CIR 1UC WE'VE REACHED A TENTATIVE AGREEMENT WITH UC!

OUR STATEWIDE BARGAINING TEAM RECOMMENDS A "YES" VOTE!

COMPENSATION

18% total pay increase over 4 years:

- 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 for those employed before ratification

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

WORKING CONDITIONS

Ancillary Duties: Grievable language for excessive reliance on housestaff for non-physician duties.

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

BENEFITS

Fertility & Childcare Benefits: Status quo on Carrot ($30k), except 3 cycles of IVF are now covered under both HMO and PPO starting July 2027

Healthcare Benefits: Status quo - $0 monthly 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. UCI 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

Health & Safety: new language!

Lead that Fits: Access to fitted lead if communal lead does not fit, along with creation of the radiation safety workgroup.

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

Triangle Lot: collaborative process to improve safety standards

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

UCI PAY SCALE: 2026-2030

PGY	Current	June 28, 2026 5% Raise	July 2027 5% Raise	July 2028 4% Raise	July 2029 4% Raise	REF Stipend Paid Annually
1	$90,072	$94,576	$99,305	$103,278	$107,410	$8,000 per year
2	$92,690	$97,325	$102,192	$106,280	$110,532	$8,000 per year
3	$95,897	$100,692	$105,727	$109,957	$114,356	$8,000 per year
4	$99,246	$104,209	$109,420	$113,797	$118,349	$8,000 per year
5	$102,856	$107,999	$113,399	$117,935	$122,653	$8,000 per year
6	$106,269	$111,583	$117,163	$121,850	$126,724	$8,000 per year
7	$109,433	$114,905	$120,651	$125,478	$130,498	$8,000 per year
8	$114,612	$120,343	$126,361	$131,416	$136,673	$8,000 per year

UCI: VOTE YES TO SECURE OUR NEW CONTRACT!



IN-PERSON VOTING

Mon 7/27 - Weds 7/29

UCI Orange Cafeteria Patio Mon, Tues, Weds 10 AM - 2 PM

UCI Irvine Hospital Courtyard Tues & Wed 10 AM - 2 PM



ONLINE VOTING

Weds 7/29 6 PM - Thurs 7/30 10 PM