

CIR INSIDER'S SCOOP

To BMC & Your Contract

KNOW YOUR RIGHTS

As a CIR member, our contract with Boston Medical Center **GUARANTEES**:

- Salary
- Benefits
- Working conditions
- Procedures for fair evaluation & promotion (due process)

CIR can assist you with questions and/or problems regarding:

- Salary & benefits
- Extra on-call pay
- On-call rooms/meals
- Work hours
- Evaluations
- Remediation/probation
- Conditional contract
- Non-renewal/termination
- All other employment & training related issues

Need help? Don't delay! Ask your CIR representative or call the CIR office to meet confidentially with our experienced staff.

CIR Contact Information:

**725 Mass Avenue, Mezzanine, Rm. MS-22
617-414-5301
bmc@cirseiu.org**

CIR/BMC SALARY & BENEFITS OVERVIEW

SALARY/MONETARY COMPENSATION				
Base Salary (Note: CIR will be negotiating over wages in the summer of 2010)	PGY 1	\$52,258		
	PGY 2	\$54,629		
	PGY 3	\$57,198		
	PGY 4	\$61,077		
	PGY 5	\$66,183		
	PGY 6	\$68,641		
	PGY 7	\$71,034		
	PGY 8	\$73,591		
Professional Education Allowance	PGY 1-2: \$650/year PGY 3-8: \$750/year (paid out as a taxable bonus 1st October paycheck)			
Orientation Pay	All work/orientation performed prior to July 1, 2010 will be compensated or equivalent time off received no later than June 30, 2010.			
Chief Resident Differential	All administrative chief residents receive compensation at one (1) PGY level above their designated PGY.			
Extra-On Call Pay For a resident called in to cover for a colleague because of illness, disability, death, approved leave of absence, temporary reassignment by the department, emergency absences, vacation (if call required is every other night), removal from payroll, jury duty, dept. scheduling error, bereavement leave or resignation/termination.	\$250/call: night float, ER (eve/night/weekend), radiology night shift, medicine ward long call, home call for interns/residents, any other scheduled eve/night/weekend shift of 12 or more hours. \$400/call: any scheduled shifts of 24+ hours.			
INSURANCE BENEFITS				
Medical Insurance (contact HR for specific details)	2010 Weekly Cost to Resident			
		Individual	Individual +1	Family
	BMC Plan	FREE	FREE	FREE
	Harvard Pilgrim HMO	\$19.72	\$43.39	\$54.23
	Harvard Pilgrim PPO	\$23.89	\$52.56	\$65.70
	Harvard Pilgrim Best Buy*	\$16.82	\$37.00	\$46.25
* Note: This plan allows you to go out of network, but has very high deductibles so it's not really a "best buy"				
Dental Insurance (contact HR for specific details)	2010 Weekly Cost to Resident			
		Individual	Individual +1	Family
	BU Dental DMO	\$6.54	\$14.01	\$21.47
	Dental Blue	\$9.75	\$20.41	\$28.41
Short & Long Term Disability (contact CIR Benefits Office for details)	100% paid for by BMC; provided through CIR Voluntary Hospitals Staff Benefits Plan. Benefit level: 60% of monthly earnings; max of \$629/mos. Begins 8 th day of illness, extends for 12 weeks. If disability continues, long term disability coverage may apply.			

Life Insurance	BENEFIT		WEEKLY COST	
	1x Base Annual Salary		FREE	
	2x or 3x Base Annual Salary		<34 yrs old	\$.031 per \$1000/mos
			35-39 yrs old	\$.041 per \$1000/mos
40-44 yrs old			\$.072 per \$1000/mos	
Accidental Death/Dismemberment	BENEFIT		WEEKLY COST	
	1x Base Annual Salary		FREE	
	2x Base Annual Salary		\$.031 per \$1000/mos	
Flexible Spending Account	Reimbursement for expenses on a pre-tax basis: \$5,000 max/year for childcare expenses \$2,000 max/year for eligible medical expenses			
HIV Insurance	BENEFIT		WEEKLY	
	\$200,000		FREE	
	Can purchase up to an additional \$250,000 at a cost of \$0.75/wk for each additional \$50,000 of coverage.			
Malpractice Insurance	\$1 million per claim/\$3 million per year (moonlighting is covered by this policy, provided it is approved by the department and hospital)			
Limited License	100% Employer-paid			
TIME OFF				
Vacation	4 weeks per year Exception: Housestaff in Depts. of Surgery, Urology, Thoracic Surgery, Oral Surgery, ENT, Ophthalmology, Dermatology and Anesthesia will receive 3 weeks of vacation and 1 additional week of salary (paid out in June 2011).			
Sick Time	15 sick days per year Housestaff receive 7 ½ sick days effective July 1 st of their 1 st year. Additional sick time is accrued at a rate of 1 ¼ days for each month of actual service for a total of 15 days per year. Unused sick time may be accumulated for use in subsequent year/s.			
Personal Days	2 personal days per year (July 1-June 30) Paid out of unused sick time. Can be used for any reason. Unused days DO NOT accumulate from year to year. Departments vary on rules for when they can be used. Can be taken in ½ day increments.			

LEAVE OF ABSENCE	
Family & Medical Leave	Up to 12 weeks unpaid: (Family & Medical Leave Act) - <u>Medical leave</u> for serious illness or serious illness of spouse, parent or child. - <u>Family leave</u> for birth/care of a child, adoption/foster care placement of a child under the age of 18. Unused sick/vacation time & short term disability insurance (if applicable) can be used to make this a paid leave.
Maternity Leave	A maximum of 12 weeks unpaid leave. Unused sick/vacation time & short term disability insurance can be used to make this a paid leave.
Parental Leave	2 weeks unpaid leave to attend the birth, adoption or care of a new child in your immediate family. Unused sick/vacation time can be used to make this a paid leave.
Bereavement	Up to 3 days of paid leave (NOT deducted from sick or vacation time)

BENEFITS- DISCOUNTS

Boston Sports Club Membership:
 CIR members can receive a 40% reduction from the standard club rates. Rates will be \$52/month. A one-time \$59 joining fee is assessed upon enrollment. (Compare to: \$95/month, \$149 joining fee)

For more information go to: www.cirseiu.org/Benefits/ma/Default.aspx



RosettaStone – language learning software
 CIR Members can receive a \$549 value for just \$160.
 Over 30 languages to choose from
 Internet based program for On-the-go residents!

For more information go to: www.cirseiu.org/Benefits/RosettaStone/Default.aspx



BMC Employees are eligible for many employee discounts:

- Eyeglasses
- LASIK
- Dell computers
- Movie passes
- BJ's Wholesale Club
- Brooks Brothers clothing
- Car insurance
- Hotel stays
- Cell phone services
- And more!

For more information go to: <http://internal/bmc.org/hr/WorkLifePrograms/index.htm>

BENEFITS- EMERGENCY BACKUP CHILDCARE

CIR negotiated a Pilot Program with Parents in A Pinch. This benefit gives CIR members access to a qualified childcare provider 24/7. For more information go to:

<http://www.cirseiu.org/Benefits/ma/boston/default.aspx>



BENEFITS- EDUCATIONAL RESOURCES/PATIENT CARE

<p>Library Fund (contact CIR for more information)</p>	<p>The CIR contract requires that BMC provide \$10,000/yr for housestaff educational resources. CIR members can request up to \$1,000 for the purchase of books, software, or learning devices for use by their entire dept.</p>
<p>Patient Care Fund (contact CIR for more information)</p>	<p>The CIR contract requires that BMC set aside \$35,000/yr for items that directly improve patient care. The PCF Committee, comprised of residents from a variety of depts, takes request from Medical Center employees and decides what will be funded.</p>

PARKING & COMMUTING @ BMC

Parking Option	Description	Cost	Where to Use
Pre-Tax Payroll Deduction	<ul style="list-style-type: none"> - Most affordable, flexible and convenient option. - Sign up at the Parking Office. - Deductions 	<ul style="list-style-type: none"> - \$83/month deducted directly from your paycheck. - Pre-tax deduction; effectively reducing 	<ul style="list-style-type: none"> - 610 Albany Garage (M-F) - 710 Albany Garage (after 5pm, M-F, all day Sat, Sun, holidays)

	continue until you un-enroll yourself (can be done at anytime).	the cost to \$63/month.	
Parking by the Month or 2 Week Block	<ul style="list-style-type: none"> - Ideal if you will be away for several months of the year. - Not bound to the calendar month (e.g. could pay for July 15-Aug 15). 	<ul style="list-style-type: none"> - \$41.50 for 2-week block - \$83 for 4-week block 	<ul style="list-style-type: none"> - 610 Albany Garage (M-F) - 710 Albany Garage (after 5pm, M-F, all day Sat, Sun, Holidays)
Occasional Parking	<ul style="list-style-type: none"> - Occasional Parking defined as: no more than 1-2 times per year. - Intended for use when you are on away rotations. 	<ul style="list-style-type: none"> - \$83 for pack of 12 parking tickets. - Limit of 4 subsidized packs per year. 	<ul style="list-style-type: none"> - 710 Albany Garage ONLY
Night Float Parking	<ul style="list-style-type: none"> - For residents on night float, who would otherwise not be driving. - See Chief Resident for parking sticker. 	<ul style="list-style-type: none"> - FREE 	<ul style="list-style-type: none"> - 710 Albany Garage ONLY (3:00pm-8:30am)
Subsidized T Pass	<ul style="list-style-type: none"> - CIR Members who don't park are eligible for a 30% MBTA pass subsidy. - Sign up for payroll deduction at Payroll Office (85 E. Concord St, 2nd fl) - Pick up monthly pass at Cashier's Office (ENC 2nd fl) 	<ul style="list-style-type: none"> - Varies depending on the type of pass your purchase. 	
BMC Evening Shuttle	<ul style="list-style-type: none"> - Shuttle will take you, on request, within 1.2 miles of BMC, or to Andrew, Broadway, Ruggles, Back Bay or Copley T Station. 	<ul style="list-style-type: none"> - FREE 	<ul style="list-style-type: none"> - Shuttle leaves 710 Albany Garage, M-F, at 7pm, 8, 9:15, 10:15, 11:15 & 12:15am.

CIR Delegates & Department Representatives 2009-2010

Co-Presidents: Jessica Eng (MED) & Nadia Huancahuari (EM)

MA Regional Vice President: Michael Mazzini (CARD)

Delegates & Alternate Delegates:

Rebecca Burch (NEURO)	Kavitha Reddy (DERM)
Josh Hundert (MED)	Kristin Rising (EM)
Ariel Nason (ANES)	Dylan Stentiford (MED)
Max O'Donnell (PULM)	

Department Representatives:

ANES	Maria Iskandar	NEURO	Rebecca Burch
	Ariel Nason	OB/GYN	Lisa Garcia
CARD	Sarah Fan		Lauren Schiff
DERM	Kavitha Reddy	OMFS	Nathan Turley
EM	Nadia Huancahuari	OPHTH	Roya Ghafouri
	Kristin Rising	ORTHO	Adam Rana
	Tom Horejsi		Jared Toman
ENDO	Miguel Ariza	OTO	Jessica Levi
FAM	Nicole Steinmuller	PATH	Stephen Hammond
GI	Hillary Tompkins	PEDS	Mona Sharifi
GIM	Amy Linsky	PM&R	Joel Schaffer
HEM/ONC	Tom Reske	PULM	Max O'Donnell
ID	Julie Trivedi	PSYCH	Jonathan Deam
MED	Jessica Eng		Michael Rosas
	Josh Hundert		Deyadira Baez-Sierra
	Priya Joshi	RAD	Jennifer Broder
	Rachel King		Frank Contreras
	Rebecca Sandfort	RHEUM	Peter Grayson
	Dylan Stentiford	SURG	Susy Wishnia
NEPH	Fahim Malik	URO	Rian Dickstein

Graduate Medical Education Committee:

Deyadira Baez-Sierra (PSYCH)	Jana Montgomery (Med)
Glenn Miller (SURG)	All CIR Delegates & Alternate Delegates (above)
Jason Homsy (Med)	

Patient Care Fund Committee:

Deyadira Baez-Sierra (PSYCH)	Kar-Mun Woo (EM)	Cassandra Pierre (ID)
J. Biba Nijjar (OB/GYN)	Lyndonna Marrist (MED)	Kendra Iskander (SURG)

Important Contact Information

CIR Office	725 Mass Ave, Mezzanine, MS-22 Phone: 617-414-5301 Fax: 617-424-6223 Email: bmc@cirseiu.org
CIR Benefits Office (contact only regarding Disability Insurance)	520 Eighth Avenue, Suite 1200 New York, NY 10018 Phone: 1-800-247-8877 Fax: 212-356-8181 Email: benefits@cirseiu.org
BMC HR/Benefits Office	85 E. Concord St, 2nd Fl Phone: 617-638-8500 Fax: 617-638-8568 Email: benefits@bmc.org
Maternity Leave & Leave of Absence Policy	Go to www.cirseiu.org , click on BENEFITS→Massachusetts→BMC
Parking Office	710 Albany Street Garage, 1st Level Phone: 617-638-4915 M-F, 7am-5pm
Graduate Medical Education Office	Yawkey Basement, BN-C7 Phone: 617-414-5423 Fax: 617-638-6744 Email: gme@bmc.org
Needlestick? Report It!	Occupational Health ENC Preston-5 Phone: 617-638-8400 Days- go to Occupational Health Evenings/Nights/Weekends- go to ER

www.cirseiu.org