

## **FACT SHEET: UC PROPOSES COMPREHENSIVE ECONOMIC PACKAGE FOR MEDICAL RESIDENTS**

As part of ongoing negotiations for the first systemwide contract with the Committee of Interns and Residents (CIR-SEIU), UC has advanced a comprehensive economic proposal that significantly increases compensation, modernizes the delivery of benefits, and provides residents with greater flexibility and control over how they use available resources. This proposal reflects UC's commitment to recognizing residents' contributions while delivering a fiscally responsible, sustainable package across all locations.

### **STRONG, PREDICTABLE SALARY GROWTH**

UC is proposing multiyear salary increases that are weighted toward the early years of the contract to support residents now while maintaining long-term sustainability:

- 5% in 2026
- 4.5% in 2027
- 4% in 2028
- 3.5% in 2029

These increases provide 18.1% total compounded wage growth over the life of the agreement, with guaranteed raises across all PGY levels. A four-year term provides stability and predictability for residents throughout their training.

### **RESIDENT ENHANCEMENT FUND (REF): MORE MONEY, MORE FLEXIBILITY**

A central component of UC's proposal is the Resident Enhancement Fund (REF), which consolidates multiple allowances and reimbursements with a single, upfront annual payment that residents can use based on their individual needs.

The REF consolidates funding currently associated with:

- Meals
- Educational Fund
- Uniforms
- Fatigue mitigation
- Access to Carrot, a fertility health care and family-forming services benefit program

Residents would receive a one-time annual payment of:

- \$3,100 in 2026–27
- \$4,600 in 2027–28
- \$4,600 in 2028–29
- \$4,600 in 2029–30

Under the REF, these amounts are combined and delivered upfront, allowing residents to decide how to prioritize their expenses based on their own financial and personal needs.

To ensure the accessibility and sustainability of fertility benefits, including IVF, across all locations, UC is proposing to incorporate them directly into our HMO and PPO health plans beginning July 1, 2027. Although the current Carrot benefit would be phased out after expanded coverage is

implemented, residents will have additional time to utilize the existing benefit before the transition, with access to lump-sum support in place of certain current Carrot-specific benefits.

This approach:

- Improves access to funds when residents need them most
- Eliminates reimbursement delays and administrative burden
- Provides residents the flexibility to utilize these funds at their discretion
- Expands access and ensures the sustainability of family-forming benefits

### **A SYSTEMWIDE APPROACH THAT WORKS FOR ALL RESIDENTS**

UC is transitioning from eight local agreements to a single systemwide contract. These agreements reflect different historical practices and regional cost structures across California.

UC's Economic Package proposal balances:

- Competitive compensation across all locations
- Recognition of regional cost-of-living differences
- A consistent framework that supports all residents

UC's proposals recognize and support the new systemwide agreement while also preserving important differences across the state and academic medical centers. This proposal delivers strong, equitable compensation while maintaining long-term stability for all programs.