



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR
LABOR RELATIONS

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607

June 23, 2025

Sent via email

G. Allen Mayne
Deputy Director of Strategic Campaigns
CIR-SEIU

RE: University Sunshine Notice for the Committee of Interns and Residents (CIR) Systemwide Collective Bargaining Agreement

Dear Allen,

Pursuant to the public-notice provisions of the Higher Education Employer-Employee Relations Act (HEERA), Government Code sections 3595 et seq., the University of California (“University”) hereby presents its preliminary (“sunshine”) proposals for negotiations on the inaugural agreement for the new systemwide CIR bargaining unit.

As an inaugural agreement, the following proposals represent a preliminary list of initial concepts the University anticipates proposing to create in the new systemwide collective bargaining agreement. The University expressly reserves the right to withdraw, amend, substitute, or add to any or all of these proposals depending upon the course of bargaining. Additionally, the University reserves the right to submit additional proposals as negotiations progress.

- **Agreement**
- **Ancillary Staffing**
- **Access**
- **Arbitration**
- **Association Payroll Deduction**
- **Bereavement**
- **Childcare**
- **Compensation**
- **Corrective Action, Discipline & Discharge**
- **Duration**
- **Employee List & Orientation**
- **Educational Fund**

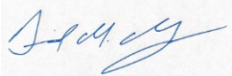
- **Electronic Devices**
- **Execution**
- **Fatigue Mitigation**
- **Grievance Procedure**
- **Health & Safety**
- **Health Benefits**
- **Health, Equity, Diversity & Inclusion**
- **Holidays**
- **Hours of Work**
- **Indemnity**
- **Joint Labor Management Meetings**
- **Lactation Accommodation**
- **Layoff & Program Closure**
- **Leaves of Absence**
- **Liability Insurance & Malpractice Insurance**
- **License Reimbursement & Required Training**
- **Management and Academic Rights**
- **Meals**
- **Moonlighting**
- **No Strikes**
- **Nondiscrimination**
- **Paid Parental Leave & Medical and Caregiver Leave**
- **Parking**
- **Payroll Deductions**
- **Recognition**
- **Release Time**
- **Relocation**
- **Resident Lounges & Call Rooms**
- **Resident Wellbeing**

- **Retirement**
- **Severability**
- **Sick Leave**
- **Transportation**
- **Travel**
- **Uniforms**
- **Union Rights**
- **University Education Access**
- **Vacation**
- **Waiver**
- **Work Rules**

Nothing in this notice limits the University's ability to introduce additional proposals, counterproposals, or side-letter concepts after bargaining begins, consistent with HEERA and University policy.

Please let me know if you have any questions.

Sincerely,

A handwritten signature in blue ink, appearing to read "David G. Guzman", is placed over a light gray rectangular background.

David G. Guzman
Associate Director – Chief Negotiator
Systemwide Labor Relations
University of California, Office of the President

Cc: Matt Teaford, Executive Director, Systemwide Labor Relations