

Collective Bargaining Agreement

Between

Mass General Brigham

and the

Committee of Interns and Residents/SEIU

May 23rd, 2025 – June 30th, 2027

Committee of Interns and Residents (CIR)
National Affiliate of Service Employees International Union (SEIU)

The Committee of Interns and Residents/SEIU (CIR/SEIU) represents over 40,000 resident physicians in New York, New Jersey, Washington D.C., Florida, Massachusetts, California, New Mexico, Illinois, Vermont, Pennsylvania, Washington, Rhode Island, Delaware, Minneapolis Collective bargaining agreements covering both public and private sector hospitals.

Founded in 1957, CIR/SEIU is affiliated with the Service Employees International Union (SEIU), a 2.1 million member union in the U.S., Puerto Rico and Canada including 1,000,000 members in the healthcare field.

This collective bargaining agreement, negotiated by CIR/SEIU members at Mass General Brigham, provides for salaries, leave time, a due process procedure in disciplinary cases, a grievance procedure, and other issues of concern to Housestaff.

Know your rights and benefits – read your CIR contract!

Committee of Interns and Residents/SEIU

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MASS GENERAL BRIGHAM

AND

COMMITTEE ON INTERNS AND RESIDENTS/SEIU HEALTHCARE

May 23, 2025 - June 30, 2027

TABLE OF CONTENTS

INTRODUCTION 1
ARTICLE 1: RECOGNITION 1
ARTICLE 2: MANAGEMENT RIGHTS 1
ARTICLE 3: DUES DEDUCTION 2
ARTICLE 4: ACCESS 3
ARTICLE 5: EMPLOYEE LISTS AND ORIENTATION 4
ARTICLE 6: RELEASE TIME 5
ARTICLE 7: NONDISCRIMINATION IN EMPLOYMENT 6
ARTICLE 8: NON-PHYSICIAN DUTIES 6
ARTICLE 9: HEALTH AND SAFETY 7
ARTICLE 10: HOUSE STAFF WELLBEING 8
ARTICLE 11: TRANSPORTATION SAFETY 8
ARTICLE 12: LABOR MANAGEMENT MEETINGS 9
ARTICLE 13: HOUSE STAFF RESEARCH YEARS 9
ARTICLE 14: DUTY HOURS 9
ARTICLE 15: EDUCATION TIME 10
ARTICLE 16: SALARY 10
ARTICLE 17: MGB ANNUAL STIPENDS AND CONFERENCE TRAVEL 11
ARTICLE 18: BENEFITS 12
ARTICLE 19: MALPRACTICE AND LIABILITY INSURANCE 13
ARTICLE 20: HOLIDAYS 14
ARTICLE 21: TUITION ASSISTANCE AND REQUIRED TRAINING 14
ARTICLE 22: CHILDCARE 15
ARTICLE 23: PARKING AND TRANSPORTATION 15
ARTICLE 24: MEALS 16
ARTICLE 25: UNIFORMS 16
ARTICLE 26: HOUSE STAFF LOUNGES AND CALL ROOMS 16
ARTICLE 27: LACTATION ACCOMMODATION 17
ARTICLE 28: EXTRA SHIFT PAYMENTS AND MOONLIGHTING 17
ARTICLE 29: LEAVES 18
ARTICLE 30: PROGRAM CLOSURE 20
ARTICLE 31: GRIEVANCE PROCEDURE 21
ARTICLE 32: ARBITRATION 24
ARTICLE 33: NO STRIKE OR LOCKOUT 25
ARTICLE 34: SEVERABILITY 25
ARTICLE 35: DURATION AND RENEWAL 25
SIGNATURE PAGE 27

INTRODUCTION

This Agreement is made and entered into as of the date of ratification of this Agreement, May 23, 2025, by and between Mass General Brigham Incorporated, The General Hospital Corporation, The Brigham and Women's Hospital, Inc., Massachusetts Eye and Ear Infirmary, The Spaulding Rehabilitation Hospital Corporation, The McLean Hospital Corporation, Newton-Wellesley Hospital, North Shore Medical Center, Inc., Massachusetts General Physicians Organization, Inc., and Brigham and Women's Physicians Organization, Inc., (collectively, "MGB" or the "Employer") and the Committee on Interns and Residents ("CIR" or the "Union").

ARTICLE 1
RECOGNITION

Pursuant to the election that was conducted in NLRB Case No. 01-RC-315391, CIR/SEIU, MGB recognizes the Union as the exclusive collective bargaining representative of all full-time and regular part-time residents, clinical fellows, and clinical-research fellows, employed by Mass General Brigham Incorporated, The General Hospital Corporation, The Brigham and Women's Hospital, Inc., Massachusetts Eye and Ear Infirmary, The Spaulding Rehabilitation Hospital Corporation, The McLean Hospital Corporation, Newton-Wellesley Hospital, North Shore Medical Center, Inc., Massachusetts General Physicians Organization, Inc., and Brigham and Women's Physicians Organization, Inc. at those locations at which residents/interns were assigned as of the date of Certification in the above referenced Representation Election ("RC") case. Persons in such titles are hereinafter referred to as "House Staff", but excluding non-physician residents and fellows, attending physicians, faculty, any physician who is no longer a trainee (including but not limited to Chief Residents or Fellows who have completed ACGME and/or Board certification requirements, and Fellows who are paid outside the PGY scale and have an attending appointment), visiting fellows, research fellows, directors, managers and guards, non-professional employees and supervisors as defined in the Act.

ARTICLE 2
MANAGEMENT RIGHTS

Except to the extent expressly abridged by a specific provision of this Agreement, the Employer reserves and retains, solely and exclusively, all rights and authority to operate, manage and administer its hospitals, clinics and any and all other facilities, including all such rights and authority as existed prior to the execution of this Agreement. The sole and exclusive rights and authority of the Employer which are not abridged by this Agreement shall include but are not limited to, its rights and authority to establish or continue its policies, practices, rules, regulations and procedures and to change or abolish such policies, practices, rules, regulations and procedures; to determine and set standards of professional conduct; to discontinue processes or operations or to discontinue their performance by employees of MGB; to determine or introduce new methods, techniques, and processes; to change equipment, methods, and facilities; to subcontract work; to increase, decrease, relocate, consolidate, modify, discontinue, move, reorganize, transfer, close or sell any operations in whole or in part and to layoff or terminate employees in connection therewith; to use and install security cameras and other means and methods of tracking movement through its facilities; to test for alcohol or drug use in accordance with applicable law and MGB policy; to use temporary, per diem, managerial, and supervisory employees to perform unit work;

to determine whether vacancies exist and whether to fill them; to determine the number and types of employees required; to combine, expand, change, or eliminate any jobs; to assign work to employees in accordance with the needs and requirements determined by MGB; to establish and change work schedules, work locations and assignments; to transfer, promote or demote employees, or to lay off, terminate or otherwise relieve employees from duty for lack of work or other legitimate reasons, and to establish and enforce rules for the maintenance of discipline; to evaluate performance at any time; to suspend, discharge or otherwise discipline employees-with due process as provided in this Agreement and to take such measures as it may determine to be necessary for orderly and safe operation; and to set and determine policies related to health and safety, including, without limitation, the right to require MGB provided vaccinations. MGB shall also have the right to unilaterally establish, maintain and change academic or clinical policies and procedures, provided that the terms set forth therein are not in conflict with the express terms of this Agreement. These enumerated rights of management are not limited to those set forth herein. The Parties agree that their decision not to list other rights or the above rights in more specific detail is for the sake of brevity only and shall not be construed as a limitation on MGB's right and ability to unilaterally exercise such rights.

This Article 2 shall survive the expiration of the collective bargaining agreement consistent with applicable law.

ARTICLE 3
DUES DEDUCTION

All House Staff covered by this agreement shall, as a condition of employment, on or after the 31st day following the effective date of this agreement or the beginning of employment either:

1. Become and remain members of the CIR/SEIU in good standing during the term of their employment, it being understood that membership in good standing on the part of a House Staff shall mean the tender by such House Staff of such periodic dues uniformly required as a condition of membership, or

2. Pay an agency fee to CIR/SEIU equal to the dues uniformly required as condition of employment.

No discrimination or reprisal shall be visited against any House Staff by either party based upon membership or non-membership in the CIR/SEIU.

CIR/SEIU shall have the exclusive right to the check off and transmittal of dues on behalf of each employee in the unit, said dues to be checked off monthly from the paycheck of each House Staff, pursuant to the directive of CIR/SEIU, in such amounts as CIR/SEIU shall establish. MGB agrees to forward said dues and agency fees to CIR/SEIU by the 20th day of the month after they are collected. MGB agrees to deduct Union dues or agency service fees in a specific dollar amount or percentage of salary as certified by the Union upon receipt of a properly executed payroll authorization deduction form (in the form attached hereto as Exhibit I) from each House Staff who expressly authorizes such a deduction be made. House Staff may revoke such payroll authorization at any time by giving written notice.

MGB agrees that upon written authorization from a House Staff Officer on a form agreed upon by MGB and CIR/SEIU, MGB will deduct from each House Staff Officer's pay funds for CIR's Voluntary Political Action Contribution Fund ("VPACF").

It is specifically agreed that MGB assumes no obligation, financial or otherwise arising out of the provisions of this Article 3, and CIR/SEIU agrees that it will indemnify and hold the Employer harmless for any claims, judgments, actions or proceedings made by any House Staff arising from deductions made by MGB pursuant to this Article 3. After deductions are remitted to CIR/SEIU, the disposition thereof shall be the sole and exclusive obligation and responsibility of CIR/SEIU.

Disputes between the Union and any House Staff regarding underpayment or overpayment of union dues or agency service fees will be resolved between the employee and the Union.

ARTICLE 4
ACCESS

A. General Provisions

Designated Union representatives shall be granted reasonable access to MGB facilities where House Staff are working for the purpose of conducting union business during times when House Staff are not engaged in clinical duties, provided that any such access does not interfere with or disrupt the proper performance of any House Staff's duties nor the operations of MGB. Such access must occur outside of patient care areas. In each case, absent emergent circumstances, the designated union representative(s) shall give at least forty-eight (48) hours prior written notification to the MGB Human Resources – Labor Relations Partner or their designee; when less than forty-eight (48) hours, the representative shall give notice as soon as possible.

MGB retains the right to enforce access rules and regulations in accordance with local procedures.

B. Access by the Union/Union Representatives

Designated union representatives who are not MGB employees, or who are not employed at MGB, shall have access to non-restricted Patient Care Areas and laboratories containing pathology House Staff workrooms only as necessary to travel to and from union business in those places. Designated union representatives, including MGB-employed union representatives, may not contact House Staff in, linger in, or access Patient Care Areas for the purpose of conducting union business. Designated union representatives may visit the facility only at reasonable times to conduct union business and may remain in the facility only as long as necessary to reasonably conduct union business.

Patient Care Areas include but are not limited to:

- Patient or visitor lounges;
- Patient conference rooms;
- Patient floor and operating room corridors;

- Patient rooms, operating rooms, laboratories, clinics, patient waiting rooms; and
- Treatment areas and/or areas where patients receive care.

In no situation shall designated union representatives who are not MGB employees access:

- Patient rooms, operating rooms, clinical care areas; or
- Treatment areas and/or areas where patients receive care.

Designated union representatives may request a designated general purpose meeting room for the purposes set out in this Article 4 by directing such request to the MGB Human Resources – Labor Relations Partner or their designee. Such a request shall be arranged in advance in accordance with local access rules and regulations and shall not be unreasonably denied. The Parties acknowledge and understand meeting space at the facility is at a premium and may or may not be available at the times requested depending upon the needs of the facility. MGB will use all reasonable efforts to accommodate requests for meeting room reservations. Room reservations shall not be cancelled by MGB except where unforeseen circumstances require the room to be used for purposes including but not limited to teaching, patient care-related purposes, or staff conferences. If a reserved room is canceled, MGB will make timely efforts to provide a comparable alternative.

Designated union representatives who are not MGB employees shall not have access to confidential information, including Protected Health Information ("PHI"), except to the extent necessary to fulfill their role as designated union representative and only with advance written consent by an authorized MGB representative, and provided the union representative(s) agree and sign, at MGB's request, any relevant MGB Confidentiality Agreement related to Patient, Employee, and MGB Business Information to ensure that PHI is handled in accordance with federal and state laws and regulations.

ARTICLE 5
EMPLOYEE LISTS AND ORIENTATION

A. Employee Lists

1. MGB shall make a good faith effort to provide the Union with an electronic list of incoming residents by May 15th of each year and a list of all House Staff who have completed a residency training or fellowship program as of June 30th of each academic year by July 15th of each year.

2. The aforementioned lists shall include, if available, primary worksite, names, personal email address, phone number, MGB email address, department, and postgraduate year.

3. A complete list of employees in the bargaining unit including, if available, names, personal email address, phone number, MGB email address, department and postgraduate year shall be provided to the Union by August 1st and February 1st of each year.

B. Orientation

1. During GME new hire orientation for new House Staff, the Union shall be granted thirty (30) minutes to give a presentation on the Union. At appropriate times during orientation, the Union shall be provided the use of one (1) information table at or near orientation. At the Union's request, MGB shall make a good faith effort to provide the Union with a schedule of annual, general orientations at least two (2) weeks in advance.

2. During a program orientation(s) for newly hired House Staff that occurs prior to the scheduled GME General Orientation, upon request, the union shall be granted ten (10) minutes to give a presentation on the Union as described in Section B.1 of this Article 5.

3. During GME new hire orientation, the Union may provide the following materials including but not limited to: a copy of the collective bargaining agreement, a union membership card, a list of chapter leaders with contact information, as well as any other informational materials related to the Union. House Staff shall be paid at their normal rate of pay for time spent in orientation.

ARTICLE 6
RELEASE TIME

A. New Hire Orientation

Upon advance written request of at least sixty (60) days, for each GME new hire orientation session, up to five (5) current CIR leaders shall be granted release time, subject to Section F below.

B. CIR National Convention

Upon advance written request of at least sixty (60) days, up to fifteen (15) elected CIR delegates will be released from work, subject to Section F below, for up to three (3) days so that they can attend the CIR National Convention.

C. CIR Executive Committee

Upon advance written request of at least sixty (60) days, any union member elected or appointed to CIR's Executive Committee will be released from work, subject to Section F of this Article 6 below, so that they can attend the aforementioned CIR Executive Committee's quarterly meetings.

D. Contract Negotiations

Upon advance written request, up to twenty-five (25) bargaining committee members shall be granted release time to attend bargaining sessions, subject to Section F of this Article 6 below.

E. Labor Management Meetings

Upon advance written request, up to fifteen (15) committee members shall be granted release time to attend Labor Management Meetings, subject to Section F of this Article 6

below.

F. Release Time

Release time is not guaranteed and shall be subject to patient care and department needs; requests for release time shall not be unreasonably denied. House Staff shall not be required to make up release time under Sections B or C of this Article 6 beyond any days that would be required to meet accreditation or board certification standards or as necessary to equitably distribute workload among House Staff.

ARTICLE 7
NONDISCRIMINATION IN EMPLOYMENT

A. General Provisions

Within the limits imposed by applicable state and federal law or MGB policies, MGB and the Union shall not discriminate against or harass any House Staff on the basis of race, color, religion, marital status, national origin, ancestry, sex (including gender, pregnancy and childbirth, including medical conditions related to pregnancy, childbirth, and/or breastfeeding), sexual orientation, gender identity or expression, physical or mental disability, medical condition (mental health, substance use disorders, cancer-related, or genetic characteristics, or genetic information including family medical history), service in the uniformed services, status as a covered veteran, age, citizenship, political affiliation/opinion or union activity/affiliation.

B. Fair and Respectful Treatment

MGB and the Union recognize that fair and respectful treatment of House Staff promotes a work environment and organizational culture in support of the values of the Graduate Medical Education Training Programs.

C. Grievances

Alleged violations of Section B of this Article 7 may only be grieved and shall not be eligible for arbitration.

ARTICLE 8
NON-PHYSICIAN DUTIES

The parties acknowledge current ACGME requirements regarding excessive reliance on residents for non-physician obligations.

As a result, the topic of "non-physician obligations" shall be a standing agenda item at each Labor-Management meeting. The Union Committee will provide a list of those areas where it believes this is occurring at least seven (7) days before each meeting to allow MGB to prepare to discuss the issue at the meeting.

If the Union believes that such a discussion cannot wait until a scheduled Labor-Management meeting, it may request a special meeting of a subcommittee of the Labor-Management Committee, comprised of up to three (3) representatives of the Union and three (3) representatives of management, which will be scheduled by the Parties as soon as possible at a mutually agreeable time.

ARTICLE 9
HEALTH AND SAFETY

A. MGB shall make reasonable attempts to furnish and maintain a healthy and safe work environment for the House Staff in compliance with state and federal health and safety laws.

B. MGB and the Union agree that exposure to risks from the patients cared for is inherent in the employment of House Staff. MGB shall provide House Staff with the proper equipment and training to effectively carry out the duties of their position. MGB shall ensure that proper follow-up and treatment is available to House Staff in the event of an exposure.

C. In order to protect the safety of House Staff, they shall be provide House Staff with complete and properly fitted personal protection equipment that shall include but not be limited to: masks, gloves, gowns, goggles; and access to eye wash stations in areas where a possibility of a chemical exposure exists. When needed for safety, House Staff shall be equipped with lead aprons, lead glasses, laser safety goggles and any other necessary protective equipment as needed. House Staff shall not be responsible for the purchase of any of the aforementioned equipment.

D. MGB shall make reasonable attempts to furnish and maintain, in safe working condition, the workplace and equipment required to carry out assigned duties. MGB shall manage its operations in compliance with its established health and safety policies and procedures.

E. MGB shall respond to filed safety reports in a timely manner and shall keep records on all safety reporting including the resolution of the report. Information on safety reports is protected by the peer-review privilege, however an update on the status of a report (and its resolution once resolved, within the bounds of privilege) shall be made available upon request to the filer.

F. MGB shall make reasonable attempts to keep House Staff work spaces, call rooms, and lounges free of vermin, including regular pest control.

G. Concerns regarding health and safety may be raised in the Labor Management Meetings as defined in Article 12: Labor Management Meetings. When the Union identifies Health and Safety as an agenda item with reasonable advance notice, a knowledgeable MGB representative will attend the Labor Management Meeting.

H. House Staff shall not be retaliated against for identifying and/or expressing in good faith a concern about any health and safety-related issue. Nothing in this Article 9 is intended to eliminate MGB's general obligations for the health and safety of its House Staff.

ARTICLE 10
HOUSE STAFF WELLBEING

Resident Wellbeing shall be a standing item on the agenda of each Labor Management Meeting as defined in Article 12: Labor Management Meetings.

It is not MGB's current intent to modify the benefit providing House Staff with discounted gym access.

A Union committee on House Staff Wellbeing shall be established to serve as an advisory body to the Vice President of GME or designee, on wellbeing policies, initiatives and burnout prevention. The House Staff Wellbeing Committee shall consist of no fewer than five (5) elected House Staff members. MGB will provide the House Staff Wellbeing Committee with a budget of up to $50,000 in each academic year. The House Staff Wellbeing Committee must submit any requests to use such budgeted funds to the GME Office for approval; such approval shall not be unreasonably denied.

House Staff who may be potentially impaired or compromised have resources available to them, pursuant to the Medical Staff policies. The MGB Policy will be available to House Staff on the Intranet.

MGB acknowledges its responsibility to provide the opportunity to attend medical, mental health, vision, and dental care appointments, including those scheduled during House Staff's working hours, assuming safe patient care. House Staff shall submit a written request in advance whenever possible; requests shall not be unreasonably denied.

ARTICLE 11
TRANSPORTATION SAFETY

A. Transportation Safety

1. In the event a House Staff who drives to the Hospital for work is too fatigued to drive home safely at the end of a shift, or falls acutely ill while on duty and cannot safely drive home, the House Staff has the following options:

- Sleep in an available call room until able to drive safely; or
- Utilize a transportation service (app-based) as described in Section B of this Article 11 below from the MGB facility to their verifiable home address.

2. In addition, a House Staff who has worked twenty-eight (28) or more hours in the preceding forty-eight (48) hours and is too fatigued to travel home safely, or falls acutely ill while on duty, shall also have access to the options listed in Section A.1 of this Article 11 above.

B. Procedure

1. MGB will provide access to an employer paid app-based rideshare service for use consistent with Section A of this Article 11 above. This option is available for use from any rotation site to a verifiable home address. House Staff on rotations at non-MGB sites may be eligible for

vouchers or reimbursement from the program to which they are rotating, and if not, or if accessing the voucher is not practicable, may access the employer paid app-based rideshare.

2. Transportation Safety funds are not to be used for routine travel to or from scheduled shifts regardless of the timing of the shift.

3. Use of these transportation services for any other purpose may result in discipline and an obligation of repayment by the House Staff to MGB.

ARTICLE 12
LABOR MANAGEMENT MEETINGS

In the interest of fostering a cooperative approach to resolving problems, the Union and MGB shall form a labor-management committee made up of three (3) representatives of each party. The Union and MGB agree to hold labor-management meetings bi-monthly (up to six (6) times per year). These meetings will occur at a mutually acceptable time, date and place to discuss issues related to working conditions, facilities and items related to this Agreement. Meeting times may occur outside of normal business hours. These meetings may be conducted and attended virtually. A designated union representative shall contact MGB Human Resources – Labor Relations Partner or their designee to initiate scheduling of the meetings. Agenda items should be proposed and sent to the other party no later than seven (7) calendar days prior to the meeting date.

ARTICLE 13
HOUSE STAFF RESEARCH YEARS

A. Effective for research years that begin after ratification, House Staff on a required research year during the residency program shall be appointed to their research year at a PGY rate that is advanced one (1) year from the previous year of training; completed required research years during the residency program shall be treated as completed years of training for the purpose of PGY promotion. For example, if House Staff are required to do a research year after PGY2 and then return after the research year to the residency program, then the House Staff will be paid as a PGY3 for the research year and as a PGY4 when the House Staff returns to the residency program.

B. Effective the start of the first pay period after ratification, all House Staff who have completed required research years shall receive credit and be advanced to the proper PGY rate.

C. Any House Staff who have completed required research years prior to ratification and who believe they should be advanced to a higher PGY rate must inform mgbgmeoffice@mgb.org in writing no later than ninety (90) days after ratification. House Staff who do not do so will not thereafter be entitled to a salary adjustment under this Article 13.

ARTICLE 14
DUTY HOURS

A. The hours worked by and the schedules of House Staff, including weekend and holiday call, shall at a minimum meet applicable ACGME requirements. MGB shall provide coverage for graduating House Staff so that they can attend their graduation ceremony. MGB will use its best

efforts to see that House Staff are not post-call on the first day of the following designated holiday blocks: Thanksgiving, Christmas, and/or New Year's holiday period.

B. MGB acknowledges the ACGME requirement to provide one (1) day in seven (7) days free from all clinical activities when averaged over four (4) weeks. Programs shall endeavor to provide scheduling that allows for a forty-eight (48) hour period free of duties in each four (4) week period when consistent with the operational needs of the department and input solicited from residents.

C. While it is recognized that call shifts will not be equally distributed, MGB will take steps designed to result in the reasonably equal distribution of call shift assignments. Specifically, at or near the beginning of each Program Year, the Chief Residents or other party responsible for scheduling will share information regarding the range of call shifts they expect each House Staff to work, which would result in the reasonably equal distribution of call shifts. Thereafter, while the number of call shifts worked will vary based on considerations such as House Staff schedule requests, the Chief Residents or other parties responsible for scheduling will take appropriate steps in their judgment to distribute call reasonably consistent with program and patient care needs and requirements.

D. Any House Staff on vacation or other designated leave (including Family and Medical Leave ("FMLA") or Massachusetts Paid Family Medical Leave ("PFML")) shall not be required to take call during leave, nor shall they be required to make up call shifts unless they would be required to meet accreditation or board certification requirements.

E. House Staff must enter their duty hours in compliance with MGB's GME requirements. In those programs in which House Staff must enter their duty hours, the Program Director, (or designee) shall then keep records of each House Staff's submitted night, weekend and holiday call work, which shall be available for review by the House Staff. House Staff shall be entitled to exchange schedules with each other provided proper coverage is maintained with notification to MGB and supervisor prior approval.

ARTICLE 15
EDUCATION TIME

The Union and MGB recognize that education is a key component of the residency and fellowship programs at MGB. MGB will endeavor to facilitate House Staff's attendance for scheduled academic activities including but not limited to didactics, conferences, courses, simulations, computer training sessions, exams, and orientation and will also endeavor to minimize interruptions during educational time.

ARTICLE 16
SALARY

A. The appointment of House Staff shall be based on the House Staff's appropriate PGY, which shall be determined as follows:

1. House Staff shall be placed at PGY levels commensurate with their completed years of training program requirements in accordance with applicable MGB GME policies.2. House

Staff who, during the term of this 2025-2027 Agreement, successfully complete their services and are reappointed to serve for an additional year (including research years as provided in Article 13: House Staff Research Years), in their particular program shall be advanced to the next higher PGY year's salary in that program.

B. The salary levels for all House Staff shall be established as follows:

1. Effective the start of the first pay period after ratification, salaries shall be increased by two and one-half percent (2.5%).

2. Effective July 1, 2025, salaries shall be increased by two and one-half percent (2.5%).

3. Effective July 1, 2026, salaries shall be increased by two and one-half percent (2.5%)

See Salary Levels attached as Appendix

C. Departments currently providing Chief stipends shall continue to do so during the term of the 2025-2027 Agreement.

D. In the event that the 2025-2027 Agreement is ratified on or before May 23, 2025, House Staff employed in a bargaining unit position as of May 23, 2025 shall receive the retroactive payment below corresponding to their PGY Level as of May 23, 2025, less applicable deductions:

PGY Level	Current Annual	New Base 2.5%	Payment in Lieu of Retro
1	$ 78,540	$ 80,504	$ 2,013
2	$ 82,500	$ 84,563	$ 2,114
3	$ 86,350	$ 88,509	$ 2,213
4	$ 90,750	$ 93,019	$ 2,325
5	$ 95,150	$ 97,529	$ 2,438
6	$ 99,000	$ 101,475	$ 2,537
7	$ 104,500	$ 107,113	$ 2,678
8	$ 110,000	$ 112,750	$ 2,819

ARTICLE 17
MGB ANNUAL STIPENDS AND CONFERENCE TRAVEL

A. House Staff shall receive an annual stipend of $10,000 that House Staff may use in their discretion to offset expenses such as relocation, housing, childcare, transportation or parking, technology (computers, phones, tablets, etc.), educational expenses, or licensure/exam fees. Effective for academic year 2025-2026, the annual stipend shall be increased to $10,500.

B. Travel on Behalf of MGB

MGB shall reimburse House Staff for authorized travel expenses incurred during MGB required business or approved travel in accordance with the provisions of the appropriate section(s) of MGB policies and guidelines.

1. In addition, House Staff are strongly encouraged to request approval to attend a conference as soon as possible.

2. Requests to attend conferences must be done in accordance with the Program's requirements.

3. MGB shall not unreasonably deny conference attendance and/or travel under this section.

C. Some programs, as of the effective date of this contract, provide education and/or conference benefits to House Staff that exceed what is provided for by this Article 17. It is not the current intent of MGB to reduce these benefits. Prior to making any reduction to said benefits, MGB shall provide notice to the Union prior to implementation; and upon written request by the Union, MGB shall meet and confer regarding the change.

ARTICLE 18
BENEFITS

A. Insurance Benefits

Effective January 1, 2026, House Staff shall participate in the health, dental, vision, mental health and long-term disability benefits programs on the same terms and conditions as non-union employees, as such programs may be amended from time to time, except as expressly provided below.

1. Health, Dental, and Vision Insurance

MGB shall contribute one hundred percent (100%) of the premium cost for employee only coverage in the Core MGB Health insurance plan or a relatively equal plan.

An employee on an approved Family and Medical Leave ("FML") shall be entitled, if eligible, to continue participation in health benefit coverage (medical, dental, and vision) as if on pay status.

MGB will continue to provide mental health benefits.

MGB will comply with ACGME requirements regarding access to mental health resources. Additionally, MGB's medical plans are in compliance with the Mental Health Parity Act, which requires mental health visits be at the same benefit rate as primary visits.

2. Other Benefits

MGB will continue to provide access to Flexible Spending Accounts ("FSA") for qualified medical expenses and Dependent Care on the same terms and conditions as non-union employees, consistent with applicable laws and regulations.

House Staff will have access to the Perks discount program, if offered, or any other discount program offered to non-union employees, on the same terms and conditions as non-union employees.

In the event that a Fertility Benefit is offered by MGB to non-union employees during the term of the 2025-2027 Agreement, it will be offered to House Staff on the same terms and conditions.

B. Retirement Savings Plan

1. MGB will continue to offer House Staff access to the Retirement Savings Plan (403b).

2. MGB will provide an automatic two percent (2%) basic core contribution effective as soon as practicable after ratification of the 2025–2027 Agreement.

3. Vesting and other requirements shall be consistent with the terms of the plan as amended from time to time.

C. Additional Benefits

MGB may, in its discretion, provide additional benefits to House Staff that exceed what is provided for by this Article 18 including, without limitation, its Economically Disadvantaged Program. It is not the present intent of MGB to reduce these benefits. Prior to making any reduction to said benefits, MGB shall provide notice to the Union prior to implementation; and upon written request by the Union, MGB shall meet and confer regarding the change.

D. Changes to Insurance Plans

Written notice of intent to change, modify, eliminate or alter the terms of the benefit plans will be sent to the Union with thirty (30) calendar days' advance notice. The notice shall contain a summary description of the proposed change(s). The Union's response must be received within fourteen (14) calendar days from the date of issuance of the notice of intent. Upon request, MGB shall meet with and confer with the Union regarding the changes.

ARTICLE 19
MALPRACTICE AND LIABILITY INSURANCE

MGB shall provide House Staff with professional liability insurance that shall cover the House Staff while acting in the performance of their duties and assignments within the training program from the first day of employment.

ARTICLE 20
HOLIDAYS

A. Holidays for House Staff will be consistent with the schedule of the institution to which the House Staff is assigned and with the policies of the program and/or department and applicable specialty board.

The following are currently recognized MGB holidays:

1. New Year's Day (January 1st)
2. Martin Luther King Day
3. Presidents Day
4. Memorial Day
5. Independence Day
6. Juneteenth
7. Labor Day
8. Indigenous Peoples Day
9. Thanksgiving Day (Fourth Thursday in November)
10. Christmas Day

B. A holiday will commence at 12:00 AM (midnight) on the calendar date of the holiday and will continue for the twenty-four (24) hour consecutive period until 11:59 PM the day of the holiday.

C. To the extent practicable, and consistent with current residency and fellowship program practice and operational needs, MGB will endeavor to grant at least four (4) holidays off.

D. The procedures for requesting to substitute a holiday for religious reasons shall be consistent with current departmental policies and procedures. In place of the holidays listed above, House Staff may request to substitute other holidays for observances of religious holidays in advanced of the holiday(s) worked. MGB shall take appropriate steps to prioritize such requests for religious observances consistent with current residency and fellowship program practice and operational needs.

E. Some programs, as of the effective date of this contract, provide Holiday benefits or blocks to House Staff that exceed what is provided for by this Article 20. It is not the intent of MGB to reduce these benefits. Prior to making any reduction to said benefits, MGB shall provide notice to the Union prior to implementation; and upon written request by the Union, MGB shall meet and confer regarding the change.

ARTICLE 21
TUITION ASSISTANCE AND REQUIRED TRAINING

A. Required Training

MGB shall either provide or pay for all required Basic Life Support ("BLS"), Advanced Cardiovascular Life Support ("ACLS"), Advanced Trauma Life Support ("ATLS"), and Pediatric

Advanced Life Support ("PALS") certification, while the House Staff is actively employed at MGB and remains actively enrolled in a GME program.

B. Tuition Assistance Program/Specialty Board Examinations

1. House Staff shall be eligible to participate in MGB's Tuition Assistance Program (the "Program") as amended from time-to-time provided that it will not be changed during the term of the 2025-2027 Agreement (except for changes to technology platform or other procedural mechanics). United States Medical Licensing Examination ("USMLE") Step III Examination Fee and Specialty Board Certification Examination fees and are eligible for reimbursement under the Program.

2. A one-time submission window will be open for thirty (30) days following ratification (which may be extended by mutual agreement of the parties for House Staff on a qualified leave) during which House Staff may request reimbursement for eligible USMLE Step III examination fees and Specialty Board Certification Examination fees incurred for exams taken between July 1, 2024 through ratification. All other requirements of the Program shall apply to reimbursements submitted during this window, including but not limited to the requirement that the exam be passed and the annual reimbursement maximum.

ARTICLE 22
CHILDCARE

A. MGB shall continue to provide House Staff with access to a Dependent Care Flexible Spending Account.

B. House Staff shall continue to have access to MGB Backup Childcare.

C. House Staff shall continue to have access to MGB's onsite childcare programs. MGB shall assess opportunities to create programs at or near the main hospital sites.

ARTICLE 23
PARKING AND TRANSPORTATION

A. MGB does not presently intend to change the current parking lot access and cost (including current reciprocal parking privileges). Subject to Section B of this Article 23 below, House Staff can continue to access parking at night at no charge with proper identification from the Department on the same terms and conditions applicable on the date of certification.

B. MGB shall provide notice to the Union of any material parking fee increases or change in location of House Staff parking and upon request, will meet and confer with the Union regarding said changes.

C. House Staff who are required by their respective Program Director to report to their primary MGB site and on the same day are then required by their Program Director to report to an outside rotation site, including but not limited to an additional MGB site, shall be provided with transportation (e.g., shuttle bus) to that outside rotation site or transportation reimbursement for travel to the outside rotation site, consistent with the requirements of applicable law. Parking

expenses incurred on mandatory rotations at other work sites will also be reimbursed consistent with MGB business expense policy. The shuttle shall not constitute provision of transportation outside of its hours of operation or when providing infrequent service (less than two (2) shuttles per hour).

D. House Staff shall be provided access to other commuting benefit programs on the same terms and conditions offered to non-union employees.

E. House Staff may utilize any available bike storage that may be present at MGB owned and operated sites.

F. Departments currently providing transportation benefits in excess of those in this Article 23 shall continue to do so, unless seventy-five (75) days' notice and an opportunity to meet and confer is provided as described below. Any department seeking to eliminate or modify a benefit in excess of those provided by this Section F must provide written notice to the Union and at that request of the Union shall meet and confer regarding the change.

ARTICLE 24
MEALS

Departments that currently provide meal benefits to House Staff shall continue to do so for the term of the 2025-2027 Agreement. Thereafter, if MGB intends to reduce any existing meal benefit they shall notify the Union and meet and confer regarding any proposed changes prior to implementation.

ARTICLE 25
UNIFORMS

Departments that currently provide uniforms to House Staff shall continue to do so for the term of the 2025-2027 agreement, provided that each department will provide House Staff with at least one (1) white coat or one (1) fleece jacket. Thereafter, if MGB intends to reduce any existing benefit in excess of those in this Article 25 they shall notify the Union and meet and confer regarding any proposed changes prior to implementation.

ARTICLE 26
HOUSE STAFF LOUNGES AND CALL ROOMS

A. MGB shall provide break rooms and/or lounges that may be used by House Staff. These lounges shall include a hospital phone, seating, and computers with internet access. Microwaves, refrigerators, utensils, coffee machine, and printer access will either be provided in the lounge or in the proximate area. Lounges shall meet any applicable Americans with Disabilities Act of 1990 ("ADA") guidelines. If MGB intends to no longer maintain an existing departmental lounge, MGB shall provide notice to the Union and, if requested, will meet and confer with the Union regarding the change.

B. MGB will provide sleep rooms at each MGB hospital site where House Staff are required to work on-call overnight that are reasonably proximate to Patient Care Areas, safe, quiet, and

clean that may be used by on-call House Staff for rest. Sleep rooms shall have housekeeping services, access to functional and stocked bathrooms, be elevator accessible, and meet ADA guidelines.

ARTICLE 27
LACTATION ACCOMMODATION

In accordance with MGB lactation accommodation policy and procedure and applicable law, a lactation room or other comparable designated space shall be provided in reasonable proximity to the work area.

If no such space exists in reasonable proximity to the work area, MGB will designate an appropriate temporary space which is private, that is not a bathroom or closet, that is shielded from view, and that is free from intrusion from coworkers and the public, for the purpose of expressing and storing breast milk. MGB will allow reasonable time for a Trainee to express breast milk and provide access to a designated refrigerator for storage. A call room will not be the primary space designated, but may be used when no other reasonable option is available so long as the call room is not in use as a sleep room.

Notice about changes to the MGB Lactation Accommodation Policy and/or procedure shall be provided to the Union.

ARTICLE 28
EXTRA SHIFT PAYMENTS AND MOONLIGHTING

A. Moonlighting

1. MGB will continue to have a moonlighting policy applicable to all training programs, which may be in addition to program-specific moonlighting policies (which shall include written pre-approval), and complies with ACGME Guidelines for Moonlighting. Moonlighting, as defined by MGB policy, is voluntary, must be included in work hours logs, and may not cause the trainee to exceed the work hour limits established by ACGME. House Staff must obtain prior written approval from the Program Director and/or Chief/Chair to Moonlight, as provided in the policy. Clinical moonlighting requires a full Massachusetts medical license.

2. It is not the present intent of MGB to reduce its current moonlighting rates. Prior to making any reduction to its rates, MGB shall provide notice to the Union prior to implementation; and upon written request by the Union, MGB shall meet and confer regarding the change.

B. Extra Shifts

It is not the present intent of MGB to reduce its current rates for working extra shifts as defined by MGB's current policy regarding extra shifts. Prior to making any reduction to its rates, MGB shall provide notice to the Union prior to implementation; and upon written request by the Union, MGB shall meet and confer regarding the change.

ARTICLE 29
LEAVES

A. General Leave Requirements/Procedures

1. House Staff may be granted a leave of absence for the purposes outlined herein. Requests for leave are subject to approval by MGB.

2. All leaves, including personal illness, should be facilitated through the Leave of Absence Office 1-833-AskMyHR (1-833-275-6947) or Leave of Absence Portal. All requests for leave are subject to review, and House Staff may be required to provide supporting documentation, as appropriate.

3. House Staff requesting leave must give as much advance notice as reasonably possible. When the need for leave is foreseeable, House Staff will make a reasonable effort to schedule the leave so as not to unduly burden the program and give notice no fewer than thirty (30) days before the leave is to begin. If the nature of the leave requires that the leave begin in fewer than thirty (30) days, the House Staff will give notice as soon as practical under the circumstances. For parental leave, House Staff are requested to provide as much notice as possible in order to facilitate appropriate scheduling.

4. Eligibility for leave begins upon commencement of the training program, unless otherwise specified by law or policy. Leaves will not be provided beyond the end date of a fixed term appointment.

5. House Staff who are enrolled in MGB health insurance at the start of an approved Federal Family and Medical Leave Act ("FMLA") and the Massachusetts Paid Family and Medical Leave Law ("PFML"), or Paid Parental Leave ("PPL") leave, may maintain their health coverage for the duration of the leave up to six (6) months, provided they continue to pay the applicable employee contribution for such coverage.

6. Upon return from authorized leave, consistent with applicable law, House Staff will be restored to their original or equivalent position with equivalent pay, benefits, and other employment terms. Taking of leave will not result in the loss of any employment benefit that accrued prior to the start of leave.

7. Since House Staff must meet certain education requirements, as defined by their Training Program, ACGME and/or by the applicable American Board of Medical Specialties, the House Staff may be required to make up missed time or fulfill missed experiences or activities prior to advancing to the next level of training and/or prior to completion of the program.

B. Family and Medical Leave Act

Family and Medical Leave is leave authorized by the FMLA and the PFML. In most cases, FMLA and PFML run concurrently with each other, any other applicable leaves, and with periods of short-term disability, or any other leave or leave benefit, including leave due to work-related illness or injury.

Reasons for Taking Leave

1. Unpaid FMLA/PFML leave will be granted in accordance with applicable law which currently includes:

a. Leave for the birth, adoption, or placement of the infant or child through foster care;

b. Leave to care for a spouse, domestic partner, child, or parent who has a serious health condition; Leave for a serious health condition that makes House Staff unable to perform their job;d. Leave for a qualifying exigent circumstance relating to the active duty or deployment of a qualifying service member; ore. Leave to provide for the care of a family member who is an ill or injured military service member.

C. Personal Illness/Pregnancy Disability Leave

House Staff are eligible for up to twelve (12) weeks of base pay continuation for their own documented personal illness that qualifies as a serious health condition. A serious health condition is an illness, injury, impairment or physical or mental condition that involves either inpatient care or continuing treatment by a health care provider. Personal illness leave may be used for disability due to pregnancy or recovery from childbirth. Personal illness leave is not available more than once in a twelve (12) month period and runs concurrently with FMLA, PFML, and any other applicable leaves.

D. Paid Parental Leave

House Staff are eligible for up to eight (8) weeks of base pay continuation for the purposes of bonding with an infant or child, following the birth, adoption, or placement of the infant or child through foster care. Such leave must be taken immediately following the child's arrival in the home, unless a delay is approved in advance by the Program Director. Parental leave is not available more than once in a twelve (12) month period and runs concurrently with FMLA, MA PFML and any other applicable leaves.

E. Bereavement Leave

House Staff shall upon request be eligible for up to one (1) week off with pay in the event of a death of a member of the employee's immediate family, which is defined as parents, legal guardian, spouse, children, stepchildren, siblings, step-siblings, step-parents, and eligible domestic partners as defined in the Employer's Health Benefits Summary Plan Descriptions.

Bereavement will be taken immediately following the death unless arrangements require other dates approved by the Program Director and the Director of Graduate Medical Education.

F. Educational Meetings and Activities

Request to attend educational, scholarly and professional activities/seminars should be submitted to the Program Director for approval. Duty hours must be entered for the dates and times

House Staff are in attendance in compliance with ACGME regulations. Requests shall not be unreasonably denied.

G. Vacation

House Staff shall be permitted to take up to four (4) weeks of vacation upon request with pay during each one (1) year period. Vacation time off must be requested in advance using the appropriate procedure for the department or division and must be approved by the Program Director. Unused vacation days expire at the end of the academic year and may not be cashed in, paid out, or carried over.

H. Jury Duty

House Staff must notify the Program Director as soon as possible after receiving a summons for jury duty. House Staff will be granted time off for jury service in accordance with applicable law.

I. Sick Leave

House Staff may take up to twelve (12) paid sick days per academic year to be used for illness significant enough to interfere with the performance of duty or when required by Occupational Health standards (e.g., communicable diseases). Unused sick days expire at the end of the academic year and may not be cashed in or paid out. Up to five (5) of these sick days may be used (1) to care for the House Staff's child, parent or spouse who is suffering from a physical or mental illness, injury or medical condition that requires home care, professional medical diagnosis or care, (2) for preventative medical care or routine medical appointments for the House Staff's child, parent or spouse or (3) to address the psychological, physical or legal effects of domestic violence.

ARTICLE 30
PROGRAM CLOSURE

A. MGB will notify affected House Staff and CIR/SEIU:

1. Of a decision to discontinue any training program for any reasons;

2. Of receipt from the ACGME (or in the case of a program not accredited by ACGME, from the applicable authority, if any) of any notification regarding non-accreditation, probation, or warning; or

3. Of a decision of a closure or a reduction in the number of beds which has a substantial impact on any training program.

B. In the event of a program termination, closure, or reduction in size (that impacts current House Staff) of a training program, whether temporary or permanent, MGB will follow applicable ACGME guidelines and assist in placing affected House Staff in other accredited residency programs. In such event, MGB shall continue to pay the salaries of displaced House Staff for the remainder of the academic year or until said House Staff are offered a position in

another training program at another facility if such placement is within the academic year, whichever is sooner.

C. Should there be a program curtailment, MGB will comply with the applicable ACGME Withdrawal of Accreditation Policy.

ARTICLE 31
GRIEVANCE PROCEDURE

A. Definitions

1. Academic or Clinical Matter/and or Decision. An "Academic or Clinical Matter/and or Decision" shall be one that relates to a House Staff's satisfactory fulfillment of the clinical and academic standards of their residency program including the acquisition of the requisite fund of knowledge, as well as the development of the clinical skills necessary, to function as a physician in the House Staff's medical specialty.

Academic and Clinical Matters and/or Decisions, including the determination of whether a House Staff has failed to satisfy any requirements of their training program, such as clinical competence, including but not limited to ACGME and ABMS standards and/or core competencies (including material breaches of professionalism), shall not be subject to review under the Grievance and Arbitration Procedure set forth in this Agreement, but shall be subject to the Graduate Medical Trainee Adverse Action Process.

2. Grievance and Arbitration Procedure. The Grievance and Arbitration Procedure refers to this Article 31: Grievance Procedure, together with the following Article 32: Arbitration.

3. Grievance. A Grievance shall be:

a. A controversy or claim arising directly out of or relating to the interpretation, application, or breach of a specific provision of this Agreement during the term of this Agreement that are not arising from or related to Academic or Clinical Matters and/or Decisions; and/or

b. A dispute arising from a disciplinary action (suspension, non-renewal or termination) initiated by the MGB that is not an Academic or Clinical Matter and/or Decision. Except as expressly provided otherwise in this Agreement, the Grievance and Arbitration Procedure will be the exclusive remedy for all asserted violations of this Agreement that are not Academic or Clinical Matters and/or Decisions.

4. Consolidation. Grievances related to two (2) or more House Staff which concern the same incident, issue or course of conduct, or multiple grievances related to the same House Staff, may be consolidated for the purposes of this procedure, provided that both Parties agree and the time limits described in this Article 31 shall not be shortened for any grievance as a result of consolidation.

5. Representation. Only CIR/SEIU will have the right to file and present grievances

under the Grievance and Arbitration provisions on behalf of an individual House Staff, on behalf of a group of House Staff and/or on behalf of itself. It will be CIR/SEIU's responsibility to inform a House Staff that it is bringing a grievance on behalf of said House Staff (including any House Staff named in a group grievance).

B. Procedure

1. Step 1: Informal Review

a. When practicable, within seven (7) calendar days of the date of the alleged violation, the House Staff and/or CIR/SEIU shall request a meeting to discuss the grievance with the House Staff's Program Director to informally attempt a resolution of the matter before a formal written grievance is filed. If the grievance is not resolved through informal discussions with the Program Director, the CIR/SEIU may file a formal grievance as set forth below.

b. If the grievance is resolved by the Program Director at Step 1, the resolution will not be precedent setting. Attempts at resolving the grievance at Step 1 will not extend the time limits for filing a formal grievance at Step 2, as described below.

2. Step 2: Formal Grievance

a. A formal grievance must be filed in writing by the Union with the head of the department/division (Department Chair or Division Chief) or designee within twenty-one (21) calendar days of the date of the alleged violation of this Agreement. A formal grievance filed within twenty-one (21) calendar days of the alleged violation shall be considered timely regardless of whether a Step 1 Informal Review meeting has occurred.

b. Formal grievances must set forth in writing and must state with specificity: (i) the specific Article or Section of the Agreement alleged to have been violated; (ii) the action grieved and how it violated the above-mentioned Article or Section; (iii) the date of the occurrence of the alleged violation(s); (iv) how the grieving House Staff(s) was adversely affected; and (v) the remedy requested.

c. Within twenty-one (21) calendar days of receipt of the written grievance, the head of the department/division (Department Chair or Division Chief) or designee will either provide a written response to CIR/SEIU or will convene a meeting to discuss the alleged violation with appropriate MGB representatives, the House Staff(s) who is/are the subject(s) of the grievance, and, if requested by the House Staff, a union delegate.

d. If a Step 2 meeting is held, the reviewing MGB representative will provide a written response within fourteen (14) calendar days of the review meeting. If a written response is not provided within the specified time period, the grievance will be considered denied.

e. If the grievance is not satisfactorily resolved at Step 2, CIR/SEIU may appeal the grievance to Step 3, as provided below, within fourteen (14) calendar days of the date of the written response. In its request to appeal the grievance, CIR/SEIU shall identify the grievance and the date the Step 2 Formal Grievance was filed.

3. Step 3: Formal Grievance

a. A formal Step 3 grievance must be filed in writing by the Union with MGB Employee and Labor Relations as described in Section B.2(e) of this Article 31 above.

b. Within twenty-one (21) calendar days of receipt of the written Step 3 grievance, a designee from MGB Employee and Labor Relations will either provide a written response to CIR/SEIU or will convene a meeting to discuss the alleged violation with appropriate MGB representatives, the House Staff(s) who is/are the subject(s) of the grievance, and, if requested by the House Staff, a union delegate.

c. If a Step 3 meeting is held, the reviewing MGB representative will provide a written response within fourteen (14) calendar days of the review meeting. If a written response is not provided within the specified time period, the grievance will be considered denied.

d. If the grievance is not satisfactorily resolved at Step 3, CIR/SEIU may appeal the grievance to Arbitration within fourteen (14) calendar days of the date of the written response. In its request to appeal the grievance, CIR/SEIU shall identify the grievance and the date the Step 3 Formal Grievance was filed.

C. Time Limits

The time limits set forth in this Agreement are essential. Time limits may be extended only by mutual agreement of the Parties in writing in advance of the expiration of the time limits. Deadlines which fall on a MGB non-business day will be automatically extended to the next business day. Failure of the employee and/or Union to meet any time deadline established by the Grievance Procedure shall constitute a waiver of the grievance and no further action may be taken upon it. Failure of MGB to meet any time deadline established by the Grievance Procedure shall grant the Union the right to process the grievance to the following step up to and including arbitration.

D. Release Time

Whenever MGB and CIR/SEIU convene a meeting for a Step 2 or Step 3 during the scheduled work time of a House Staff, who is the subject of the grievance, release time shall be granted to that House Staff.

E. Resolution

Informal resolution may be agreed upon at any stage of the grievance process. Offers of

settlement are not admissible at any step in the grievance process.

ARTICLE 32
ARBITRATION

A. Arbitration

1. Arbitration under this Agreement shall be limited to grievances that have been timely processed through the Grievance Procedure.

If the grievance is not satisfactorily resolved at Step 3, the Union, and only the Union, and not any individual employee, may submit the matter to arbitration. Such submission must be made within fourteen (14) calendar days after the earlier of the date of the Step 3 written response or the date that response was due. A demand for arbitration must be served in writing, on MGB's Vice President of Employee and Labor Relations and Office of General Counsel by certified mail within this period as a condition for processing the demand and must specify the specific Section(s) and Article(s) allegedly violated.

2. The Parties agree to follow the rules of the Labor Relations Connection unless otherwise mutually agreed.

3. The Arbitrator shall have the authority only to settle disputes arising under this Agreement concerning the interpretation and application of specific Section(s) and Article(s) of the Agreement to the facts of the particular grievance presented to him or her. The Arbitrator shall have no power to add to, subtract from, or modify this Agreement or any supplement to it. The Arbitrator shall have no power to engage in any form of interest arbitration, unless both parties agree in writing.

4. Unless there is an agreement by both Parties to modify the scope of the arbitration, the issue(s) to be heard by the arbitrator shall solely be restricted to the description provided in Section B.2(b) of Article 31: Grievance Procedure.

5. If the grievance is sustained in whole or in part, and subject to the limitations set forth in Section A.3 of this Article 32 above, the remedy shall not exceed restoring to the House Staff the pay, benefits or rights lost as a result of a violation of the Agreement, less any compensation and/or benefits received from any source. The arbitrator shall have no authority to award time-in-lieu of training or to extend the time limits for program completion.

6. Only one grievance may be referred to and decided during a particular arbitration, unless otherwise agreed by the Parties, in writing. The decision of the Arbitrator shall be final and binding upon the grievant, MGB and the Union.

7. The decision shall be distributed to the Parties within thirty (30) calendar days of the close of the record of the arbitration, unless the arbitrator notifies the Parties that the time frame cannot be met.

8. MGB and the Union shall split the arbitrator's fees. Expenses for other services or facilities shall be borne by the Party requesting such services or facilities unless the Parties agree

otherwise in advance.

ARTICLE 33
NO STRIKE OR LOCKOUT

A. During the life of this Agreement, or any written extension thereof, the Union (on behalf of its officers, agents and members) or any employee covered by this Agreement will not engage in or authorize any strike, sit-down, sit-in, walkout, sick out, mass absenteeism, slow-down, sympathy strike, cessation or similar stoppages of work, refusing to cross a picket line when necessary to report to work (except where there is a reasonable fear of serious bodily harm), or in any similar way interfere with or interrupt operations including, without limitation, patient care for any reason.

B. The Union, its officers, officials and agents, shall immediately take every reasonable and prompt measure to prevent and stop any acts described in Section A of this Article 33.

C. During the life of this Agreement, or any written mutual extension thereof, the Employer will not lock out the employees.

D. An employee who engages in any conduct which violates the provisions of this Article 33 shall be subject to discipline.

ARTICLE 34
SEVERABILITY

Should any provision of this Agreement be declared invalid by a final judgment of a court of competent jurisdiction or through a final decree of government, federal, state or local body, such provision shall be treated for all purposes as null and void, but all other provisions of this Agreement shall continue to be in full force and effect.

ARTICLE 35
DURATION AND RENEWAL

This Agreement will be effective from the date of ratification May 23, 2025, and will remain in full force and effect through June 30, 2027, and will continue in effect from year to year thereafter unless written notice of a desire to modify or terminate this Agreement is given by either party to the other not less than ninety (90) nor more than one-hundred and twenty (120) days prior to June 30, 2027 or prior to June 30 of any year thereafter.

Written Notices required under this Section should be provided to:

For MGB:
General Counsel
Office of the General Counsel
Mass General Brigham
399 Revolution Drive, Suite 660
Somerville, MA 02145

For the Union:
General Counsel
Committee of Interns and Residents SEIU Healthcare
10-27 46th Ave
Long Island City, NY 11101

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IN WITNESS WHEREOF the parties hereto have caused their names to be subscribed by their duly authorized offices and representatives.

MASS GENERAL BRIGHAM, INCORPORATED

MD, PhD (Jun 27, 2025 15:59 EDT)

Paul Anderson, MD, PhD
Chief Academic Officer

Dated: 25/06/25

COMMITTEE OF INTERNS AND RESIDENTS

A. Taylor Walker, MD, MPH
A. Taylor Walker, MD, MPH (Jun 30, 2025 14:13 PDT)

Taylor Walker, MD, MPH
President

Dated: 30/06/25

David Dashefsky
Director of Strategic Campaigns

Dated: 27/06/25

Salary Levels

PGY Level	Current	6/1/2025	7/1/2025	7/1/2026
1	$ 78,540	$80,504	$82,516	$84,579
2	$82,500	$84,563	$86,677	$88,843
3	$ 86,350	$88,509	$90,721	$92,990
4	$90,750	$93,019	$95,344	$97,728
5	$ 95,150	$97,529	$99,967	$102,466
6	$ 99,000	$101,475	$104,012	$106,612
7	$104,500	$107,113	$109,790	$112,535
8	$110,000	$112,750	$115,569	$118,458



Committee of Interns & Residents/SEIU

National Office

10-27 46th Avenue, Suite 300-2

Long Island City, NY 11101

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