COLLECTIVE BARGAINING AGREEMENT

BETWEEN

KAISER FOUNDATION HOSPITALS (KFH), NCAL

AND

THE COMMITTEE OF INTERNS AND RESIDENTS - CIR SEIU (UNION)

JANUARY 20, 2025 - JUNE 30, 2028

COMMITTEE OF INTERNS AND RESIDENTS/SEIU (Union),
and
KAISER FOUNDATION HOSPITALS (KFH), NCAL (Employer)

January 20, 2025

Table of Contents

Article 1: Agreement 3
Article 2: Recognition 3
Article 3: No Discrimination 3
Article 4: Dues Deduction 3
Article 5: Union Access 5
Section 1: Union Access 5
Section 2: Bulletin Boards 6
Article 6: Management Rights 6
Article 7: Health and Safety 7
Article 8: ACGME Compliance: 7
Article 9: Disputes (No Strike/No Lockout) 8
Article 10: Grievance Procedure 8
Article 11: Union-Management Forum 11
Article 12: Holidays 12
Article 13: Salary 12
Article 14: Leaves 13
Section 1: Vacation 13
Section 2: Educational Leave 13
Section 3: Sick Leave 13
Section 4: Bereavement Leave 14
Section 5: Personal Leave 14
Section 6: Court/Jury 14
Article 15: Residency Program 14
Section 1: Licensure 15
Section 2: ACLS, NRP, and A.L.S.O. Training 15
Section 3: Educational Stipend 15
Section 4: Conference Reimbursement 15

Section 5: Professional Reimbursement 16
Article 16: Workroom and Lounges 16
Article 17: Relocation Stipend – New Hire Residents & Fellows 17
Article 18: Wellness Stipend 17
Article 19: Housing Stipend 17
Article 20: Phone 17
Article 21: Meal Stipend 17
Article 22: Benefits 18
Section 1: Health Insurance 18
Section 2: Dental Plan 18
Section 3: Eligible Dependents 19
Section 4: Dependent Care Flexible Spending Account 20
Section 5: Voluntary Benefits 20
Section 6: Parent Medical Coverage 20
Section 7: Life Insurance 20
Section 8: Long Term Disability 20
Section 9: Survivor Assistance Benefit 21
Section 10: Professional Liability Insurance 21
Section 11: Retirement Benefits 21
Article 23: Uniforms 22
Article 24: Regional GME Quality Improvement Fund 22
Article 25: Full Agreement/Completion of Agreement 23
Article 26: Savings Clause 23
Article 26: Duration 23
Appendix A: Salaries 27
Appendix B: Program/Specialty Specific Forum 28

Article 1: Agreement

This Agreement is entered into and effective as of January 20, 2025 by and between the Kaiser Foundation Hospitals, hereinafter collectively referred to as the "Employer," and the Committee of Interns and Residents, hereinafter referred to as "CIR/SEIU" or "Union."

Article 2: Recognition

The Employer hereby recognizes the Union as the bargaining agent representing all residents at all training levels, chief residents, fellows, and chief fellows employed by the Employer in Northern California for the purposes of collective bargaining with respect to wage, hours and other conditions of employment as certified on May 31, 2024 by the National Labor Relations Board, in Case No. 32-RC-339229.

Article 3: No Discrimination

The Employer and the Union agree there shall be no discrimination for or against any employee or applicant because of membership in the union or lawful activities on its behalf and the Union agrees that covered employees shall be admitted to membership without discrimination. The Employer and the Union shall continue to apply the provisions of this Agreement to all covered employees without regard to race, color, religious creed, national origin, age, sex, gender, sexual orientation, perceived sexual orientation, political affiliation, marital status, physical or mental disability, medical condition, disabled veterans and veterans of the Vietnam era as defined by Federal and State laws.

Any remedy or decision made pursuant to a grievance which alleges a violation of this Article shall be limited to enforcement of, or compliance with, the express terms and conditions of this Agreement, which, in and of themselves, are eligible for review under the Grievance Procedure of this Agreement. In accordance with Article 9 (Grievance Procedure), the arbitrator's authority remains limited to enforcement of the terms of the collective bargaining agreement. No settlement, remedy or decision regarding an alleged violation of this Article will require punitive action, monetary or otherwise, or the imposition of discipline upon any employee of the Employer, whether or not such employee is a member of the bargaining unit covered by this Agreement.

Article 4: Dues Deduction

A. It shall be a condition of employment that all Resident and Fellows covered by this Agreement shall on or by the 31st day following the effective date of this Agreement, become and remain members in good standing of the Union. It shall be understood that membership in good standing on the part of a Resident and Fellow shall mean the payment of periodic dues uniformly required as a condition of membership, or pay a fair share fee to the Union to cover the Resident and Fellow fair share of expenditures made

by the Union for matters that are germane to collective bargaining. It shall also be a condition of employment that all Resident and Fellows covered by this Agreement and hired on or after its effective date or the execution thereof, whichever may be later, shall on or after the 31st day following the beginning of such employment become and remain members in good standing of the Union or pay an agency fee to the Union.

No discrimination or reprisal shall be visited against any such Resident and Fellow 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 or agency fee on behalf of each employee in the unit, said dues or agency fee to be checked off monthly from the paycheck of each Resident and Fellow, pursuant to the directive of CIR/SEIU, in such amounts as CIR/SEIU shall establish. The Employer will promptly remit to the Union dues and fees deducted pursuant to such assignments together with an electronic format supporting the amount of dues remitted including sufficient detail of employee information and individual payments.

CIR/SEIU will provide the Employer verification that dues and fee deductions have been authorized by employees. Employees may express such authorization by submitting to CIR/SEIU a written membership application form, through electronically recorded phone calls, by submitting to CIR/SEIU an online deduction authorization, or by any other means of indicating agreement allowable under state and federal law.

Deduction and Remittance of Union Dues and Fees the Employer will honor written assignments of wages to the Union for the payment of Union dues and fees, uniformly required, when such assignments are authorized by a signed dues deduction form. The Employer will promptly remit to the Union dues and fees deducted pursuant to such assignments together with an electronic format supporting the amount of dues remitted including sufficient detail of employee information and individual payments.

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

C. 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 Resident and Fellow, pursuant to the directive of CIR/SEIU, in such amounts as CIR/SEIU shall establish. The Employer will promptly remit to the Union dues and fees deducted pursuant to such assignments together with an electronic format supporting the amount of dues remitted including sufficient detail of employee information and individual payments.

D. During the term of this Agreement, the Employer agrees that upon written authorization from a Resident or Fellow on a form agreed upon by the Employer and CIR/SEIU, the Employer will deduct form that Resident or Fellow's pay funds for CIR's Voluntary Political Action Contribution (VPAC) Fund. Any such contributions shall be on an individual and voluntary basis.

E. The Employer agrees to continue dues deductions after expiration of this agreement provided the parties are bargaining for a successor agreement.

Article 5: Union Access

Section 1: Union Access

A. General Provisions

The parties acknowledge that designated Union representatives shall be granted access to Employer facilities for the purpose of conducting Union business during time when Residents and/or Fellows are not engaged in clinical duties. Such access is limited to non-patient care areas.

The Employer retains the right to enforce access rules and regulations in accordance with its policies and procedures. The access addressed herein applies only to visits involving employees covered by this agreement.

B. Access by the Union/Union Representatives

Designated Union representatives may visit Employer facilities at reasonable times to conduct Union business, provided that no Union representative who is not employed by the Employer shall have access to any patient care areas except when necessary to travel to and from business in non-patient care areas. Union representatives may not contact Residents or Fellows in or use patient care areas or other restricted areas for the purpose of conducting Union business.

Union representatives will abide by infection control and other Employer policies applicable to Employees when using their access rights.

In all instances, the Union representative will follow each facility visitation polices and identify themselves and identify the location(s) in the facility where they would like to go.

Under no circumstances, even when authorization is erroneously granted by a manager or other administrative official, will Union representatives be allowed in patient rooms, nursing stations, exam rooms, or treatment rooms. The Employer retains the right to refuse Union representatives access described in this Article to a facility(ies) due to medical, facility, or other emergencies, and/or the implementation of the Employer's disaster plan and will make arrangements for the Union representative to visit once the emergency has

ended. Failure of a Union representative to follow all access procedures of this Article will result in their immediate removal from the Employer's facilities and premises.

The Employer retains the right to enforce access rules and regulations in accordance with applicable procedures. If the Employer determines that an access rule or regulation is being violated it may deny access rights to non-employee Union representative(s) determined to have violated these rules on more than two occasions, for a specified period not to exceed six (6) months.

C. Employee Lists
The Employer shall provide the Union with a preliminary electronic list of incoming Residents and Fellows in May of each year and a finalized list by the third Monday in July each year.

D. Orientation
The Union shall be provided with forty-five (45) minutes during the KFH new employee orientation to address its members. Residents will be advised that the required start time for the KFH new employee orientation encompasses the Union's forty-five (45) minute presentation time. Currently, KFH new employee orientation is a virtual orientation.

Section 2: Bulletin Boards

The Employer will provide reasonable space or space on bulletin boards for use by the Union at each residency facility where residents and fellows are regularly employed for posting of information concerning Union activity. A designated CIR/SEIU representative shall be responsible for posting material submitted by CIR/SEIU, a copy of which shall be furnished to the Employer. The Association agrees that no controversial material shall be posted.

Article 6: Management Rights

All management functions, rights, responsibilities, and authority not expressly modified or restricted by a specific provision of this Agreement are retained and vested exclusively by the Employer. The Union recognizes that the terms in this Agreement establish a waiver of the Union's right to bargain over subjects covered by the Employer's management rights. The Union recognizes that there are rights which belong solely to the Employer unless specifically prohibited by the terms and conditions of this contract, such rights are, but are not limited to, (1) the authority to determine the nature and scope of the services to be provided; (2) adopt, enforce, revise and modify rules and policies concerning employee conduct and employment; (3) the manner in which such services shall be implemented; (4) the right to increase and decrease the work force and (5) to maintain specific professional standards and efficiency; (6) the determination of Resident and Fellow schedules and the right to require Residents and/or Fellows to work beyond regularly scheduled hours; (7) the right to utilize, assign and/or transfer Residents and/or Fellows as

necessary in the interest of operational efficiency, patient care, or educational opportunities; (8) the determination of the duties to be assigned to Residents and/or Fellows. The above list of management rights is not exhaustive and does not exclude other management rights not specified herein, nor will the exercise or non-exercise of rights constitute a waiver of any such rights by the Employer. No action taken by the Employer with respect to management rights other than a question as the reasonability of the suspicion of impairment, or a claim by the Union that the Employer is acting arbitrarily or capriciously will be subject to any grievance or arbitration procedure or collateral suit, unless it violates an express written provision of this Agreement.

If the Employer does not exercise any function reserved to it, or if it exercises such function in a particular way, such conduct shall not be deemed a waiver of its rights to exercise such function in the future or preclude the Employer from exercising the same function in some way not in conflict with an express prohibition contained within this Agreement.

Any subject covered or referred to by the terms of this Agreement, including the exercising of the management rights contained in this Article, or any subject which was or could have been raised in the course of collective bargaining, is closed to further bargaining for the term of this Agreement, unless otherwise altered or amended by written agreement between the Employer and the Union.

Article 7: Health and Safety

The Employer will comply with applicable Federal and California laws and regulations relating to Occupational Safety and Health. The Employer will promptly and thoroughly investigate any employee's expressed concern regarding the safety or healthfulness of the work environment. While the Employer agrees it will comply with all applicable regulations, it is the duty of each employee to comply with all health and safety regulations of the Employer. In the event any safety or health hazard is detected, it shall be promptly reported to management and/or their designee. The Employer is expected to address safety issues unique to the physical structure/plant, practices of the work site and maintain its compliance through regular safety training.

Article 8: ACGME Compliance:

The Employer and Union agree to uphold full compliance with Accreditation Council for Graduate Medical Education (ACGME) standards, including duty hours, supervision, educational environment, and other required working conditions (e.g. call rooms, individual contracts, medical library services, and discipline appeal procedures), ensuring a high-quality training experience for Resident and Fellow Physicians.

The Employer shall manage its operations in compliance with its established health and safety policies and procedures, ACGME requirements, and in compliance with County, State and Federal health and safety laws, including but not limited to, lactation rooms and workplace safety.

Residents and Fellows retain the right to file ACGME complaints as well as identifying and/or expressing concern about any safety-related issue without fear of retaliation. Retaliation against any individual for filing such complaints is prohibited and will result in disciplinary action.

Any issues or disputes regarding ACGME compliance shall follow the grievance process outlined in this Agreement, ensuring fair and timely resolution.

In the event of a program closure, the Employer shall follow all ACGME guidelines "regarding program closure/reduction" by making a reasonable effort to assist any affected residents and fellows in enrolling in another accredited residency or fellowship training program. The Employer will provide notice to the Union and affected residents and fellows consistent with the notification referenced in the ACGME guidelines.

Article 9: Disputes (No Strike/No Lockout)

During the term of this Agreement, the Employer will not lock out the employees who are covered by this Agreement. Neither the Union nor any CIR-represented employee will organize, carry out, cause, encourage, condone, or take part in any concerted job actions, such as strikes, work stoppages, slowdowns, sickouts, work to rule, sit-ins/sit-downs, intermittent strikes, partial strikes, or secondary actions such as refusing to cross picket lines or any other collective refusal to render services or to obstruct efficient operations of the Employer ("Strike Activity") during the term of this Agreement.

If CIR learns that any bargaining unit employees intend to engage in the prohibited Strike Activity described above, either through notice from the Employer or through other means, CIR will send a notice to all bargaining unit employees, with a copy to the Executive Director, Regional Labor Relations, indicating; (1) the Strike Activity is not authorized or supported by CIR; and (2) Strike Activity may violate Employer rules and result in disciplinary action. CIR shall take all other steps reasonably necessary to induce employees to cease any and all Strike Activity.

Article 10: Grievance Procedure

A. Definitions

1. Decisions or judgements, including Disciplinary Actions, related to all Academic or Clinical Matters, as defined in subparagraph below, shall not be subject to review under the grievance and arbitration procedure set forth in this Agreement, but shall be subject to the Dispute Resolution Procedure set forth in the GME House Staff Policies & Procedures.
2. Academic or Clinical Matters are those that relate to whether the Resident or Fellow has developed the practice-based learning and improvement, patient care and procedural skills, systems-based practice related to medical judgment, and medical knowledge competencies that are necessary to function at the current level of training, advance to the next level or training, or be assessed as eligible for graduation and board certification.

B. Procedure

1. General
   a. A grievance is a claim by CIR/SEIU that the Employer has violated a specific provision of this Agreement during the term of this Agreement; and/or a dispute arising from a decision by the Employer to initiate disciplinary action that is neither an Academic or Clinical Matter as defined above. 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 where the decision to impose discipline is neither Academic or Clinical Matter. The Grievance and Arbitration Procedure does not apply in matters where the Employer is without authority to act.
   b. Grievances where two (2) or more employees are part of a common grievance, the matter shall be heard as a single grievance, by mutual written agreement of the Union and the Employer, provided that the time limits described in this article shall not be shortened for any grievance as a result of consolidation.
   c. Only CIR/SEIU will have the right to present grievances under the Grievance provisions on behalf of an individual Resident or Fellow, on behalf of a group of Residents and/or Fellows, or on behalf of itself. It will be the Union's responsibility to inform a Resident or Fellow that it is bringing a grievance on behalf of said Resident or Fellow (including any Residents and/or Fellows named in a group grievance). Grievances brought on behalf of Residents and/or Fellows who voluntarily terminate their employment with the Employer shall be immediately withdrawn or their names removed from any group grievance, and such Residents/Fellows will not benefit from any subsequent settlement or disposition of any individual or group grievance.
   d. If a grievance is not filed, appealed, and processed within the time limits established under this Agreement, it will be deemed to have been waived by CIR/SEIU. If the Employer exceeds any time limit prescribed at any step in the grievance procedure, the Union may invoke the next step of the procedure, including arbitration. The arbitrator will have no authority to hear a grievance that has not been filed or appealed and processed in accordance with the time limits and procedures set forth in the Agreement.
   e. Whenever the Employer and Union convene a meeting to mutually resolve a grievance during the scheduled work time or a Resident or Fellow who is the subject of a grievance, the Resident or Fellow shall be released from a KP or affiliated locations where resident is rotating from the scheduled work time as long as there is no impact on patient care and coverage of patient care duties by another resident can be arranged. In case of a group grievance the Union will designate one grievant for purposes of release time.
   f. Informal resolution may be agreed upon at any stage of the grievance process. Offers of settlement are not admissible at any step of the grievance process.

2. Step One: Informal Review
   a. Within fourteen (14) calendar days of the date of the alleged violation or the date the Resident or Fellow knew or should have reasonably known of the alleged violation, the

Resident, Fellow, and/or Union shall request a meeting, to occur within 15 business days of the meeting request, to discuss the grievance with the Regional Senior Director & DIO 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 Regional Senior Director & DIO, the Union may file a formal grievance as set forth below.

b. If the grievance is resolved by the Regional Senior Director & DIO at Step One, the resolution will not be precedent setting. Attempts at resolving the grievance at Step One will not extend the time limits for filing a formal grievance at Step Two, as described below.

3. Step Two: Formal Grievance
   a. If the Step One answer is unsatisfactory to the Union, the Union may by written notice appeal the matter to Regional Labor Relations within fifteen (15) working days of receipt of such answer. This appeal shall be discussed at a meeting to be held within thirty (30) working days of such appeal. The Regional Labor Relations Representative shall give their written answer to the Union within thirty (30) working days.

4. Step Three: Mediation
   a. Prior to advancing to arbitration under Step Four, the parties shall jointly consider whether the subject of the grievance lends itself to mediation. If the parties agree to do so, the parties shall jointly request that a mediator be assigned by Federal Mediation and Conciliation Service. Counsel will not be present in mediation and the mediator used in mediation shall be immediately disqualified from any FMCS panel or arbitration and shall not serve as arbitrator unless both parties agree. If the mediation process does not result in an acceptable resolution to the parties, the grievance shall advance to Step Four. The parties shall bear their own costs related to mediation and equally share any costs incurred related to mediation logistics such as conference room reservations. If there is no agreement to proceed through the mediation, or if resolution is not reached in mediation, either party may advance the grievance to Step Four.

5. Step Four: Arbitration
   a. A request for arbitration may be made only by CIR/SEIU and only after exhaustion of Step One and Step Two. The Union must appeal the matter in writing within fifteen (15) calendar days of the issuance of the Step Two decision to the Regional Director Employee and Labor Relations for submission to Arbitration. Within thirty (30) calendar days from the date of receipt of the appeal of the matter to arbitration, the parties shall select an Arbitrator.
   b. The parties shall strive to agree upon a list of five arbitrators that will serve as a panel during the term of the Agreement. Selection will be rotated sequentially among the panel arbitrators, except that by mutual agreement the parties may avoid the use of any arbitrator. Each party also has the right, once during the term of the Agreement, to skip the rotationally assigned arbitrator provided that the arbitrator has already issued two decisions during the term of the Agreement.

In the event the parties are unable to agree on a panel or otherwise select a mutually acceptable arbitrator, the moving party shall request from the Federal Mediation and Conciliation Service a panel of seven (7) experienced arbitrators, living in the area requested. Within 21 days of receiving the panel each party shall alternatively strike a name from the panel until one (1) remains. The remaining name shall serve as the arbitrator. The arbitration hearing shall be closed to the public, unless the parties otherwise agree in writing.

c. The Employer and the Union shall split the arbitration costs equally, including the cost of the facilities if there are such costs, and the costs of the court reporter and the arbitrator's transcript. Each party will bear its own expenses of representation and presentation of its case, including all costs or expenses associated with the appearance of witnesses.
d. The Arbitrator shall have jurisdiction and authority only to interpret, apply or determine compliance with the specific terms of this Agreement and shall not have jurisdiction to add to, detract from or alter in any way the provisions of this Agreement. Any decision within the jurisdiction of the Arbitrator shall be final and binding upon all concerned.

   The arbitrator shall have no authority to award time-in-lieu of training or to extend the time limits for program completion.

Article 11: Union-Management Forum

In the interest of fostering a cooperative approach to resolving problems, the CIR/SEIU and Kaiser Permanente shall form a Union-Management Forum composed of no more than eight (8) members. The Forum shall consist of no more than four (4) management members selected by Kaiser Permanente and no more than four (4) CIR/SEIU represented employees selected by the Union and their representative(s).

Additional management employees and/or CIR/SEIU represented employees may be invited to attend and participate in a Union-Management Forum meeting by mutual agreement which shall not be unreasonably denied.

Kaiser Permanente and CIR/SEIU agree to hold meetings two times per year (one each academic semester). These meetings will occur at a mutually acceptable time, date and place (to include virtual) to discuss working conditions, facilities, and issues related to this Agreement. Meeting times may occur outside of normal business hours (8:00 a.m. – 5:30 p.m.) as long as patient care duties allow. At the request of either Kaiser Permanente or CIR/SEIU, the parties shall work to initiate a schedule of the meetings. At least ten (10) business days in advance of the scheduled meeting, the parties shall collaborate to provide a proposed agenda. The parties agree, however, that the Forum shall not have the authority to add to, subtract from, or in any way alter the terms and conditions set forth in this Agreement; nor will it have any authority to make decisions which are binding on the parties without the agreement of Kaiser Permanente and CIR/SEIU.

Article 12: Holidays

Scheduled Holidays

a. New Year's Day, January 1
b. Martin Luther King Jr. Day
c. Presidents' Day (third Monday in February)
d. Memorial Day (last Monday in May)
e. Independence Day (July 4)
f. Labor Day (first Monday in September)
g. Thanksgiving Day (fourth Thursday in November)
h. Christmas Day (December 25)

Holiday call will be equitably distributed, to the greatest extent possible, by the Program Director or designee.

Article 13: Salary

During the term of this agreement, Resident and Fellows who successfully completes their services for a year and is reappointed to serve for an additional year shall be advanced to the next higher post-graduate year (PGY). Residents who complete a PGY at another employer will be placed consistent with program availability and prior training.

Residents and Fellows who have satisfied all hospital and employment requirements and who are eligible for employment in the United States shall begin being paid on the first day of the official Graduate Medical Education new employee orientation.

Resident and Fellow salary schedule can be seen in appendix A:

2025 – 5.25% Increase

Effective July 1, 2025, each continuing Resident and Fellow will receive an across the board increase of 5.25% for their contract period from July 1, 2025, through June 30, 2026. Incoming resident salaries, whose contract period begins June 16, 2025 and ends June 30, 2026, shall include the 5.25% increase.

2026 – 5% Increase

Effective July 1, 2026, each continuing Resident and Fellow will receive an across the board increase of 5% for their contract period from July 1, 2026, through June 30, 2027. Incoming resident salaries, whose contract period begins June on or about June 16, 2026 (TBD by March 2026) and ends June 30, 2027, shall include the 5% increase.

2027 – 4.25% Increase

Effective July 1, 2027, each continuing Resident and Fellow will receive an across the board increase of 4.25% for their contract period from July 1, 2027, through June 30, 2028. Incoming resident salaries, whose contract period begins June on or about June 16, 2027 (TBD by March 2027) and ends June 30, 2028, shall include the 4.25%increase.

Article 14: Leaves

Section 1: Vacation

A. Starting July 2025, annual paid vacation includes four weeks of vacation. A request for time off must be submitted in advance of the scheduling of any vacation and must be approved by the Program Director or designee. Any medical records must be completed before the resident begins approved vacation.

B. Scheduling of Vacation

All bargaining unit members shall accrue up to a maximum of four (4) weeks paid vacation free from all patient care duties annually. All vacation leave shall be in compliance with all ACGME guidelines and approved by the Program Director or designee. Vacation requests must be submitted to the Program Director three (3) months in advance. Vacation accrual will be capped at four (4) weeks.

Section 2: Educational Leave

A. Residents and Fellows shall receive one week (five days) of Educational Leave to assist in the maintenance of professional license(s), upgrade and maintain professional skills, which may include the following:
   (1) Taking USMLE/COMLEX Step 3
   (2) Attending a conference at which they are presenting a paper or poster
   (3) Attending an educational conference which directly supports their professional development and is approved by their program director
   (4) Taking their specialty board exams
   (5) Completing required certifications such as ACLS, BLS, ALSO
   (6) Interviewing for fellowships or jobs. The five days should include travel time. Any additional time required should come out of vacation time.

Educational leave may be granted by the Program Director, for the reasons above, at the rate of five workdays per year. Unused days may not carry over from one academic year to the next.

B. Scheduling of Educational Leave
Resident Physicians may take a maximum of one (1) week (five days) of paid educational leave which must be submitted to the Program Director or designee three (3) months in advance. No unused educational leave will be carried over from any given year to a subsequent appointment year.

Section 3: Sick Leave

Residents/Fellows are allowed thirteen (13) days of sick leave each academic year, if needed. Sick leave hours do not accumulate from year to year. Sick leave balances are not paid off when a resident or fellow completes training as a resident.

Residents/Fellows may use sick leave only if they are unable to work or absent for diagnosis or treatment due to an illness, injury, or medical condition. Residents/Fellows may also use available sick leave to attend to an ill child, parent or spouse/domestic partner, and the domestic partner's child(ren), as defined by California law (AB 109). The total amount of sick leave available to a resident/fellow in any calendar year to care for an ill child, parent or spouse/domestic partner and the domestic partner's child(ren) shall not exceed one-half of the block of sick leave provided to the resident/fellow at the beginning of the anniversary year in which the illness begins (6.5 days).

A resident/fellow should immediately notify the Program Director, Chief Resident, and Graduate Medical Education office of an illness requiring sick leave. Medical certification is required to support a request for leave because of a serious health condition or for an illness lasting for three or more days. In the event of excessive sick leave usage, the Program Director may inform the resident in writing that medical documentation is required for all sick leave.

In the case of extended illness or injury, residents or fellow may qualify for State Disability benefits or Workers' Compensation benefits.

Section 4: Bereavement Leave

A resident or fellow may be eligible for up to five days of protected bereavement leave, with three days of paid bereavement leave and two days of unpaid bereavement leave (or five total paid days if it involves over 300 miles of travel one way) in the event of the death of an immediate family member. "Immediate family" is defined as the resident's/fellow's Spouse, Domestic Partner, Parent, Step Parent, Parent In-Law, Step Parent In-Law, In loco Parentis, Child, Step Child, Legal Ward, Foster Child, Adopted Child, Daughter, Step Daughter, Daughter In-Law, Step Daughter In-Law, Son, Step Son, Son In-Law, Step Son In-Law, Sister, Step Sister, Sister In-Law, Step Sister In-Law, Brother, Step Brother, Brother In-Law, Step Brother In-Law, Grandparent, Step Grandparent, Grandchildren, Step Grandchildren, Relative living in the same household.

Section 5: Personal Leave

Leaves of absence, without pay, for personal reasons may be granted at the discretion of the Program Director.

Section 6: Court/Jury

If a Resident or Fellow is called to jury duty on a day in which they are scheduled to work, the Resident or Fellow will be given leave with pay for the actual time spent on jury service (time required to spend sitting on a jury or physically waiting at the courthouse in anticipation of being called to sit on a jury) and in related travel. The Program Director and/or department must be notified as soon as jury summons is received.

Article 15: Residency Program

The resident or fellow is expected to develop a personal program of learning and professional growth with guidance from the faculty. The resident/fellow will be given graded responsibility and

will be evaluated on a continuous basis by the faculty and at formal semi-annual evaluations by the Program Director. Each program, in accordance with its ACGME Residency Review Committee (RRC) or Council for Podiatric Medical Education (CPME) Program Requirements, will define the specific knowledge, skills and attitudes to be attained by residents/fellows at each PGY level. Evaluations will address the six ACGME core competencies of patient care, medical knowledge, practice-based learning, interpersonal and communication skills, professionalism, and systems-based practice.

The resident or fellow shall participate fully in programs and activities of the training institution. The resident shall also adhere to established practices, procedures, and policies of the institution.

Section 1: Licensure

Residents and Fellows will be reimbursed for licenses and renewals required during residency training including California Medical license, Drug Enforcement Administrative (DEA) license, and Fluoroscopy license. Podiatric Surgery residents will not be reimbursed for their resident license but will be reimbursed for renewals from the California Board of Podiatric Medicine which is the only required license during residency training.

Section 2: ACLS, NRP, and A.L.S.O. Training

The Hospital will pay, if required, for registration fees and costs associated with initial ACLS, NRP, and A.L.S.O. training of Residents.

Section 3: Educational Stipend

Residents and Fellows are provided an Educational Stipend of one thousand dollars ($1,000) to attend conference(s) or for the purchase of books, CDs or other educational. The educational stipend will be separated into two payments each academic year. The first half of the allowance will be paid in August and the second half will be paid in January of each academic year.

Section 4: Conference Reimbursement

Residents and Fellows will be reimbursed up to three thousand dollars ($3,000) each academic year. All travel must follow Kaiser Permanente travel policies related to expenses for air, hotel, meals, etc.

1. Professional Reimbursement:

    a. May not be accumulated from year to year.

    b. Is subject to written approval from the Program Director.

    c. Must use available educational and/or vacation leave for days which resident and fellow are scheduled to work.

    d. May be used to: cover the cost of the conference, transportation, accommodation, and meals.

2. Reimbursement Process

Request for reimbursement must be submitted in accordance with department procedures along with the following documentation:

a. Copy of prior written approval for the expenditure; and

b. Proof of Purchase.

Section 5: Professional Reimbursement

$1,500 Board Exam Course or study materials, total one-time amount reimbursed during residency.

$1,500 (up to) Board Exam reimbursement, must complete reimbursement request and board exam application receipt by May 31 of graduation year. Costs incurred after May 31 of graduation year will not be reimbursed.

All Fellows that are seeking additional board certifications shall receive an additional $1,500 (up to) above the original $1,500 (up to) Board Exam reimbursement, must complete reimbursement request and board exam application receipt by May 31 of graduation year. Costs incurred after May 31 of graduation year will not be reimbursed. Total reimbursement for all Board Exam fees for Fellows will not exceed $3,000.

$925 (up to) USMLE Step 3 and COMLEX Level 3 exam fees. Physician residents continuing in Kaiser Permanente-sponsored programs will be reimbursed one time for the USMLE Step 3 or COMLEX Level 3 fee upon completing the examination provided that the exam is taken by end of the 15th month of training. Residents/Fellows who take the exam after the end of the 15th month of training forfeit their right to reimbursement.

One Time DEA License or Renewal (only applies to Residents that are required to have a DEA license).

Receipts must be submitted to receive reimbursement. Reimbursements under this article shall be subject to all applicable taxes and withholdings, as required by law.

Article 16: Workroom and Lounges

The Employer will endeavor to create and maintain Resident workrooms at Kaiser Permanente owned and operated facilities. Where Kaiser Permanente provides a Resident lounge, it shall be equipped with a hospital phone, microwave, refrigerator, utensils, coffee machine, hot water, seating, printers/copiers, and computers with internet access. Subject to medical center facilities approval.

Call rooms: The Employer will provide call rooms at the Kaiser Permanente owned and operated facilities with housekeeping services that are safe, quiet, clean, and accessible to Residents.

Article 17: Relocation Stipend – New Hire Residents & Fellows

Incoming Residents and Fellow who are commencing in the Employer's residency and fellowship programs for the first time shall receive a moving allowance of two thousand dollars ($2000) (subject to taxes and withholdings). This allowance shall be paid by the 2nd pay period in August after starting the program.

Article 18: Wellness Stipend

Effective July 1, 2025, Residents and Fellows are provided a Wellness stipend of eight hundred dollars ($800), subject to taxes and withholdings, per academic year. The wellness stipend will be separated into two payments each academic year. The first half of the allowance will be paid in August and the second half will be paid in January of each academic year.

Article 19: Housing Stipend

Effective the first day of the first full pay period that begins in July 2025, in lieu of a separatee housing allowance, nine thousand dollars ($9,000) shall be added to each Resident and Fellow's base salary before the negotiated wage increase has been applied to base wages.

Article 20: Phone

Cell phones are provided for each resident and fellow, allowing access to the electronic medical record and other applications. Phones must be returned upon graduation/completion of the program.

Article 21: Meal Stipend

Effective July 1, 2025, Residents and Fellows will be provided an annual meal stipend of two thousand five hundred dollars ($2,500), subject to taxes and withholdings, for meal expenses. The meal stipend will be separated into two payments each academic year. The first half of the allowance will be paid in August and the second half will be paid in January of each academic year.

Effective the first day of the first full pay period that begins in July 2026, in lieu of a separate meal allowance, three thousand dollars ($3,000) shall be added to each Resident and Fellow's base wage before the 2026 negotiated wage increase has been applied to base wages.

Article 22: Benefits

Section 1: Health Insurance

Effective January 1, 2026, regular employees scheduled to work 20 or more hours per week in an eligible status and their eligible dependents may enroll in medical coverage. Your Kaiser Foundation Health Plan (KFHP) coverage includes a wide range of services such as routine checkups, pediatric checkups, immunizations, mammograms, hospital coverage, laboratory tests, medications, and supplies. Medical coverage is effective the first (1st) day of the month following date of hire or eligibility. If you are hired on the first of the month, your coverage begins on your date of hire. See below for a list of co-payments for some of the commonly used medical care services. Benefits are provided with no premium cost share.

Medical Service	**KFHP**
Office Visit Copay	$5
Specialty Visit Copay	$5
Hospital Admission	$0
Emergency Room Visit	$50
Rx	$10 up to 100-day supply
Mail order Rx	$5 up to 100-day supply
Annual out of pocket max. (single/family)	$1,500 / $3,000

Supplemental Medical Coverage

The Supplemental Medical Plan coverage reimburses you for certain eligible health care expenses for services that are not covered by your KFHP medical coverage or that exceed its limits. Employees are eligible for the Supplemental Medical Plan as long they are enrolled in the Kaiser Foundation Health Plan (KFHP).

Section 2: Dental Plan

Effective January 1, 2026, you are eligible for dental coverage if you are regularly scheduled to work 20 or more hours per week in an eligible status. You may also enroll your eligible dependents. Benefits are provided with no premium cost share.

Coverage is effective on the first of the month following three (3) months of employment or eligibility. See below for a chart of plan payments for some of the Usual, Customary, and Reasonable charges (UCR) for dental care services:

Dental Service	**Delta Dental Plan Pays**
Diagnostic and Preventive	90% of UCR
Basic	90% of UCR
Crowns, Jackets, and Restorations	90% of UCR
Prosthodontics	50% of UCR
Orthodontics (children up to age 26 only)	50% of UCR up to $1,500 lifetime maximum
Annual Deductible	None
Annual Maximum (per person)	$1,500

Employee is responsible for any deductibles, copayments, coinsurance, and other applicable charges.

Section 3: Eligible Dependents

Eligible dependents are defined as follows:

- Your legal spouse or domestic partner
- Your children
- Your spouse's or domestic partner's children
- Legally adopted children
- Children placed with you for adoption. You will be required to provide proof of your legal right to control the adoptive child's health care. Until the adoption is final, children placed with you pending adoption are eligible for medical and dental coverage only.
- Children who reside in your household for whom you provide chief support and for whom you have been granted authority by a court to make legal decisions for the child's health and/or education.
- Children for whom you are required to provide coverage as a result of a Qualified Medical Child Support Order (QMCSO).

Eligible Grandchildren

Your or your spouse's or domestic partner's grandchild is eligible for medical and dental coverage only if the grandchild's parent (your child or the child of your spouse or domestic partner) is under the age of 26, unmarried, and currently covered under your medical coverage — and both the grandchild and grandchild's parent:

- Live with you, and

- Are eligible to be claimed as dependents on your federal income tax return

Section 4: Dependent Care Flexible Spending Account

The Employer shall provide each Regular Employee with the opportunity to participate in the Dependent Care Flexible Spending Account. This benefit allows you to set aside a portion of your pay through payroll deductions on a pre-tax basis to reimburse eligible dependent care expenses throughout the year.

Section 5: Voluntary Benefits

Insurance benefits found in the Benefits by Design Voluntary Program will be made available on an after-tax basis to employees eligible for benefits subject to the satisfaction of any insurer requirements. The available options may include legal services insurance, additional term life insurance, identity theft maintenance, auto and homeowners' insurance, and pet insurance. Any improvements or changes made to the program will be offered to eligible employees.

Section 6: Parent Medical Coverage

You may have the opportunity to enroll parents, parents-in-law, or parents of a domestic partner who also qualify for Medicare in Kaiser Permanente medical plan coverage at group rates.

Section 7: Life Insurance

For Employees scheduled 20 or more hours per week, the Employer-paid life insurance benefit will be $5,000 which includes a $5,000 Accidental Death and Dismemberment insurance benefit. Coverage will be effective on your date of hire or the date when first eligible for coverage. For the coverage to be effective, the Employee must be actively at work on the day of employment, or the date when first eligible for coverage. If the Employee is not at work on the date when first eligible for coverage, coverage is deferred until he or she returns to active employment.

In addition to your Basic Life insurance, you are eligible to purchase Optional Life insurance in the amount of $14,000 which includes a $6,500 Accidental Death and Dismemberment insurance benefit.

Section 8: Long Term Disability

Long-Term Disability Insurance

Long-Term Disability (LTD) insurance provides income protection if you become disabled for an extended period and cannot work. LTD allows you to receive a benefit equal to a percentage of your pay each month while you are disabled.

You are eligible for LTD insurance if you are regularly scheduled to work 20 or more hours per week in an eligible status. Your LTD coverage begins on your date of hire. Your LTD premiums are employer-paid.

Your LTD benefit is Fifty percent (50%) of your base monthly salary.

Section 9: Survivor Assistance Benefit

A regularly scheduled full-time or part-time Employee will be provided with a Survivor Assistance Benefit equal to one (1) month's base wages (pro-rated for part-time Employees). This benefit is payable to a designated beneficiary during the period immediately following the death of the Employee.

Section 10: Professional Liability Insurance

Kaiser Foundation Health Plan, Inc. (KFHP) provides professional liability protection for its employees and residents/fellows and the employees of the following organizations: Kaiser Foundation Hospitals, Kaiser Foundation Health Plan, Inc. and The Permanente Medical Group, Inc. if any such employee is named as a defendant in a lawsuit alleging negligence arising from work performed on behalf of these organizations. It is, therefore, unnecessary for a resident to carry professional liability insurance.

KFHP will provide a defense for each employee and will pay, when appropriate or legally obligated, all sums which may be required in judgment or settlement of damages or injuries sustained by an injured third party, provided the employee was acting in good faith and within the course and scope of his/her job responsibilities when the negligent act is alleged to have taken place. KFHP is not obligated to provide a defense for or indemnify the employee if he/she is deemed to have acted wrongfully outside the scope of his or her employment, for example, in committing a crime or deliberate act which is intended to harm another person or damage property.

KFHP's protection of the above-mentioned employees is financially secured through a combination of self-insurance reserves which are actuarially determined and recorded as liabilities on KFHP's balance sheet, and excess professional liability insurance policies which are underwritten by credit worthy commercial insurers and reinsurers. Professional Liability Insurance covers residents/fellows while they are on residency/fellowship duties in Kaiser Foundation Hospitals or a designated training site. This coverage does not include professional work outside of the residency/fellowship program or volunteer activities without prior written approval of the Director of Graduate Medical Education. Any employee is free to obtain professional liability insurance if desired, but the cost of such independently purchased must be borne by the employee.

Section 11: Retirement Benefits

Kaiser Permanente Tax Sheltered Annuity Plan (TSA)

The Kaiser Permanente Tax Sheltered Annuity Plan (TSA) is a defined contribution retirement savings plan. Employees are eligible to participate in the Employer's TSA Plan, regardless of employment status or work schedule. Employees are automatically enrolled on date of hire at a payroll deferral rate of two percent (2%) of eligible compensation.

Employer Contribution

Employees with two (2) or more years of employment will be eligible for an Employer contribution. The Employer will contribute an amount equal to two percent (2%) of eligible

compensation, excluding bonus and incentive pay, up to the Social Security Wage Base (SSWB), and five percent (5%) thereafter.

Vesting

You are immediately vested in both Employer and Employee contributions.

Kaiser Permanente Supplemental Savings and Retirement Plan for Union Groups (PUG)

PUG is a supplemental retirement plan that provides an Employer contribution and has voluntary employee contributions. An Employee, regardless of status and work schedule, becomes a participant in PUG upon completion of two years of employment.

Contributions

The Employer contributes a fixed five percent (5%) of the Employee's eligible compensation to PUG. Compensation is defined by the Plan and includes regular wages, holiday pay, vacation, sick leave, etc. It excludes special bonuses, allowances, and differentials. An Employee may elect to make after-tax contributions by deferring a percentage of his/her pay into this plan.

Vesting

Upon becoming a participant in PUG, an Employee is fully vested in the Employer contributions and, if applicable, employee contributions.

Article 23: Uniforms

A. White Coats and Jacket

Two (2) new long white physician coats in appropriate sizes will be issued to each new Resident and Fellow.

B. Scrubs

The Employer will continue to provide access to scrubs while on duty.

Article 24: Regional GME Quality Improvement Fund

The Employer will contribute an annual amount of forty thousand dollars ($40,000) to the Quality Improvement Fund that benefit Kaiser Permanente patients. The funding will be provided at the beginning of each fiscal year to ensure timely access to resources for Resident and Fellows.

The Regional GME Quality Improvement Fund will be administered by a committee consisting of up to five (5) CIR/SEIU represented employees, appointed by the Union, and up to five (5) KP GME faculty and/or administrative staff_representatives, appointed by management. The committee will be responsible for reviewing proposals, allocating funds, and ensuring that the initiatives align with the goals of improving Kaiser Permanente patient care.

Funds may be used for, but are not limited to:

1. Patient education programs.
2. Quality improvement initiatives.
3. Research projects aimed at enhancing patient outcomes.
4. Training and professional development related to patient care.

Residents and Fellows or departments seeking funding must submit a written proposal outlining the project, its objectives, and the estimated budget. The committee will review proposals and make funding decisions within 30 days of submission.

The committee will provide an annual report to both parties detailing the total amount allocated from the Quality Improvement Fund, a summary of funded projects and their outcomes, and any recommendations for future funding or improvements. There is no roll over of funds from fiscal year to fiscal year.

Article 25: Full Agreement/Completion of Agreement

If the Employer desires to change terms and conditions of employment not within its management rights or specifically addressed in this agreement that falls within the scope of representation, the Employer shall provide notice of the proposed changes to the Union. At the request of the Union, the Employer shall meet and confer over the proposed changes.

Article 26: Savings Clause

If any provision of this Agreement is found to be in conflict with Local, State or Federal law, the remaining provisions of the Agreement shall remain in full force and effect. In the event any provision(s) are declared to be in conflict with any law, both parties shall meet immediately for the purpose of renegotiating only the provision(s) so invalidated.

Article 26: Duration

Except as provided herein, this Agreement shall become effective on January 20, 2025 and shall continue in effect without change, addition or amendment through June 30, 2028. This Agreement shall automatically be renewed and extended from year to year thereafter unless either party serves notice in writing to the other at least ninety (90) days prior to the expiration date of this Agreement of its desire to terminate or amend this Agreement. If a new Agreement is not reached prior to June 30, 2028 or any anniversary date thereafter, the Parties may, by mutual written consent extend the existing Agreement for a specified period of time.

FOR THE EMPLOYER
KAISER FOUNDATION HOSPITALS KAISER FOUNDATION HEALTH PLAN, INC.

Signed by: 3/14/2025 | 8:19 PM PDT
A81859A48B74429...
Matthew Cottrell Date Chief Negotiator
Sr. Labor Relations Consultant, Labor Relations

DocuSigned by: 3/12/2025 | 3:04 PM PDT
35B7E03678AE4EC...
Albert Mossman Date
Executive Director
Regional Labor Relations

Signed by: 3/14/2025 | 2:36 PM PDT
A29325626F59496...
Theresa Azevedo-Rousso Date
Regional Senior Director & DIO

FOR THE UNION
COMMITTEE OF INTERNS AND RESIDENTS/SEIU

Susan Naranjo (Feb 27, 2025 13:35 PST) 02/27/25
A. Taylor Walker MD
President CIR/SEIU

Susan Naranjo
Executive Director CIR/SEIU

Courtney Cyr Maloney (Hsu), MD (Feb 26, 2025 15:30 PST)
Courtney Maloney (Hsu), MD

Michael Girouard (Feb 27, 2025 08:16 PST)
Michael Girouard, MD

Brandon Anderson (Feb 26, 2025 17:04 HST)
Brandon Anderson, MD

cyrus mirzazadeh (Mar 2, 2025 19:58 PST)
Cyrus Mirzazadeh, MD

Pauline Huynh (Feb 27, 2025 07:58 PST)

Pauline Huynh, MD

Mia Yanez (Feb 26, 2025 21:38 PST)

Mia Yanez, MD

Rozalyna Gritten (Feb 26, 2025 22:09 PST)

Rozalyna Gritten, DO

Shalila de Bourmont

Shalila de Bourmont (Mar 9, 2025 23:08 PDT)

Shalila De Bourmont, MD

Chris Ahlbach (Mar 10, 2025 13:59 EDT)

Chris Ahlbach, MD

Amanda Cooper, MD

Giselle Fernandez, MD

Rachel Skladman (Mar 3, 2025 22:37 PST)

Rachel Skladman, MD

Denny Chung (Mar 2, 2025 07:59 PST)

Denny Chung, DPM

Matthew Kennedy, DPM

Shawyon Sedaghati (Feb 26, 2025 13:51 PST)

Shawyon Sedaghati, DO

Taylor Hernandez, MD

Franz Belz (Feb 28, 2025 16:15 PST)

Franz Belz, MD MPH

Apoorva Dharmadhikari (Feb 26, 2025 21:18 PST)

Apoorva Dharmadhikari, MD

Shanyi Feng (Mar 3, 2025 13:31 PST)

Sandy Feng, DO

Tejal Pandharpurkar, MD

Vanya Jain (Feb 27, 2025 18:19 PST)

Vanya Jain, MD

Vinayaka Malakkla (Mar 9, 2025 17:07 PDT)

Vinny Malakkla, MD

Alexandra Calderon (Mar 3, 2025 10:06 PST)

Alexandra Calderon, MD

Kiana Khosravian (Mar 3, 2025 13:12 PST)

Kiana Khosravian, MD

Andrew Tai (Mar 9, 2025 15:26 PDT)

Andrew Tai, MD

Zara Butte MD (Feb 26, 2025 13:07 PST)

Zara Butte, MD

Matthew Tran (Mar 3, 2025 09:28 PST)

Matthew Tran, MD

Ezra (Lisa) Kim, MD MPH

Sallyanna Bazelais (Mar 3, 2025 12:04 PST)

Sallyanna Bazelais, DO

Jake Loitz (Mar 7, 2025 20:27 PST)

Jake Loitz, DPM

Ariel Feifel (Mar 7, 2025 14:55 PST)

Ariel Feifel, MD

Zaid alazawi (Mar 7, 2025 15:07 PST)

Zaid Alazawi, DO

Tiantian Qin, MD MBS

Molly kay (Mar 3, 2025 09:41 PST)

Molly Kay, DO MSMHS

Anissa Butler, MD

Katherine Meadows, DO MSMHS

Luisa Padilla (Feb 26, 2025 13:39 PST)

Luisa Padilla
NorCal Lead Organizer CIR/SIEU

Confirming that this document accurately reflects the agreement reached between parties:

Timothy Rodgers 02/26/2

Timothy Rodgers Date Negotiations and Grievance Coordinator, CIR/SEIU

Appendix A: Salaries

	Effective 7/1/2024		**Effective 7/1/2025**		**Effective 7/1/2026**		**Effective 7/1/2027**	
	2024-25		**2025-26**		**2026-27**		**2027-28**	
Job Title	Hourly Rate	FTE Salary	Hourly Rate	FTE Salary	Hourly Rate	FTE Salary	Hourly Rate	FTE Salary
Resident I	36.9101	76,773.0080	43.4020	90,276.0909	47.0865	97,939.8954	49.0877	102,102.3410
Resident II	38.8881	80,887.2480	45.4838	94,606.3285	49.2724	102,486.6449	51.3665	106,842.3273
Resident III	41.3606	86,030.0480	48.0861	100,019.1255	52.0048	108,170.0818	54.2151	112,767.3103
Resident IV	43.7784	91,059.0720	50.6309	105,312.1733	54.6768	113,727.7820	57.0006	118,561.2127
Resident V	45.9286	95,531.4880	52.8939	110,019.3911	57.0531	118,670.3607	59.4778	123,713.8510
Chief Resident III	42.7963	89,016.3040	49.5972	103,162.1600	53.5915	111,470.2680	55.8691	116,207.7544
Chief Resident IV	45.2141	94,045.3280	52.1419	108,455.2077	56.2634	117,027.9681	58.6546	122,001.6567
Chief Resident V	47.3645	98,518.1600	54.4052	113,162.8634	58.6399	121,971.0066	61.1321	127,154.7744
Fellow I	48.8000	101,504.0000	55.9161	116,305.4600	60.2263	125,270.7330	62.7859	130,594.7392
Fellow II	50.2356	104,490.0480	57.4271	119,448.2755	61.8128	128,570.6893	64.4399	134,034.9436
Fellow III	51.6717	107,477.1360	58.9386	122,592.1856	63.3999	131,871.7949	66.0944	137,476.3462
Chief Fellow III	54.7005	113,777.0400	62.1264	129,222.8346	66.7471	138,833.9763	69.5839	144,734.4203

Appendix B: Program/Specialty Specific Forum

At the request of the union, the parties agree to hold meetings to address program/specialty-specific or medical center-specific matters. Each program or specialty (e.g., OB/GYN, Pediatrics) will have a dedicated forum for discussion. These meetings shall occur no more than once every two months.

Each meeting will include up to four (4) representatives from the NCAL Program for CIR and four (4) representatives from management, ensuring balanced representation and effective dialogue.

Meetings will be scheduled at a mutually agreeable time and format, whether in-person or virtual, to maximize participation and accessibility for all representatives.

This forum will remain active until December 31, 2025 unless extended by mutual agreement, ensuring ongoing engagement and collaboration between the union and management.

Sideletter

All Residents and Fellows shall receive a one-time lump sum equal to $3500, subject to taxes and withholdings. This lump sum is in recognition of meal stipend and housing stipend adjustments for the current academic year and paid as soon as feasibly possible but no later than 90 to 120 days after ratification. If any delay the employer shall provide notice by day 45.