WE'VE REACHED A TENTATIVE AGREEMENT WITH UC!

OUR STATEWIDE BARGAINING TEAM RECOMMENDS A "YES" VOTE!

COMPENSATION

18% total pay increase/base pay increase:

- Sept 1, 2026 - 5% pay increase
- July 1, 2027 - 5% pay increase
- July 1, 2028- 4% pay increase
- July 1, 2029 - 4% pay increase
- $1000 lump sum to be paid out within 90 days of ratification in lieu of July/Aug backpay

RESIDENT ENHANCEMENT FUND (REF)

- $8000 to be paid out annually, with the first payment within 90 days of contract ratification - replaces meals and education reimbursement
- Paid out by Aug 10 each year (starting 2027)
- License and exam reimbursements continue (status quo)

IMMIGRATION

Obligates UC to adhere to its own policy on immigration enforcement issues. Allows for standard of care under civil custody. Requires UC to inform CIR and residents if immigration enforcement officers come to campus

RESIDENT WELLBEING

Grievable language if UC fails to provide adequate lead after notification of safety concerns.

Relocation

$1500 reimbursement (change from an $1100 stipend) - June and July hires status quo this year, Aug 1 start date will get reimbursement

BENEFITS

Fertility & Childcare Benefits: Status quo on Carrot ($30k), except 3 cycles of IVF are now covered under both HMO and PPO

Healthcare Benefits: Status quo - $0 premiums!

Work phone for everyone who wants one within 180 days of ratification

Holidays: At least 3 paid holidays off each year from a list of 13. UCDH to make good faith effort to provide a 4th holiday off, and to provide 2 paid flex days if you work too many holidays

WORKPLACE SAFETY

ED Capacity: Residents will not be subject to discipline by the University solely due to space constraints outside the Resident's control.

Fatigue Mitigation: Reimbursement for rides home if too fatigued to drive safetly

EDUCATION

Protected Time: Enhanced protections in the contract for education time

NOT A CIR MEMBER? JOIN NOW SO YOU CAN VOTE!

UCDH PAY SCALE: 2026-2030

UCDH - GROSS SALARY ONLY					
PGY	25-26 pay	26-27 pay	27-28 pay	28-29 pay	29-30 pay
1	$87,016	$91,367	$95,935	$99,773	$103,763
2	$89,636	$94,118	$98,824	$102,777	$106,888
3	$92,844	$97,486	$102,361	$106,455	$110,713
4	$96,192	$101,002	$106,052	$110,294	$114,705
5	$99,803	$104,793	$110,033	$114,434	$119,011
6	$103,216	$108,377	$113,796	$118,347	$123,081
7	$106,385	$111,704	$117,289	$121,981	$126,860
8	$111,562	$117,140	$122,997	$127,917	$133,034
9	$115,694	$121,479	$127,553	$132,655	$137,961

UCDH - GROSS SALARY PLUS GROSS REF*					
PGY	25-26 pay	26-27 pay	27-28 pay	28-29 pay	29-30 pay
1	$87,016	$99,367	$103,935	$107,773	$111,763
2	$89,636	$102,118	$106,824	$110,777	$114,888
3	$92,844	$105,486	$110,361	$114,455	$118,713
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7	$106,385	$119,704	$125,289	$129,981	$134,860
8	$111,562	$125,140	$130,997	$135,917	$141,034
9	$115,694	$129,479	$135,553	$140,655	$145,961

*REF stands for "Resident Enhancement Fund, a lump sum that will be paid in October 2026 and in August each subsequent year of the contract. It replaces meal cards and education reimbursement.

UCDH: VOTE YES TO SECURE OUR NEW CONTRACT!

IN-PERSON VOTING

Mon 7/27 - Weds 7/29

Mon 9am-5:30pm, Tues 9 AM - 5:30 PM, Weds 11 AM - 5:30 PM

UCDH Main Hospital Cafeteria

ONLINE VOTING

Weds 7/29 6:30 PM - Thurs 7/30 9 PM