HEY, 1UC HOUSESTAFF!

WE'VE REACHED A TENTATIVE AGREEMENT WITH UC!

YOUR STATEWIDE BARGAINING TEAM RECOMMENDS A "YES" VOTE!

COMPENSATION

18% base wage increase over 4 years:
5% in 2026, 5% in 2027, 4% in 2028, 4% in 2029

+$1k lump sum as back pay

+ Resident Enhancement Fund (REF): $8000 year to use for education, meals, parking, etc.

BENEFITS

Fertility Benefits: $30k Carrot fertility benefits preserved, use for egg freezing, sperm preservation, adoption, surrogacy, and doula services. Plus 3 rounds of IVF now covered under both HMO/PPO plans without $30k use.

Lactation: Private space with proper accommodations, including protected time to pump.

Healthcare Benefits: no premiums

PTO: 4 weeks of paid time off every year. You won't use PTO for partial-day absences for medical or mental health appointments. If a holiday lands during your PTO week, it won't be deducted. You do not find your own coverage, coverage is program responsibility.

Holidays: 14 holidays, including Juneteenth, with at least 3 up to 4 guaranteed holidays off every year, and up to 2 flex days for working the toughest holidays

Sick: 12 paid sick days a year, usable for family too. No payback shifts.

Fatigue Mitigation: Expanded reimbursement for rideshares home at many campuses.

EDUCATION

Protected Time: Education time protected, and you never have to find your own coverage to attend.

Exam/Licensing Reimbursement: UC pays or reimburses required licenses, certifications, required specialty board exams, and USMLE Step III/COMLEX Part III, separate from educational funds.

WORKPLACE SAFETY

Treatment Spaces Side Letter (ED): Brand new language protects residents who are forced to treat patients in hallways, tents, etc. New protection for residents forced to treat patients in non-private (non-HIPAA) spaces, such as hallways, tents, etc.

Ancillary Duties (ED): UC must reduce the non-educational tasks that pull you away from your training, the kind of work that isn't part of your development or education. Language that protects residents from doing ancillary duties that other healthcare workers should be providing.

Lead Work Group Side Letter: Management will create a process for residents to request lead where appropriate sizes are not available. Inventory also includes thyroid shields.

Immigration Side Letter: 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

AND MORE!

UCSD PAY SCALE: 2026-2030

POST-GRADUATE YEAR	CURRENT	2026	2027	2028	2029	REF STPIEND
PGY1	$91,212	$95,772.60	$100,561.23	$104,583.68	$108,767.03	$8,000.00
PGY2	$93,830	$98,521.50	$103,447.58	$107,585.48	$111,888.90	$8,000.00
PGY3	$97,036	$101,888	$106,982.19	$111,261.48	$115,711.94	$8,000.00
PGY4	$100,383	$105,402	$110,672	$115,099.15	$119,703.11	$8,000.00
PGY5	$103,991	$109,191	$114,650	$119,236	$124,005.52	$8,000.00
PGY6	$107,403	$112,773	$118,412	$123,148	$128,074	$8,000.00
PGY7	$110,565	$116,093	$121,898	$126,774	$131,845	$8,000.00
PGY8	$115,742	$121,529	$127,606	$132,710	$138,018	$8,000.00

UCSD: JOIN US IN VOTING YES TO SECURE OUR CONTRACT!

IN-PERSON VOTING ☞ MULTIPLE DAYS & LOCATIONS!

TUE July 28h Rady's 12:00 - 1:30 PM
Conference Room 1800 B

WED, July 29th 10:00 AM- 3:00 PM
Hillcrest and JMC Cafeteria

Thu, July 30th 10:00 AM- 3:00 PM
Hillcrest and JMC Cafeteria

VIRTUAL TOWNHALL

Fri, July 24th 12:00 PM- 1:00 PM

ONLINE VOTING

Monday July 27th, 8AM-11:59PM
(Ballots sent via email)

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

bitly