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Temple University Hospital, Inc.

and

Committee of Interns and Residents, SEIU Local 1957

Collective Bargaining Agreement

July 1, 2026 — June 30, 2029

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ARTICLE 1 - RECOGNITION AND EMPLOYEE LISTS

Section 1. Recognition

Pursuant to the Certification of Representative issued by the National Labor Relations Board in Case No. 04-RC-355207, Temple University Hospital, Inc. ("Employer") recognizes the Committee of Interns and Residents, SEIU Local 1957, affiliated with the Service Employees International Union ("Union"), as the exclusive collective-bargaining representative for the following bargaining unit:

Included: All full-time and regular part-time physician interns, residents, chief residents, and fellows (including in non-ACGME physicians' programs, and including in the Podiatry, Oral and Maxillofacial Surgery, and Advanced Oral and Maxillofacial Surgery programs) employed by Temple University Hospital, Inc. at:

Temple University Hospital – Main Campus, 3401 North Broad Street, Philadelphia, PA
Temple University Hospital – Episcopal Campus, 100 East Lehigh Avenue, Philadelphia, PA
Temple University Hospital – Jeanes Campus, 7600 Central Avenue, Philadelphia, PA
Temple Women & Families Hospital – 1331 E. Wyoming Avenue, Philadelphia, PA

Excluded: All other employees; professional employees; interns, residents, chief residents, and fellows employed in the Pediatric Dentistry program; physician interns, residents, chief residents, and fellows employed at Temple Health – Chestnut Hill Hospital and Fox Chase Cancer Center – Temple Health; directors; managers; guards; and supervisors as defined in the Act.

As used in this Agreement, "Employee" refers to employees in the above-described bargaining unit.

Section 2. Employee Lists

The Employer shall provide the Union with:

A list of all newly matched Employees on or before May 15 of each year of this Agreement; and

A list of all Employees on or before August 1 of each year of this Agreement.

Each list shall include the following information for each Employee:

Full name
PGY (Postgraduate Year) level

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Residency or fellowship program
Home address
Personal email address
Personal phone number (home and cell, if available)

ARTICLE 2 - MANAGEMENT RIGHTS

Section 1. Management Rights

All management functions, rights, and responsibilities that the Employer has not expressly modified or restricted by a specific provision of this Agreement are retained and vested exclusively in the Employer and may be exercised by the Employer in its sole discretion. Without limiting the generality of the foregoing, the Employer's exclusive rights and prerogatives include, but are not limited to, the right:

- to direct, schedule, and assign the workforce;
- to determine, establish, direct, and control the Employer's mission, objectives, priorities, organizational structure, programs, services, activities, facilities, locations, and resources;
- to plan, direct, and control operations, and to introduce new methods or improved methods of operation;
- to hire, promote, transfer, lay off, and recall employees to work;
- to determine whether to fill vacancies;
- to determine the number of programs, their elements, the sizes of their cohorts, and whether they shall be accredited or not accredited;
- to determine whether any program(s) should be introduced, modified, or closed;
- to determine the number of employees and the duties to be performed;
- to establish and determine how instruction, including but not limited to clinical instruction, is delivered;
- to suspend, dismiss, demote, or otherwise discipline employees for just cause;
- to determine the location, methods, and means for performing work and for orientation, onboarding, and training;

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- to make and apply rules, regulations, policies, and practices governing the workforce and the performance of work;

- to establish, modify, direct, and control the means, methods, personnel, supplies, vendors, facilities, financial and payroll procedures, and all other processes through which the Employer conducts its programs, services, and operations;

- to take any and all actions necessary to maintain the safety and effectiveness of operations; and

- to manage the facilities of the Employer so as to attain and maintain full operating efficiency.

Section 2. Assessment of Bargaining Unit

The Employer shall have the unconstrained right to determine the means of assessment for Employees and to evaluate Employees with respect to academic performance and qualifications for renewal, promotion, and graduation (including but not limited to whether an extension of training may be required or whether a trainee meets the eligibility requirements of a specialty licensing board or any other authority). The Employer's determinations with respect to academic performance and qualifications shall not be subject to any grievance and arbitration process. In the event of academic discipline, including dismissal from or extension of internship, residency, or fellowship, all Employees will have access to and may avail themselves of the right of appeal through the Employer's academic appeal process.

Section 3. No Waiver

The Employer's failure to exercise any right, prerogative, or function hereby reserved to it, or the Employer's exercise of any such right, prerogative, or function in a particular way. shall not be considered a waiver of the Employer's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

ARTICLE 3 - UNION SECURITY AND DUES CHECK-OFF

Section 1. All Employees, as a condition of employment, to the extent permissible by applicable law, beginning on the 31st day following employment or 31 days after the execution of this Agreement, whichever is later, shall be required to enroll as a member of the Union or pay an agency fee. The Employee shall pay to the Union its normal Union dues or an agency fee in an amount equal to the Union's regular dues minus any amount that is not a contribution toward the administration of this Agreement, such payment to continue throughout the term of this Agreement. The Employer shall not have any responsibility for enforcement of this

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Section. The Employer's responsibility is limited to collection and remittance of dues or agency fees upon receipt of a written authorization.

Section 2. Upon receipt of a written authorization from an Employee, the Employer agrees to deduct from the wages of said Employee regular dues or agency fee as determined by the Union on a monthly basis, starting not earlier than the first pay period following the receipt of such authorization, and remit to the Union by the 20th day of the month after they are collected.

Section 3. It is specifically agreed that the Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union agrees that it will indemnify and hold the Employer harmless for any claims, judgments, actions or proceedings made by any Employee arising from deductions made by the Employer pursuant to this Article. After deductions are remitted to the Union, the disposition thereof shall be the sole and exclusive obligation and responsibility of the Union.

Section 4. Upon receipt by the Employer of a voluntary written or electronic payroll deduction authorization from any Employee, the Employer shall deduct from that Employee's wages the amount specifically authorized as a contribution to the Committee of Interns and Residents' Committee on Political Education ("COPE") Fund. Such deductions shall be made in accordance with the authorization and remitted to the Union on a monthly basis, together with an electronic spreadsheet listing, for each contributing Employee:

- Full name
- Post-Graduate Year (PGY) level
- Residency or Fellowship program
- Amount deducted

Participation in the COPE Fund is entirely voluntary, and no Employee shall be required to authorize such a deduction as a condition of employment. COPE contributions shall continue until the Employer receives written or electronic revocation of the authorization from the employee. The Union shall indemnify and hold the Employer harmless against any and all claims, demands, liabilities, or actions arising from the Employer's compliance with this Section.

Section 5. The Employer shall be relieved from making dues check off deductions from an Employee upon (a) termination of the Employee's employment, (b) the Employee's layoff from work, (c) an excused leave of absence, or (d) receipt by the Employer of a revocation of the check off authorization from the Employee.

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ARTICLE 4 - UNION ACCESS, ORIENTATION, AND BULLETIN BOARDS

Section 1. Union Access to Employer Sites

The Employer shall provide the Union's designated representatives and authorized staff reasonable access, at reasonable times, to non-patient care areas of the Employer's facilities where Employees work, to the extent necessary to investigate and process formal grievances related to this Agreement, represent members for any meeting or process covered by the Employee's Section 7 "Weingarten" Rights under the NLRA, or for conferring with Employees and the Employer on the administration of this Agreement.

In order to access the Employer's facilities, the Union shall secure permission from the Employer's Office of Labor Relations in advance. The duly authorized officer or designated Union representative may not access non-public areas of the Employer's facility unless escorted by a person approved by the Employer. Union access shall not interfere with patient care or the Employer's operations and shall not be unreasonably withheld, delayed, or restricted.

Within thirty (30) days after the execution of this Agreement, and annually thereafter, the Union will advise the Employer in writing of the names of its designated officers, representatives, and committee members and their respective roles. If and when changes are made, the Union will promptly notify the Employer of such changes.

Section 2. Orientation Access

The Union shall be provided a maximum of forty five (45) minutes of exclusive, uninterrupted time during each mandatory new hire institutional orientation session(s) to introduce the Union, outline contractual rights, and encourage member engagement. The Union's session shall be scheduled at the end of the first day of institutional orientation, to the extent practicable. The Employer shall notify the Union in writing at least fourteen (14) calendar days in advance of the date, time, and location of each orientation session. Management representatives and supervisory personnel shall not be present during the Union's orientation session.

Section 3. Bulletin Boards

The Employer shall provide and maintain a dedicated Union bulletin board at every site where bargaining unit members are assigned. The board shall be:

- Affixed to the wall in a visible and accessible location;
- For the exclusive use of the Union to post official notices, announcements, events, and other union-related communications (provided that the Employer may remove any derogatory or offensive materials, and further provided that the Employer may require the removal of any material the Employer believes is in violation of the Employer's policies as it determines in its reasonable discretion after meeting and discussing with the Union);

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- Maintained in good condition by the Employer.

Section 4. Union Release Time

Requests for union release time for CIR Annual convention attendance, CIR Executive Committee Meeting attendance, and New Hire Orientation attendance shall be subject to operational need, will be made at least 60 days in advance, and will not be unreasonably denied.

Such release shall not require the use of PTO, if the Employee's schedule can be adjusted accordingly. If clinical release is necessary and scheduling around the event is not possible, the Employee will be required to swap shifts or otherwise arrange for coverage with the Program Director's approval. If the Employee is unable to adjust their schedule, swap shifts, or otherwise arrange for coverage, they will be required to use PTO.

ARTICLE 5 - NON-DISCRIMINATION

Section 1. Nondiscrimination

The Employer and the Union shall not discriminate against any Employee based on race, color, religion, national origin, age, disability, sex, sexual orientation, gender identity or expression, marital or familial status, pregnancy, veteran status, genetic information, immigration status, union membership status, or any other protected characteristic as defined by applicable federal, state, or local law.

Section 2. Affirmation of Chosen Name and Pronouns

The Employer will permit the display of an Employee's preferred name and pronouns (where feasible) on documents and materials visible to others, such as ID badges and organizational charts, except where legal names are required by law to be used. The Employer and the Union will discuss the implementation of this provision at a meeting or meetings of the Joint Labor-Management Committee, except that, if the parties agree to do so prior to such meeting(s) the Employer will implement such feasible measures as are agreed upon by the parties as soon as administratively practicable.

Section 3. Immigration

The Employer shall provide timely, accurate documentation and verification letters necessary for visa renewals, work authorization, or travel, and shall designate a point of contact to assist with immigration-related employment matters.

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ARTICLE 6 - JOINT LABOR-MANAGEMENT COMMITTEE

Section 1. Purpose

The parties agree to establish a Joint Labor-Management Committee (JLMC) to foster open communication, build mutual understanding, and collaboratively address workplace issues affecting Employees; provided, however, the JLMC shall not engage in negotiations, nor shall the JLMC consider matters that are properly the subject of a grievance, unless mutually agreed by the parties.

Section 2. Composition

The JLMC shall be composed of an equal number of representatives appointed by the Union and the Employer. Each party may appoint up to five (5) representatives, and may include bargaining unit members, administrative representatives, and other relevant stakeholders. Either party may invite subject matter experts or observers as needed, with prior notice to the other party.

Section 3. Meetings

The JLMC shall meet quarterly, and may meet more frequently by mutual agreement. The Union and Employer shall alternate responsibility for preparing the meeting agenda and shall share the agenda at least seven (7) days in advance. Meeting times shall be scheduled during normal business hours, and participation shall be considered paid time for all Employees involved.

Section 4. Recommendations

The JLMC shall have the authority to make non-binding joint recommendations to the Employer and/or the Union. When consensus is reached, both parties agree to give good faith consideration to the JLMC's recommendations.

Section 5. Non-Waiver of Rights

Participation in the JLMC shall not waive any rights or obligations under this Agreement, the National Labor Relations Act, or applicable law.

ARTICLE 7 - GRIEVANCE PROCEDURE

Section 1. Grievances

A grievance is defined as any dispute between the Union and the Employer concerning the interpretation, application, performance, or alleged breach of this Agreement. However, the

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following are not subject to the grievance procedure under this Article or the arbitration procedure under Article 8:

- consistent with Article 2 [Management Rights], disputes regarding assessments or evaluations of (1) academic performance, (2) ACGME competencies, (3) eligibility for promotion, renewal, or graduation, or (4) requirements set by licensing and specialty boards or other authority;
- consistent with Article 2 [Management Rights], all decisions of the Employer related to hiring of Employees and the size and retention of any program;
- non-renewal of an individual contract for an Employee on a preliminary track;
- non-renewal of an individual contract or non-advancement to the next post-graduate training year for an Employee who has failed to complete and pass the USMLE, Step 3/COMLEX, Level 3 (as applicable) by the end of their PGY 2 year or as otherwise required by the Employer's policies and Commonwealth of Pennsylvania Medical Licensing requirements;
- placing an Employee on paid administrative leave pending investigation of a potential violation of the Employer's policies;
- termination of the employment of an Employee whose immigration status changes, which causes them to no longer be authorized to work in the United States.

If an Employee is disciplined for issues related to academic performance, they may appeal under the applicable GMEC policy, but such discipline and the result of any appeal shall not be the basis for a grievance under this Article, nor shall it be subject to the arbitration procedure under Article 8. If the Employer refuses to process a grievance pursuant to the applicable GMEC grievance and appeal policy, a grievance may be filed pursuant to the grievance and arbitration process in Articles 7 and 8 of this Agreement, if necessary, to require access to the applicable GMEC grievance and appeal process. In such a case, the arbitrator's jurisdiction shall be limited to deciding whether the Employee may access the GMEC grievance and appeal process, and shall have no authority to review the Employer's decision or any other substantive matter. The Employee shall be entitled to have representation as provided under the applicable GMEC policy.

Section 2. Grievance Processing

Exhaustion of Institutional Remedies

Where the grievance (as defined in and limited by Section 1 of this Article) pertains to an issue for which there is an appeal process under any applicable GMEC policy, the Employee and the Union must follow the process under such policy before filing a grievance pursuant to this Article. If the issue is not resolved under the procedure provided by the applicable GMEC policy, the grievance may be submitted at Step 3 within fourteen (14) calendar days of final determination under the applicable GMEC policy.

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Disputes that constitute a grievance under this Article that are not covered by an appeal process under an applicable GMEC policy (such as disputes involving wage errors, reimbursement, leave, holidays, paid time off, or benefits) may proceed directly to Step 1, except that disputes concerning benefits provided through a formal employee benefit plan (including medical, dental, vision, and disability insurance) shall exclusively follow the claims and appeals process provided in the applicable summary plan description.

All grievances shall be in writing, signed by the grievant and their Union representative, and shall state the nature of the grievance, the related contract provision(s), and the remedy sought.

Step 1

Within fourteen(14) calendar days of the incident giving rise to the grievance, the Employee to whom the grievance pertains shall discuss it with the relevant Program Director. The Program Director shall respond within seven (7) calendar days of the discussion.

Step 2

If the Union chooses to advance the grievance beyond Step 1, the Union shall submit the grievance in writing to the designated institutional official or designee ("DIO") within fourteen (14) calendar days of the Step 1 response. If requested in writing by the Union in the Step 2 grievance, the DIO or designee will schedule a meeting with the grievant(s), a Union representative, and a representative of the grievant's department, as appropriate. At the meeting, the parties may informally present testimony or documentation relevant to the issue(s) raised in the grievance. The DIO or designee will provide a written response within thirty (30) calendar days following the meeting. If the Union does not request a meeting, the DIO or designee will provide a written response within thirty (30) calendar days following the submission of the grievance.

Step 3

If the Union chooses to advance the grievance beyond Step 2, the Union shall submit the grievance in writing to the Vice President, Labor and Employee Relations or designee within fourteen (14) calendar days of the Step 2 response. If requested by the Union in the Step 3 grievance, the Vice President, Labor and Employee Relations or designee will schedule a meeting with the grievant(s), a Union representative, and the DIO or designee, as appropriate. The Vice President, Labor and Employee Relations or designee will provide a written response within thirty (30) calendar days following the meeting. If the Union does not request a meeting, the Vice President, Labor and Employee Relations or designee will provide a written response within thirty (30) calendar days following the submission of the grievance.

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Section 3. Employer Non-Response

Failure by the Employer to respond at any step shall not be deemed agreement by the Employer, and the Union may advance the grievance to the next step within the applicable timeframe set forth in Section 2 of this Article.

Section 4. Union Rights

Only the Union, not individual employees, may advance a grievance to Steps 2 or 3, or to arbitration in accordance with Article 8 [Arbitration]. Grievances not filed or advanced within the specified timeframes will be considered waived, unless extended by the mutual written agreement of the Employer and the Union. Un-appealed decisions will be deemed final and binding . The Employer and Union may mutually agree in writing to modify timelines.

Section 5. Scheduling Consideration

The Employer will make reasonable efforts to consider ACGME duty-hour requirements and Employee work schedules when scheduling grievance meetings, including providing virtual attendance options where feasible and when agreed to by the parties.

ARTICLE 8 - ARBITRATION

Section 1. Right to Arbitrate

If a grievance is not resolved through the grievance procedure in Article 7 of this Agreement, the Union may initiate arbitration by submitting a demand for arbitration to the Philadelphia, Pennsylvania office of the American Arbitration Association ("AAA") and the Vice President, Labor and Employee Relations within thirty (30) calendar days of the Step 3 response. The parties shall endeavor to agree on an arbitrator within fifteen (15) calendar days of the submission of the arbitration demand. If the parties cannot agree on an arbitrator within that timeframe, the parties shall request an arbitrator striking list from AAA. Arbitration hearings shall be held in a mutually agreed location. The Union's failure to meet the notice and filing deadline shall constitute a waiver of the right to arbitrate and shall constitute an abandonment of the issue giving rise to the grievance. Only the Union may initiate arbitration.

Section 2. Arbitrator Authority

The arbitrator's jurisdiction and authority is limited to the interpretation and application of the specific provision or provisions of this Agreement at issue between the Employer and the Union. The arbitrator shall have no authority to add to, subtract from, disregard, or amend or modify any provision of this Agreement. If within their authority, the arbitrator's written decision shall be final and binding on the Employer, the Union, and the grievant(s). The arbitrator shall not have authority to review or modify any decision regarding an Employee's academic proficiency or clinical performance, or the Employer's educational judgment.

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If the discipline, suspension, or discharge of an Employee results from conduct relating to a patient and the patient does not appear at the arbitration, the arbitrator shall not consider the failure of the patient to appear as prejudicial to either party. The term "patient" for the purposes of this Agreement shall include those seeking admission and those seeking care or treatment as well as those already admitted.

Section 3. Costs

Each party shall bear its own costs. The Employer and the Union shall bear the fees and expenses of the arbitrator and for hearing transcripts equally.

Section 4. Release Time for Arbitration

An Employee who is a grievant in an arbitration hearing scheduled during the Employee's regular work hours shall be released with pay, consistent with their exempt status. The Union shall submit written requests for release at least seven (7) calendar days before the scheduled hearing. Such requests shall not be unreasonably denied. The Employer will make a reasonable effort to accommodate requests submitted less than seven (7) days before the scheduled hearing, provided that the requested release does not interfere with patient care or hospital operations.

An Employee who is a witness in an arbitration hearing scheduled during the Employee's regular work hours shall be released without being required to use of PTO if the Employee's schedule can be adjusted accordingly. If clinical release is necessary and scheduling around the arbitration is not possible, the Employee will be required to swap shifts or otherwise arrange for coverage with the Program Director's approval. If the Employee is unable to adjust their schedule, swap shifts, or otherwise arrange for coverage, they will be required to use PTO.

ARTICLE 9 - NO STRIKE/NO LOCKOUT

Section 1: During the term of this Agreement, the Union will not cause, or cause Employees to cause, nor will any Employee take part in any strike, sympathy strike, slowdown, sickout, boycotting, work stoppage, refusal to cross a picket line, or any other concerted interference with the Employer's work or operations. No officer or representative of the Union shall authorize, instigate, aid, or condone any such activity and no Employee shall participate in any such activity.

Section 2: Should any Employee take part in any work stoppage or other activities contrary to the terms of this Article, the Employer shall immediately notify the Union, and the Union through its representatives shall take steps, as described herein, to have the Employee concerned immediately returned to work in the case of a strike or to cease any other activity prohibited by this Article, including but not limited to:

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(a) advising the Employer in writing that such action by the Employee(s) had not been called or sanctioned by the Union; and

(b) notifying the Employee(s) of its disapproval of such action and instructing such Employee(s) to cease such action and return to work immediately.

Section 3: The Employer agrees that, during the term of this Agreement, it shall not lockout any of the Employees covered by this Agreement.

Section 4: Any Employee engaging in any conduct prohibited by this Article will be subject to disciplinary action, up to and including discharge.

Section 5: The parties mutually recognize the need for uninterrupted operations of the Employer and the uninterrupted training of Employees during the term of this Agreement.

ARTICLE 10 - ACGME COMPLIANCE AND REPORTING

Section 1. Compliance with ACGME Standards

The Employer shall comply with all applicable Accreditation Council for Graduate Medical Education (ACGME) institutional and program-specific requirements.

Section 2. Reporting Process

Employees may report any suspected or actual violations of ACGME requirements through any of the following channels:

a. Directly to their Program Director or Designated Institutional Official (DIO)
b. To the Employer's GME Office
c. Through the Employer's confidential reporting system
d. Through ACGME's official complaint mechanisms

Section 3. Union Notification and Representation

The Union may raise concerns to the Employer regarding ACGME compliance on behalf of an individual or group of members. Upon such notification, the Employer shall meet with the Union within ten (10) business days to review and attempt resolution of the concern. The Employer shall provide written confirmation to the Union once the matter is resolved or if it believes that no violation occurred.

Section 4. Non-Retaliation

No Employee shall be subject to retaliation as a result of reporting or raising concerns about ACGME non-compliance in good faith.

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ARTICLE 11: MALPRACTICE INSURANCE

The Employer shall provide, at no cost to all Employees covered under this Agreement, professional liability (malpractice) insurance (including the purchase of tail coverage if the policy is claim made) that meets or exceeds all applicable state, federal, and accrediting body requirements. The insurance and surcharges required by applicable state law will only cover house staff professional activities provided as a part of the program. Any insurance or surcharges for professional activities provided outside the scope of the Employee's program, whether provided before, during, or after participation in the program is the sole responsibility of the Employee and includes, in part, external moonlighting outside of an Employer facility. In consideration of the Employer purchasing the insurance, Employees shall assign any and all rights under the insurance policy to the Employer, including, but not limited to, the authority to control, defend, and settle all claims and lawsuits that arise related to Employee participation in the program. This assignment shall survive the expiration or termination of the Employee's appointment.

Upon request by an Employee or the Union, the Employer shall provide a certificate of insurance or equivalent documentation verifying coverage terms, limits, and effective dates.

Concerns regarding malpractice insurance may be placed on the agenda at Joint Labor Management Committee meetings.

ARTICLE 12 - FACILITY INFRASTRUCTURE AND SAFETY

Section 1. Maintenance and Repairs

(a) The Employer shall respond to reports of infrastructure or safety concerns in a timely and transparent manner.

(b) Employees should report infrastructure and safety concerns to the GME office. During non-business hours, Employees should report such concerns directly to the maintenance department. The Employer shall provide updates to all open reports upon request.

Section 2. Physical Security

The Employer shall take all necessary and reasonable measures to prevent, respond to, and eliminate incidents of workplace violence, including but not limited to:

a. Ensuring all hospital entrances, units, and parking areas are secured and monitored.
b. Providing trained security personnel who can intervene when needed on-site 24/7, in all Employer facilities where Employees are assigned.

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c. Maintaining functional and accessible panic buttons, surveillance, and emergency alert systems.
d. Security personnel will respond to all security threats on the units.
e. Security escorts to parking or transit shall be available upon request in accordance with Employer policy.

Section 3. Non-Retaliation

No Employee shall face retaliation for reporting in good faith safety concerns or advocating for improvements to facility conditions.

ARTICLE 13 - CALL ROOMS AND WORK AREAS

Section 1. Work Areas

The Employer shall continue to provide and maintain work areas for Employees, in compliance with applicable ACGME requirements. Work areas should be equipped with computers with secure EMR access and internet access.

Section 2. Call Rooms

The Employer will continue to provide adequate call rooms for Employees who are assigned to work a 24-hour shift, in compliance with applicable ACGME requirements. Call rooms will have a bed and a computer. The Employer will continue to clean call rooms and provide linens that are cleaned on a regular basis (provided however that if an Employee stores personal belongings in a call room that are not contained in a locker/designated storage space, hospital environmental services will not be responsible for cleaning the room).

Section 3. JLMC Agenda

Concerns regarding call rooms and work areas will be a standing item on the agenda at Joint Labor Management Committee meetings. The Employer shall consider any reasonable requests for additional items to be placed in work areas during Joint Labor Management Committee meetings.

Section 4. Non-Retaliation

No Employee shall face retaliation for reporting in good faith concerns about call rooms or work areas or advocating for improvements in call rooms or work areas.

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ARTICLE 14: ELECTRONIC DEVICES

Each Employee shall be provided with a cell phone (e.g. an iPhone or comparable device) capable of performing the functions necessary to carry out their clinical duties, which shall be made available in accordance with Employer policy.

There shall be no cost to the Employee for the initial device, required applications, routine maintenance, repair, or replacement due to normal wear and tear.

Access to computers and the adequacy of workstations on wheels (WOWs) or comparable devices may be discussed in a Joint Labor Management Committee meeting, with the goal of minimizing reliance on Employees' personal devices to perform assigned work.

ARTICLE 15 - UNIFORMS, APPAREL, AND MAINTENANCE

Section 1. White Coats and Fleece Jackets

The Employer shall provide each Employee with three (3) white coats and/or fleece jackets, or a combination thereof (at least one of which must be a white coat), at the start of their training program. Each year after, Employees shall be entitled to select either one white coat or one fleece. White coats shall be replaced at no cost to the Employee when damaged or stained beyond repair, or upon change of size.

Section 2. Surgical and Procedural Scrubs

All Employees in surgical programs and who perform procedures as part of their training shall be provided with free hospital-issued surgical scrubs. Scrubs shall be made available in appropriate sizes, in sufficient quantities, and accessible 24/7 in designated scrub dispensing locations. The Employer shall ensure timely replacement of worn or damaged scrubs.

ARTICLE 16: OUT-OF-TITLE WORK

Consistent with ACGME requirements, the Employer agrees to accomplish program learning objectives by minimizing Employee work that is extraneous to their ACGME accredited program and without excessive reliance on Employees to fulfill non-physician obligations, duties, or tasks.

Out-of-title work concerns will be a standing item on the agenda at Joint Labor Management Committee meetings. The parties shall jointly review reports at least quarterly to identify trends and address root causes.

Where the Union believes that the use of out-of-title work has become systemic within the bargaining unit, the Employer, upon request of the Union, will convene a special Labor-

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Management Committee meeting within twenty (20) days, unless a regularly scheduled meeting occurs sooner, to discuss the issue and to explore ways to alleviate the condition.

Employees shall not face retaliation for reporting in good faith out-of-title work to a Program Director and/or Program Coordinator.

ARTICLE 17 - CALL

All programs will determine their own call schedules, at the sole discretion of the program director or their designee.

ARTICLE 18: RESIDENT APPOINTMENT AGREEMENTS

Employees shall execute Resident Appointment Agreements as required by Employer and ACGME rules.

The Employer shall provide written notice to an Employee regarding non-promotion or termination decisions, or a determination that the Employee is at risk for non-promotion or termination, at least four (4) months prior to the end of the Employee's current appointment, unless the decision or determination is related to an occurrence within such four (4) month period or when it is not administratively feasible to provide four (4) months' notice. In cases where notice of a determination that the Employee is at risk for non-promotion or termination is given, a subsequent decision to not promote or to terminate the Employee's employment does not require four (4) months' notice.

ARTICLE 19 - HOLIDAYS

Section 1. Recognized Holidays

The following days shall be recognized as official holidays for Employees:

1. New Year's Day (January 1)
2. Memorial Day (Last Monday in May)
3. Juneteenth (June 19)
4. Independence Day (July 4)
5. Labor Day (First Monday in September)
6. Thanksgiving Day (Fourth Thursday in November)
7. Day after Thanksgiving (Fourth Friday in November)
8. Christmas Eve (December 24)
9. Christmas Day (December 25)

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Section 2. Holiday Scheduling

The Employer shall make reasonable effort to schedule work in a manner that minimizes required service on holidays. The Employer shall provide advance notice of any holiday scheduling at least thirty (30) days in advance, except in emergency situations.

Section 3. Floating Holiday for Worked Holidays

Any Employee who is required to work on a recognized holiday shall be entitled to one (1) paid floating holiday. This floating day off:

a. Shall be scheduled in accordance with departmental rules governing clinical responsibilities, routine, and requirements of the department as approved by the Program Director;
b. Must be used within ninety (90) days of the holiday worked unless otherwise extended by mutual agreement;
c. Shall be scheduled in a manner that does not interfere with required clinical duties, but reasonable effort shall be made to accommodate the preferred date of the Employee; and
d. When an Employee uses their floating holiday to observe a religious or cultural holiday not listed in Section 1, they shall be given scheduling preference to the extent practicable.

ARTICLE 20 - VACATION LEAVE

Section 1. Vacation Entitlement

Each Employee shall be entitled to four (4) weeks of paid vacation leave per academic year. Vacation leave shall be available in full at the start of each academic year and shall be scheduled in accordance with program and departmental policies, subject to clinical coverage and educational requirements.

Section 2. Scheduling and Approval

Employees shall submit vacation requests with reasonable advance notice in compliance with the program's request process. Program directors shall make good faith efforts to accommodate the Employee's preferred dates .

Section 3. Rollover of Unused Leave

Unused vacation leave shall not roll over from academic year to academic year.

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Section 4. No Vacation Payout Upon Separation

Upon termination, graduation, or separation from the program for any reason, unused vacation leave shall not be paid out.

ARTICLE 21 - PERSONAL DAYS

Section 1. Entitlement

Each Employee shall be entitled to three (3) paid Personal Days per academic year, in addition to any other leave provided under this Agreement. Personal Days shall be available in full at the start of each academic year.

Section 2. Request and Approval Process

Requests for Personal Days should be submitted with as much advance notice as practicable. Approval shall be subject to clinical coverage needs. Program directors shall make good faith efforts to accommodate preferred dates.

Section 3. Non-Cumulative Leave

Personal Days shall not roll over from year to year and are not payable upon separation from the program.

ARTICLE 22 - LEAVES

Section 1. Medical, Mental Health, and Dental Appointments

In accordance with ACGME requirements, all Employees shall be entitled to attend medical, mental health, and dental appointments during scheduled work hours without loss of pay. Non-urgent appointments should be discussed and planned in advance with the Program Director or their designee.

Section 2. Military Leave

Military leave shall be governed by the Employer's Military Leave Policy on the same basis as other employees.

Section 3. Jury Duty Leave

Jury duty leave will be provided in accordance with the Employer's jury duty leave policy on the same basis as other employees.

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Section 4. Family, Medical, and New Parent Leave

Employees shall be eligible for leave for the same reasons as permitted under the Family and Medical Leave Act (FMLA) or other applicable law beginning on the first day of employment. Employees will be paid up to six (6) weeks in their first approved leave without using available paid time off. Any time beyond six weeks in the Employee's first qualifying leave will require use of available paid time off or will be unpaid. The six-week paid leave benefit is a one-time benefit for the duration of an Employee's employment and any unused portion is forfeited. .

If an Employee is eligible for FMLA leave in accordance with the Employer's FMLA policy, such leave will be governed by that policy on the same basis as other employees.

Section 5. Bereavement Leave

Bereavement leave will be provided in accordance with the Employer's bereavement leave policy on the same basis as other employees, but shall not be less than 3 full days free of work or educational requirements.

Section 6. Leave for Interviews and Shift Swaps

Employees shall be allowed to attend residency or fellowship interviews during the academic year without using personal or vacation time, provided clinical coverage is maintained through an shift swap with another Employee that is approved in advance by the Program Director.

Section 7. Make-Up Time

No Employee shall be required to make up time for any leave taken under the FMLA or USERRA unless required by law, ACGME requirements, or certifying board standards.

ARTICLE 23 - SICK LEAVE

Section 1. Sick Leave Accrual

Effective July 1 of each academic year, each Employee shall receive ten (10) paid sick days. Sick leave shall not accrue on a monthly basis but shall be available in full at the start of each academic year.

Section 2. Use of Sick Leave

Employees may use sick leave for the Employee's inability to work due to the Employee's own illness or injury.

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Section 3. Carryover and Cap

Unused sick leave may be carried over to subsequent academic years and retained in the benefit bank. There shall be no cap on the total amount of unused sick leave an Employee may accrue during their period of training. However, an Employee's training period may be extended if the Employee's use of sick leave impacts the Employee's ability to finish the program on time. Unused sick leave will not be paid out upon termination of employment for any reason.

ARTICLE 24 - WAGES

Section 1. General Wage Increases

Effective July 1, 2026, all Employees will receive a general wage increase of 2%.

Effective July 12, 2026, all Employees will receive a general wage increase of 3%.

Effective July 1, 2027, all Employees will receive a general wage increase of 3%.

Effective July 1, 2028, all Employees will receive a general wage increase of 3%.

An appendix of wage rates is attached as Exhibit A.

Section 2. Stipend

On July 12, 2026, the Employer will add $5,000 to each Employee's base salary, which will not be subject to the July 12, 2026 3% general wage increase referenced in Section 1 of this Article.

Section 3. Food and Meals Stipend

The Employer shall provide each Employee, annually, with a lump sum payment of $250, for the purchase of food and meals. This amount will be paid on or before August 15 of each academic year of this Agreement, and will not be added to the base salary for purposes of any general wage increase.

ARTICLE 25 BENEFITS

Employees shall be eligible to participate in the health and vision benefits offered by the Employer to its employees with the same options and costs as benefits eligible administrative participants as described in such plan documents and summary plan descriptions, except that the employee premium share subsidy formula for Employees shall remain the same as the current residents' benefit package.

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Basic life insurance, disability, and dental benefits will remain the same as the current residents' benefit package.

Employees are permitted to make voluntary contributions to the 403(b) retirement savings plan. Employees are not eligible for any contribution or match made by the Employer.

The Employer reserves the right to alter any and all benefits programs in its discretion as plan sponsor. At least thirty (30) days prior to the implementation of any change, the Employer will notify the Union of and, at the Union's request, meet and discuss regarding the planned changes.

The Employer reserves the right to discontinue any and all benefits programs in its discretion as plan sponsor. At least thirty (30) days prior to the discontinuation of any plan, the Employer will notify the Union of and, at the Union's request, negotiate regarding the effects of such discontinuation.

ARTICLE 26 - REIMBURSEMENT FOR EDUCATIONAL EXPENSES

The Employer will provide each Employee with a maximum of $1,500 per academic year in reimbursement for approved educational, professional development, and licensing expenses. The intent of this reimbursement is that it be disbursed for such expenses as the purchase of medical textbooks, medical journal subscriptions, small medical equipment (e.g. otoscopes and stethoscopes), educational software, computer hardware, medical society memberships, expenses associated with attending medical conferences that are relevant to the Employee's program or specialty (including travel, registration, food, and lodging associated with attendance at the conference, provided that the Employee has obtained approval to attend the conference from their Program Director), and expenses associated with board review including board review courses. All expenses must be reasonable, necessary, and directly related to professional training or educational advancement, and appropriate documentation must be submitted in accordance with the Employer's policies.

The Employer will pay for each Employee's Pennsylvania Graduate Medical Training License application and renewal fees, and Drug Enforcement Administration (DEA) registration to the extent such registration is required for the Employee to perform their duties as part of their program. The Employer also will reimburse each Employee for the COMLEX III and USMLE examination fees, provided the expense is incurred after their employment with the Employer commences, and further provided that this examination fee reimbursement will be provided only one time in an Employee's career.

The Employer will provide required drug screenings, laboratory tests, immunizations and titers, tuberculosis screening, and certifications for basic life support and advanced cardiac life support free of charge at an Employer facility.

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ARTICLE 27 - MOONLIGHTING

Section 1. Internal Moonlighting

a. Participation in internal moonlighting shall be strictly voluntary and shall not be a condition of employment, renewal, or advancement.
b. Employees shall not face retaliation for declining to participate in internal moonlighting.
c. All internal moonlighting assignments must comply with ACGME duty hour requirements, licensure rules, and applicable state and federal law. Internal moonlighting shall be permitted in accordance with ACGME and institutional requirements, and approval is at the discretion of the program director.

Section 2. External Moonlighting

External moonlighting shall be permitted in accordance with ACGME and institutional requirements, and must comply with ACGME duty hour requirements, licensure rules, and applicable state and federal law. Approval is at the discretion of the program director.

ARTICLE 28 - FATIGUE MITIGATION

The Employer shall reimburse the reasonable cost of a rideshare service for any Employee who:

a. Completes a continuous clinical shift of more than thirteen (13) hours in duration; or
b. Ends a scheduled shift between the hours of 10:00 p.m. and 10:00 a.m.

The Employee must have an existing account with one of the GME approved transportation services in order to receive reimbursement. Such reimbursement shall cover transportation (excluding tips) from the clinical site to the Employee's home. Requests shall be submitted with proof of payment within thirty (30) calendar days. Submissions made after thirty (30) days will not be eligible for reimbursement. No Employee shall be discouraged from or penalized for utilizing this provision.

ARTICLE 29 - TRANSPORTATION AND PARKING

Section 1. Free Parking at Temple-Owned and Operated Facilities

The Employer shall provide free parking for all employees at all Employer-owned and Employer-operated facilities, including hospitals, clinics, and administrative buildings.

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Section 2. Reimbursement for Other Parking Expenses

For core rotations at non-Employer-owned or operated sites where free parking is not available, the Employer shall reimburse Employees for all work-related parking expenses upon submission of receipts in accordance with the Travel Expense/Business Expenses Policy, TUHS-FIN-100.

Section 3. Public Transportation

The Employer will continue to offer to Employees any public transportation benefit offered to and on the same basis as other employees.

ARTICLE 30 - MILEAGE, TRANSPORTATION, AND LODGING

Mileage, transportation, and lodging reimbursement for an Employee who works away from their primary work location will be in accordance with the Travel Expense/Business Expenses Policy, TUHS-FIN-100, on the same basis as other employees of the Employer.

ARTICLE 31 - EMPLOYMENT SECURITY

The Employer shall provide prompt written notice to each affected Employee and to the Union in the following circumstances:

a. Program Closure or Reduction

- At least sixty (60) calendar days prior to the reduction, restructuring, or discontinuance of a training program, the Employer shall notify the Union and all affected Employees.
- The Employer shall bargain in good faith with the Union over the effects of such reduction, restructuring, or discontinuance.

b. Accreditation Changes

- Within thirty (30) calendar days upon receiving any notice from an accrediting body (e.g., ACGME) regarding non-accreditation, probation, or any similar change in accreditation status, the Employer shall notify the Union and affected Employees in writing.

ARTICLE 32: MINIMUM STANDARDS

This Agreement establishes minimum standards for wages, hours, benefits, and other terms and conditions of employment. Nothing in this Agreement shall prevent the Employer, in its

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discretion, from providing higher wages, greater benefits, or more favorable terms and conditions—whether generally or to specific departments, programs, or individuals.

If the Employer decides to reduce, eliminate, or modify any benefits or terms and conditions of employment during the term of this Agreement which are mandatory subjects of bargaining, the Employer will engage in bargaining with the Union over the effects of any such changes as required by law. The parties will meet within thirty (30) calendar days of the Union's request to engage in effects bargaining, and will endeavor to meet as soon as possible. When possible, the Employer will notify the Union of such changes at least forty-five (45) calendar days in advance. When advance notice is not possible, the Employer shall provide notice within five (5) calendar days of such change.

ARTICLE 33: SEVERABILITY AND SAVINGS CLAUSE

Should any provision, article, or section of this Agreement be found to be invalid, unlawful, or unenforceable by a court of competent jurisdiction or by any federal or state agency with proper authority, such determination shall apply only to the specific provision deemed invalid and shall not affect the validity or enforceability of any other part, article, or section of this Agreement.

The parties agree that the remainder of the Agreement shall remain in full force and effect and shall be interpreted so as to best give effect to the intent of the parties at the time of execution. It is the express intention of the parties that this Agreement be preserved to the fullest extent possible under the law.

In the event any provision is rendered unenforceable or illegal, the Union retains all rights to demand bargaining, including effects bargaining, and to take any and all lawful actions in response. In the event bargaining is requested and is required by law, the parties shall endeavor to meet within 30 days of such request.

ARTICLE 34 - TERM OF AGREEMENT

This Agreement shall remain in full force and effect beginning on July 1, 2026, through and including June 30, 2029.

This Agreement shall automatically renew from year to year thereafter, unless either party gives notice to the other party at least ninety (90) days before the expiration of this Agreement, to modify or amend this Agreement.

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IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized undersigned representatives.

For Temple University Hospital, Inc.

By: Signed by: Lauren Gordon 403DEF93E2874CC...

Lauren Gordon, SVP, Chief Human Resources Officer

Date: 07/14/26 | 8:29 AM EDT

By: Signed by: Susan Coull 25ZC1DE59DA940B...

Susan Coull, Senior Vice President, Chief GME Officer, and Assistant Dean, Temple University Health System and Lewis Katz School of Medicine Temple

Date: 07/13/26 | 11:08 AM EDT

By: Signed by: Cheryl DeVose CAF5EC09C26246F...

Cheryl DeVose, VP, Labor and Employee Relations

Date: 07/13/26 | 10:16 AM EDT

For the Union
Committee of Interns and Residents, SEIU Local 1957

By: _____

Trina Van, MD, CIR/SEIU President

Date: _____

By: Susan Naranjo (Jul 20, 2026 11:00:21 MDT)

Susan Naranjo, Executive Director

Date: Jul 20, 2026

By: Timothy Rodgers Timothy Rodgers (Jul 20, 2026 10:30:40 CDT)

Timothy Rodgers, Negotiations and Grievance Coordinator

Date: Jul 20, 2026

By: _____
Name:
Facility: TUH
Date:

By: Sarah Bart
Name: Sarah Bart
Facility: TUH
Date: Jul 20, 2026

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By: Chris Rudmann
Name: Christopher Rudmann
Facility: TUH
Date: Jul 20, 2026

By: Jokichi Matsubara
Jokichi Matsubara (Jul 20, 2026 13:23:51 EDT)
Name: Jokichi Matsubara
Facility: TUH
Date: Jul 20, 2026

By:
Name:
Facility: TUH
Date:

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Facility: TUH
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Facility: TUH
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By:
Name:
Facility: TUH
Date:

By: Mitchell Fruchtman, MD
Mitchell Fruchtman, MD (Jul 20, 2026 17:56:45 EDT)
Name: Mitchell Fruchtman, MD
Facility: TUH
Date: Jul 20, 2026

By:
Maxwell Wright (Jul 20, 2026 11:43:04 EDT)
Name: Maxwell Wright
Facility: TUH
Date: Jul 20, 2026

By:
Name:
Facility: TUH
Date:

By: Lydia Mazze
Lydia Mazze (Jul 20, 2026 18:42:15 EDT)
Name: Lydia Mazze
Facility: TUH
Date: Jul 20, 2026

By:
Jessica Pennington (Jul 23, 2026 14:12:31 EDT)
Name: Jessica Pennington
Facility: TUH
Date: Jul 23, 2026

By:
Name:
Facility: TUH
Date:

By:
Name:
Facility: TUH
Date:

By:
Name:
Facility: TUH
Date:

By:
Miranda Haslam (Jul 20, 2026 16:49:46 EDT)
Name: Miranda Haslam
Facility: TUH
Date: Jul 20, 2026

By: Brianna Mahnke
Brianna Mahnke (Jul 20, 2026 16:41:10 EDT)
Name: Brianna Mahnke
Facility: TUH
Date: Jul 20, 2026

By:
Name:
Facility: TUH
Date:

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By: _____
Name:
Facility: TUH
Date:

By: _____
Name:
Facility: TUH
Date:

By: Matthew Couse
Name: Matthew Couse
Facility: TUH
Date: Jul 20, 2026

By: _____
Name:
Facility:
Date:

By: _____
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Facility:
Date:

By: _____
Name:
Facility:
Date:

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Exhibit A: Wage Chart

Temple Main Wage Chart						
PGY	**Current**	**7/1/2026**	**7/12/26**	**Rate adjustment 7/12/26**	**7/1/2027**	**7/1/2028**
		2%	**3%**	**$ 5,000.00**	**3%**	**3%**
1	$ 70,387.20	$ 71,794.94	$ 73,948.79	$ 78,948.79	$ 81,317.26	$ 83,756.77
2	$ 73,008.00	$ 74,468.16	$ 76,702.20	$ 81,702.20	$ 84,153.27	$ 86,677.87
3	$ 75,587.20	$ 77,098.94	$ 79,411.91	$ 84,411.91	$ 86,944.27	$ 89,552.60
4	$ 79,352.00	$ 80,939.04	$ 83,367.21	$ 88,367.21	$ 91,018.23	$ 93,748.77
5	$ 82,846.40	$ 84,503.33	$ 87,038.43	$ 92,038.43	$ 94,799.58	$ 97,643.57
6	$ 86,528.00	$ 88,258.56	$ 90,906.32	$ 95,906.32	$ 98,783.51	$ 101,747.01
7	$ 89,273.60	$ 91,059.07	$ 93,790.84	$ 98,790.84	$ 101,754.57	$ 104,807.21
8	$ 91,832.00	$ 93,668.64	$ 96,478.70	$ 101,478.70	$ 104,523.06	$ 107,658.75