

**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: Pagers

- 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