changes and/or title codes as appropriate).

SECTION 2 - Management Rights

The University is proposing current contract language.

SECTION 3 - Association Rights

The University is proposing to modify this section with changes regarding 3.3 by standardizing orientation procedures as needed; and 3.6 regarding the updated email address for Office of Labor Relations.

SECTION 4 - ACGME Guidelines Regarding Clinical and Educational Work Hours

The University is proposing current contract language.

SECTION 5 - Compensation

The University is proposing modifications to salary and reviewing possible changes to the overall compensation structure with rates to be negotiated.

SECTION 6 - Meal Allowance

The University is proposing current contract language (with deletions of any 2018-2021 MOU ratification obligations that are no longer applicable).

SECTION 7 - Work Rules

The University is proposing current contract language (with updating the SDHSA email account address).

SECTION 8 - No Strikes

The University is proposing current contract language.

SECTION 9 - House Officer Professional Fees

The University is proposing to modify this section by adding language providing for adjustments to payment/repayment procedure(s) consistent with changes in state licensure requirements.

SECTION 10 - Educational Stipend Information

The University is proposing current contract language (with updates to reflect new MOU academic years and deletions of any 2018-2021 MOU ratification obligations that are no longer applicable).

SECTION 11 - Change in Law/Severability

The University is proposing current contract language.

SECTION 12 - Term of Agreement

The University is proposing for the Memorandum of Understanding to be effective July 1, 2021 and will consist of a multiple year term.

SECTION 13 - Definitions

The University is proposing current contract language.

SECTION 14 - Work Environment

The University is proposing to modify language in 14.1, 14.2, and 14.3 as needed to reflect changes in the workplace that have occurred during the course of the current agreement; including identifying designated restroom facilities, work room facilities, etc.

SECTION 15 - SDHSA Dues & Agency Fees

The University is proposing to modify language to reflect changes as a result of UCPath implementation; otherwise current contract language.

SECTION 16 - Academic Due Process (Discipline and Dismissal)

The University is proposing current contract language (with updates to email accounts as necessary).

SECTION 17 - Parking

The University is proposing current contract language.

SECTION 18 - Administrative Reports/Email

The University is proposing current contract language (with update to correct SDHSA email account).

SECTION 19 - Labor/Management Meetings

The University is proposing current contract language.

SECTION 20 - Housing Stipend

The University is proposing a review of possible modifications to the compensation structure with academic year housing stipend rates to be negotiated.

SECTION 21 - House Staff Representative

The University is proposing current contract language.

SECTION 22 - Benefits

The University is proposing current contract language.

SECTION 23 - Holidays

The University is proposing current contract language.

SECTION 24 - Leaves of Absence

The University is proposing modification of language consistent with changes in the law across multiple types of leave identified in this section, if applicable; otherwise current contract language.

SECTION 25 - Uniform and Uniform Laundering

The University is proposing current contract language.

SECTION 26 - Travel

The University is proposing current contract language.

EXHIBIT A -

The University proposes updating Exhibit A to be consistent with the negotiated salary scale agreed to by the parties.