

**THE COMMITTEE OF INTERNS AND RESIDENTS/SEIU HEALTHCARE (CIR/SEIU)  
INITIAL BARGAINING PROPOSAL FOR SUNSHINE**

May/June 2019

The Committee of Interns and Residents/SEIU Healthcare (“The Union”) hereby submits the following initial proposal for a modification of the collective bargaining agreement with the University of California, Irvine (“The University”). All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract.

The Committee of Interns and Residents/SEIU Healthcare reserves the right to create, add to, delete from, amend, and modify its proposals during the negotiations process. Unless otherwise indicated, proposals are in conceptual format.

**Proposals for Modification:**

ARTICLE 1: RECOGNITION

- Recognize the appropriate bargaining unit of Interns, Residents, and Fellows according to their title codes

ARTICLE 2: DURATION

- Define the length of the Contract

ARTICLE 3: DUES DEDUCTION

- Allow for payroll dues deduction for union members
- Allow for the deduction of agency fee for non-members
- Provide the Union with electronic lists of incoming and graduating members at defined intervals

ARTICLE 4: PAC CHECK-OFF

- Allow for Payroll deduction of Political Action Fund contributions with signed authorization

ARTICLE 5: SALARY

- Increase wages to remain competitive in the face of rising costs of living and attract the best candidate pool
- Stipulate salary increases for each academic year
- Define the Chief Resident differential

ARTICLE 6: HOUSING ASSISTANCE PROGRAM

- Increase the housing allowance to remain competitive in the face of rising costs of living and attract the best candidate pool
- Clarify program to reflect current working conditions

ARTICLE 9: MEALS

- Increase the minimum monthly meal allowance

## CIR to UCI Sunshine proposals

- Define meal allowances by department

### ARTICLE 10: PROFESSIONAL LICENSE & EXAM FEES

- Increase the University reimbursement of required professional license and exam fees

### ARTICLE 11: EDUCATION & CONFERENCE FEES

- Increase University reimbursement of educational expenses and conference fees

### ARTICLE 14: ACCESS

- Enhance Access to the University by Union representatives

### ARTICLE 15: GRIEVANCE & ARBITRATION PROCEDURE

- Define Academic and clinical matters for the purpose of grievability of discipline

### ARTICLE 16: EMPLOYEE LIST & ORIENTATION

- Modify existing access procedures to better conform with CA statute and enhance servicing of bargaining unit member needs

### ARTICLE 20: Pagets

- Modify language to reflect changing landscape of patient care and the technology needed to properly provide patient care

### **New Articles:**

#### ARTICLE #: Leave

- Codify leave benefits
- Increase parental leave

#### ARTICLE #: Discipline

- Define "Discipline"
- Establish due process procedures for Discipline
- Establish timeline for renewal notification
- Specify which disciplinary actions are subject to the grievance procedure

#### ARTICLE #: Wellbeing

- Establish meaningful commitment to resident wellbeing
- Give residents a role in securing their wellbeing
- Create protections to allow residents to attend to their physical and mental health

#### ARTICLE #: Childcare

- Establish childcare benefits for bargaining unit members