

Memorandum of Understanding (“MOU”) between SDHSA and UCSDH on June 5th, 2024.

**This MOU is made and entered into this the 14th day of June 2024 by and between University of California San Diego (“UCSDH” or the “Employer” or “University”) and San Diego House Staff Association (the “Union” or “SDHSA”)**

**WHEREAS, the Employer and the Union have negotiated in good faith over the terms and conditions of a one year extension agreement to the current July 1, 2021 to June 30, 2024 Collective Bargaining Agreement (“CBA”); and**

**WHEREAS, the Employer and the Union have reached agreement, subject to ratification, on the terms and conditions of a one-year extension to the current collective bargaining agreement; and**

**WHEREAS, all terms of the CBA remain in effect through June 30, 2025, apart from those terms specifically addressed and modified in this MOU; and**

**WHEREAS, the Employer and the Union desire to memorialize their agreement in this Memorandum of Agreement,**

**NOW, THEREFORE, the Employer and the Union hereby agree as follows:**

Article 5  
Compensation

5.1 The University may increase individual wages for selected classifications or individuals during the term of this Agreement.

5.2 The University will provide the Association with fifteen (15) calendar days’ notice prior to implementing an adjustment referenced in Section 5.1 above.

5.3 Upon written request by the Association, the University will meet to discuss the reasons for the adjustment. The University will consider issues and concerns raised by the Association prior to implementation. The written request from the Association must be received by the Director of Labor Relations within seven (7) calendar days from the date of the notice sent to the Association.

5.4 The placement of House Staff on the PGY Pay Scale shall be based on the Resident’s appropriate PGY as determined by the GME Office and the prerequisites for the appointed training role. When determining the PGY Pay Scale placement for represented House Staff,

UCSDH GME may consider the following non- exhaustive list of factors:

- House Staff should be placed at PGY pay levels commensurate with their completed years of relevant training program requirements and completed years of program relevant research at the direction of their UCSDH training program.
- House Staff who, during the term of this Agreement, successfully complete their program requirements for their appointment year, and are reappointed to serve for a subsequent program year in their particular program, should be advanced to the next PGY salary step in that program.

5.5 The University will increase salary rates for year 2024-2025 (FY25) for the classifications covered by this Memorandum of Understanding to an amount equal to the following PGY Salary Adjustment Scale.

Salary Adjustment Scale:

PGY 1	\$86,819.04
PGY 2	\$89,310.60
PGY 3	\$92,362.68
PGY 4	\$95,548.68
PGY 5	\$98,984.16
PGY 6	\$102,229.56
PGY 7	\$105,241.68
PGY 8	\$110,168.64

5.6 House Staff who are appointed as Chief Resident in Title Code 2738 will receive a stipend equal to \$75 per month in addition to their regular PGY salary while in the required title code.

\* The parties agree that the effective date of any increase is July 1, 2024, but the implementation date of the new salary in the payroll system will take additional time - such that retroactive payments will need to be issued. The University anticipates this will be completed within 60 days of the Union's notice of ratification and in no case does it anticipate taking longer than 90 days of the such notice.

Article 7  
Education Stipend

7.1 UCSD will provide an Educational Stipend in an amount equal to nine hundred fifty dollars (\$950) per Represented House Staff individual during the 2024-2025 Academic Year.

7.2 Represented SDHSA House Staff individuals shall be paid the Educational Stipend noted in Section 7.1 by October 1, 2024. In order to be eligible for the stipend, the Represented House Staff individual must be active in the payroll systems of September 1 of the contract/academic year

Article 28  
Term of Agreement

28.1 This Memorandum of Understanding ("MOU") will cover the time period of July 1, 2024, and will continue in effect up to and including June 30, 2025, and will be effective for the entire term upon ratification by the parties.

28.2 Negotiations regarding a new Agreement shall begin by the first week of February 2025, unless a later date is mutually agreed upon by the parties.

**This Memorandum of Agreement contains the complete agreement of the parties on the subjects identified above.**

**For UCSDH:**

**For SDHSA-CIR/SEIU**

DocuSigned by:

*Sandy McDonough* 6/21/2024

E9582E7BB2D94D3

Sandy McDonough  
UCSD Health Chief Negotiator



06/21/2024

DocuSigned by:

*Debbie Hale* 6/21/2024

D41A8E06A692418

Debbie Hale  
UCSD Health Labor Relations Advocate