

Committee of Interns and Residents Contract Proposals
For the University of California, Contract negotiations 2025

CIR
Sunshine Contract Proposals
For
University of California

New combined Contract, beginning July 1, 2025

Notice to the University

**CIR/SEIU reserves the right to edit, modify, withdraw, add to, or subtract
from its proposals in part or in whole during the course of contract
negotiations.**

**The Union proposes that all locations covered by the PERB certification
Number SF-UM-918-H be covered in all respects by the following contract
language:**

- 1. Article I, Access. The Union will present proposals during negotiations to provide for access to all locations covered by the certification for the purposes of representing its members and to ensure the provisions of the collective bargaining agreement are enforced.**
- 2. Article II, Arbitration, The Union will present proposals during negotiations to provide for a third part to determine the outcome of grievances processed by the Union on behalf of its members.**
- 3. Article III, Child Care. The Union will present proposals during negotiations to provide for assistance to the Residents with small children during Residency.**
- 4. Article IV, Duration. The Union will present proposals during negotiations to provide for the length of the contract as determined by the Residents.**
- 5. Article V, Educational Fund. The Union will present proposals during negotiations to provide for educational assistance for the Residents during their Residency.**
- 6. Article VI, Employee List and Orientation. The Union will present proposals during negotiations to provide for receiving the list of the employers employees who are covered by the Union's collective bargaining agreement, and the right to attend meetings for newly hired members of the certified unit.**
- 7. Article VII, Grievance Procedure. The Union will present proposals during negotiations to provide for a mechanism where by employees covered by the Union's collective bargaining agreement can bring and redress of complaints or grievances against their employer.**
- 8. Article VIII, Health and Safety. The Union will present proposals during negotiations to provide for the Health and Safety of the employees covered by the Union's collective bargaining agreement.**
- 9. Article IX, Health and Welfare Benefits. The Union will present proposals during negotiations to provide for the Health and Welfare Benefits of the employees covered by the Union's collective bargaining agreement.**

10. **Article X, Health Equity, Diversity.** The Union will present proposals during negotiations to provide for the respect and work place rights of the employees covered by the Union's collective bargaining agreement.
11. **Article XI, Holidays.** The Union will present proposals during negotiations to provide for Holidays for the employees covered by the Union's collective bargaining agreement.
12. **Article XII, Housing Allowance.** The Union will present proposals during negotiations to provide for a Housing stipend to be incorporated in the wage salary scale of the employees covered by the Union's collective bargaining agreement.
13. **Article XIII, Labor Management Meetings.** The Union will present proposals during negotiations to provide for Labor Management meeting between the employees covered by the Union's collective bargaining agreement.
14. **Article XIV, Lactation Accommodation.** The Union will present proposals during negotiations to provide for Lactation support of the employees covered by the Union's collective bargaining agreement with newly born children.
15. **Article XV, Leaves.** The Union will present proposals during negotiations to provide for all types of leaves for the employees covered by the Union's collective bargaining agreement.
16. **Article XVI, Liability Insurance and Malpractice Insurance.** The Union will present proposals during negotiations to provide for the Liability and Malpractice Insurance of the employees covered by the Union's collective bargaining agreement.
17. **Article XVII, License Reimbursement and Required Training.** The Union will present proposals during negotiations to provide for the License Reimbursement and Required Training of the employees covered by the Union's collective bargaining agreement.
18. **Article XVIII, Management and Academic Rights.** The Union will present proposals during negotiations to provide for the Management and Academic rights of the employees covered by the Union's collective bargaining agreement.
19. **Article XIX, Meals.** The Union will present proposals during negotiations to provide for the Meal support of the employees covered by the Union's collective bargaining agreement.

20. **Article XX, Moonlighting.** The Union will present proposals during negotiations to provide for the Moonlighting benefits of the employees covered by the Union's collective bargaining agreement.
21. **Article XXI, Nondiscrimination in Employment.** The Union will present proposals during negotiations to provide for the protection of the employees covered by the Union's collective bargaining agreement against work place discrimination.
22. **Article XXII, Paid Parental Leave & Caregiver and Medical Leave.** The Union will present proposals during negotiations to provide for the Paid Parental Leave and Caregiver benefits of the employees covered by the Union's collective bargaining agreement.
23. **Article XXIII, Parking.** The Union will present proposals during negotiations to provide for the Parking benefits while at work for the employees covered by the Union's collective bargaining agreement.
24. **Article XXIV, Payroll Deductions.** The Union will present proposals during negotiations to provide for the proper payroll deductions of the employees covered by the Union's collective bargaining agreement.
25. **Article XV, Program Closure.** The Union will present proposals during negotiations to provide for contractual protections for the employees covered by the Union's collective bargaining agreement in the event of program reduction, discontinuance, or loss of accreditation.
26. **Article XVI, Recognition.** The Union will present proposals during negotiations to provide for the recognition of the employees certified bargaining unit as certified by PERB.
27. **Article XVII, Release Time.** The Union will present proposals during negotiations to provide for the release time for the employees covered by the Union's collective bargaining agreement for various Union activities.

28. **Article XVIII, Relocation Reimbursement.** The Union will present proposals during negotiations to provide for reimbursement of moving costs of the employees covered by the Union's collective bargaining agreement who move to accept their residency with the Employer.
29. **Article XIX, Resident Lounges and Call Rooms.** The Union will present proposals during negotiations to provide for Resident Lounges and Call Rooms for the employees covered by the Union's collective bargaining agreement.
30. **Article XXX, Resident Wellbeing.** The Union will present proposals during negotiations to provide for the Wellbeing, including the mental wellbeing of the employees covered by the Union's collective bargaining agreement.
31. **Article XXXI, Retirement Benefits.** The Union will present proposals during negotiations to provide Retirement Benefits for the employees covered by the Union's collective bargaining agreement.
32. **Article XXXII, Salary.** The Union will present proposals during negotiations to provide significant wage increase for the employees covered by the Union's collective bargaining agreement, due to their high level of, skill, ability, and caring for the health of their patients.
33. **Article XXXIII, Severability.** The Union will present proposals during negotiations to provide for a process of correction in the event that any provision of the employees covered by the Union's collective bargaining agreement.
34. **Article XXXIV, Sick Leave and Bereavement.** The Union will present proposals during negotiations to provide for the Sick Leave and Bereavement benefits of the employees covered by the Union's collective bargaining agreement.
35. **Article XXXV, Smart Phones.** The Union will present proposals during negotiations to provide Smart Phones to all of the employees covered by the Union's collective bargaining agreement.
36. **Article XXXVI, Fatigue Mitigation and Transportation.** The Union will present proposals during negotiations to provide for Transportation and the Fatigue Mitigation for the employees covered by the Union's collective bargaining agreement.

37. **Article XXXVII, Travel.** The Union will present proposals during negotiations to provide for the Travel benefits for the employees covered by the Union's collective bargaining agreement when performing work related activities.
38. **Article XXXVIII, Uniforms.** The Union will present proposals during negotiations to provide Uniforms for the employees covered by the Union's collective bargaining agreement.
39. **Article XXXIX, University Education Access.** The Union will present proposals during negotiations to provide for Educational benefits and Access to the University of California educational opportunities for the employees covered by the Union's collective bargaining agreement.
40. **Article XL, Vacation.** The Union will present proposals during negotiations to provide Vacation benefits for the employees covered by the Union's collective bargaining agreement.
41. **Article XLI, Waiver.** The Union will present proposals during negotiations to provide that there will be a complete agreement for the employees covered by the Union's collective bargaining agreement, and that both parties had an opportunity to present and negotiate over all term and conditions of employment.
42. **Article XLII, Work Rules.** The Union will present proposals during negotiations to provide for the work rules of the employees covered by the Union's collective bargaining agreement.
43. **Article XLIII, Work Stoppage.** The Union will present proposals during negotiations to provide for the no strike no lockout provision for the employees covered by the Union's collective bargaining agreement.
44. **Article XLIII, Execution.** The Union will present proposals during negotiations to provide for the Execution of the agreement between the parties upon conclusion of negotiations for the employees covered by the Union's collective bargaining agreement.

45. Additional Proposals. The Union reserves the right to bring additional proposals during the course of negotiations for unforeseen circumstances or as response proposals for the employers proposals.

