

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”).

PROPOSED ARTICLES

ARTICLE 1 – Academic Due Process

The University is proposing current contract language (CCL)

ARTICLE 2 – Administrative Reports / Email

The University is proposing current contract language (CCL)

ARTICLE 3 – Association Rights

The University is proposing current contract language (CCL)

ARTICLE 4 – Benefits

The University is proposing current contract language (CCL)
(with adjustments for any applicable changes in the law)

ARTICLE 5 – Compensation

The University is proposing modifications to salary with rates to be negotiated.

ARTICLE 6 – Definitions

The University is proposing current contract language (CCL)

ARTICLE 7 – Education Stipend

The University is proposing current contract language (with updates to reflect new MOU academic years)

ARTICLE 8 – Fatigue Mitigation Transportation

The University is proposing current contract language (CCL)

ARTICLE 9 – Holidays

Revisit: Modify to align with industry practices

[pending ARB]

ARTICLE 10 – House Staff Representatives

The University is proposing current contract language (CCL)

ARTICLE 11 – Housing Stipend

(eliminate Housing by Terms of Article 5)

RENUMBERED

ARTICLE 11 – Labor Relations Management Meetings (LRM)

The University is proposing current contract language (CCL)

ARTICLE 12 – Lactation Accommodation

The University is proposing current contract language (CCL)

ARTICLE 13 – Leaves of Absence

The University is proposing current contract language (CCL)

(Review updates in alignment & incorporating Side Letter Parental & Caregiver Leave)

ARTICLE 14 – Malpractice

The University is proposing current contract language (CCL)

ARTICLE 15 – Management Rights

The University is proposing current contract language (CCL)

ARTICLE 16 – Meal Allowance

The University is proposing current contract language (CCL)

(with updates to reflect new MOU academic years)

ARTICLE 17 – Moonlighting

The University is proposing current contract language (CCL)

ARTICLE 18 – No Strike

The University is proposing current contract language (CCL)

ARTICLE 19 – Parking

The University is proposing current contract language (CCL)

ARTICLE 20 – Professional Fees

The University is proposing current contract language (CCL)
[with updates to reflect new MOU academic years]

ARTICLE 21 – Program Closure

The University is proposing current contract language (CCL)

ARTICLE 22 – Recognition

The University is proposing current contract language (CCL).

ARTICLE 23 – Release Time

The University is proposing current contract language (CCL)

ARTICLE 24 – Resident Duty Hours

The University is proposing current contract language (CCL)

ARTICLE 25 – SDHSA Dues and Agency Fees

The University is proposing current contract language (CCL)

ARTICLE 26 – Severability

The University is proposing current contract language (CCL)

ARTICLE 27 – Term of Agreement

The University is proposing for the MOU to be effective July 1, 2024 and will consist of a multiple year term.

ARTICLE 28 – Travel

The University is proposing current contract language (CCL)

ARTICLE 29 – Uniforms and Uniform Laundering

The University is proposing current contract language (CCL)

ARTICLE 30 – Work Environment

The University is proposing current contract language (CCL)

ARTICLE 31 – Work Rules

The University is proposing current contract language (CCL)

SIDE LETTER A: Equity, Diversity & Inclusion

(This Side Letter can be deleted)

SIDE LETTER B: Resident Wellbeing

The University is proposing current contract language (CCL)

SIDE LETTER: Parental & Caregiver Leave

The University is proposing eliminating this side letter and incorporating the terms into, renumbered Article 13.