Committee of Interns and Residents SEIU Healthcare

Welcome to your union!



Your contract highlights

- Across-the-board raises of 1.5% July 1, 2026 + $2k lump sum payment in Jan 2027
- 4 weeks vacation, 5 days bereavement, 2 personal days
- Emergency coverage pay: $250 (weeknight), $350 (weekend/holiday day), $450 (night)
- Education annual stipend: $2,000 - $2,300 for boards, conferences, etc. (varies by program)
- Access to rideshare for inter-site travel and safe transport after long shifts
- Patient Care Fund: $35k annually for CIR house staff-led patient care improvements or health equity projects

CIR New England VPs

- **Dr. Jaime Ye, Cambridge Health Alliance**
- **Dr. Justin Halloran, Cambridge Health Alliance**
- Dr. Lucia Ryll, Boston Medical Center
- Dr. Natalia Forbath, Boston Medical Center
- Dr. Safwan Elkhatib, Mass General Brigham

CHA-CIR Delegates

Dr. Asad Ali, IM
Dr. Caitlin Foster, Psych
Dr. Scott Burns, Psych
Dr. Zoe Gilbard, IM

Cambridge Hospital Welcome to CIR/SEIU!

Congratulations on your residency! Your co-residents & CIR representatives were able to negotiate these contract wins and benefits. Don't miss out on the opportunity to advocate for yourself, your co-residents, and your patients through your union. If you have questions about your contract, working conditions (such as call rooms, meal plans, etc.), or getting more involved with CIR, contact one of your CIR delegates!

Your salary wins

- PGY1: $83,715
- PGY2: $87,082
- PGY3: $90,471
- PGY4: $95,554
- PGY5: $98,051
- PGY6: $103,335
- PGY7: $107,905

Reflects 1.5% raises effective July 1, 2026

+ Chief Stipends: $3K/yr (FM), $500/yr (Podiatry)
+ Holiday: 1/5 salary (8+ hrs) or 1/10 (4-7.9 hrs)
+ Emergency Coverage: $250 (weeknight), $350 (weekend/holiday day), $450 (night)
+ Orientation paid at PGY level

Support from elected champions

- Cambridge City Council wrote and passed a resolution in favor of the last contract and made calls to CEO.
- Senator Liz Miranda advocated for anti-ICE legislation (PROTECT Act) that ensures hospitals have adequate policies to deal with ICE and to protect CIR members and all healthcare workers from employer retaliation.

Connect with your CIR Staff Representative

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Scan to visit the CIR-CHA website to see more union wins and **sign your Membership and Benefits Enrollment!**