

May 4, 2022

Tim Yeung
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Allen Mayne
Committee of Interns and Resident - SEIU Healthcare
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Via Electronic Mail

Re: Negotiations between the University of California, Riverside (UCR) and Committee of Interns and Residents/SEIU for an Initial Contract

Dear Allen,

In accordance with the Higher Education Employee Relations Act (HEERA), UC Riverside (University or UCR) is prepared to open negotiations with the Committee of Interns and Residents/SEIU (CIR/SEIU) for an initial contract between the parties. This is to confirm our discussion regarding public notice meetings that will take place on May 12, from 5:30 p.m. to 6:30 p.m. A second public meeting will be held on May 19, 2022, from 5:30 p.m. to 6:30 p.m. Per our agreement, these meetings will be held virtually and an electronic link will be sent to you and published as soon as possible.

This letter will serve as the public notice document that will be posted on the University of California Office of the President website.

In sum, the University will propose the following contract terms:

ARTICLE	UC PROPOSAL
Access	Propose a reasonable access policy for CIR/SEIU in the workplace.
Adherence to General University Policies	Propose that all employees in the unit continue to comply with and are covered under applicable University of California and UCR policies, and any other applicable policies.
Appointment Duration	Propose maintaining one year appointments with University discretion to re-appoint or not-reappoint.
Benefits	Continue to provide quality benefits that include, but are not limited to: health, dental, vision, accidental death and dismemberment,

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	long term disability, and malpractice insurance. Required participation in the University of California Defined Contribution (DCP) as safe harbor participants. Preserve ability to make updates as necessary to health and welfare benefits on an annual basis.
Discipline/Dismissal	Propose that employees shall not be dismissed from employment without academic due process.
Dues Deduction/Agency Fee	Ensure a mechanism to deduct union fees/dues through payroll deduction that provides for full indemnification for the University.
Duration	Propose a multi-year contract.
Educational Funds	Propose providing a reasonable amount of educational funds to residents.
Grievance/Arbitration	Propose a grievance/arbitration policy to adjudicate allegations of contract violations. Ensure that issues related to academic due process are outside the grievance procedure.
Health and Safety	Propose policy that University will continue to provide safe work environment for employees in the bargaining unit.
Hours of Work/Duty Hours	Propose that hours of work/duty hours continue to be set by the program and institution in compliance with ACGME and/or other applicable commission or accreditation requirements.
Leaves of Absence	Provide leaves of absence that are consistent with all applicable laws, policies, and program requirements.
Management/Academic Rights	Maintain management rights, including right to manage all operations, including protecting management's sole discretion to make all decisions with respect to academic program requirements, clinical care,

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	hiring/reappointment decisions, and qualifications.
Parking	Propose that University continue to provide access to parking for residents and fellows, subject to reasonable conditions.
Recognition	Recognize CIR/SEIU as the exclusive representative for matters within the scope of representation of bargaining as certified by the Public Employment Relations Board. Delineate classifications within the bargaining unit and those that are specifically excluded. Provide for mechanism to resolve disputes over unit recognition matters.
Severability	In the event that any part of the agreement is unenforceable, etc., the remaining conditions remain in full force and effect during the term of the agreement.
Sick Leave	Maintain reasonable sick leave policy.
Vacation Leave	Maintain reasonable vacation policy.
Wages	Propose a wage plan that will continue to attract highly qualified residents and fellows. Maintain the current pay structure for residents and fellows. Maintain flexibility for programs and/or departments to provide supplemental compensation.
Waiver	Propose a waiver by parties over right to negotiate over topics raised in the agreement. However, propose that University may implement changes that do not conflict with the agreement or in areas not covered by the agreement.
Work Rules	Propose policy that University maintains right to create, modify and eliminate work rules as necessary for efficient workplace operations and standards, as long as those rules do not conflict with the provisions of the agreement.

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	Ability to change past practice with reasonable notice to union.
Work Stoppages	Propose prohibition on striking or sympathy strikes during the term of this agreement and/or during subsequent expired contract due to health and safety nature of bargaining unit.

The University reserves the right to raise and bargain over additional topics throughout the negotiation process. Additionally, the University may propose modifications to articles to ensure legal compliance and/or language consistency across the UC system regarding CIR/SEIU collective bargaining agreements.

I look forward to seeing you virtually at the first Sunshine Meeting.

Sincerely,



Timothy G. Yeung
Chief Negotiator

cc: George C. Williams, Director of Employee and Labor Relations