

**STANFORD HOUSESTAFF!**

# WE WON OUR FIRST CONTRACT!



## COMPENSATION

**Salary:** Wage increases of 5% + a \$3k ratification bonus + retro in year 1; 5% in year 2; 3% + \$2k extra in housing stipend in year 3

**Housing:** \$833 per month until June 1, 2024 (effective first pay period following ratification); \$10k added to base salary July 1, 2024; \$2k added to base salary Sept 1, 2025

**Meal stipend:** \$2k added to paychecks in July

## TIME-OFF

**Vacation:** 4 weeks (1 week may be used for educational leave)

**Holidays:** Seven paid days off

- New Years Day, MLK, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, & Christmas Day.
- SHC will endeavor to grant at least 2 of these days off
- In addition, SHC will endeavor to grant 3 other days off not associated with any of the holidays specified above

**Moving allowance:** \$3,500 stipend

**Orientation Pay:** Housestaff receive normal rate of pay.

## MAINTENANCE OF BENEFITS:

All housestaff shall maintain their current dept benefits for the life of the contract, including: housing, meals, educational, technology, conference and rotation travel reimbursements and equipment necessary to meet their educational and training needs.

## BENEFITS

**Fertility benefits:** Increase from \$10k to \$20k.

**Fatigue mitigation benefit:** Fully funded rideshare services when housestaff are too tired to drive home.

**Resident Wellness Committee:** \$50k annual stipend.

**Retirement:** SHC will provide 2% contribution and 2% match.

## LICENSING

**License Reimbursement:** SHC will provide or pay for all required BLS, ALCLS, ATLS, and PALS; USMLE Step III side letter- will make bargaining unit members whole who received partial reimbursement during 2022-2023.

## WORKPLACE POLICIES

**Grievance & Arbitration:** Formal process to address any contract violation of a non-academic/non-clinical nature.

**Non-Discrimination:** Contractual obligation for Stanford to create and maintain an atmosphere free of harassment, exploitation, or intimidation. If violated

### Preservation of the Below Benefits

- Fully Paid Health Insurance
- \$1,000 Cell Phone Allowance
- \$2,000 Educational Allowance



Committee of  
Interns and  
Residents  
*SEIU*Healthcare.

# TOTAL COMPENSATION SCALE

PGY	Current	At Ratification	Sep. 2024	Sep. 2025
1	\$84,227.20	\$92,728.56	\$97,114.99	\$101,878.44
2	\$87,971.20	\$96,659.76	\$101,242.75	\$106,130.03
3	\$93,857.60	\$102,840.48	\$107,732.50	\$112,814.48
4	\$98,600.00	\$107,820.00	\$112,961.00	\$118,199.83
5	\$104,153.60	\$113,651.28	\$119,083.84	\$124,506.36
6	\$108,292.80	\$117,997.44	\$123,647.31	\$129,206.73
7	\$113,804.80	\$123,785.04	\$129,724.29	\$135,466.02
8	\$118,526.40	\$128,742.72	\$134,929.86	\$140,827.75

\*Includes salary, housing, meal, cell, and education stipends

# SALARY SCALE: 2023-2025

PGY	Current	Current+ Housing	Ratification 5%+\$2,800	Sep. 2024 5%	Sep. 2025 3%+\$2,000
1	\$74,027.20	\$81,227.20	\$87,728.56	\$92,114.99	\$96,878.44
2	\$77,771.20	\$84,971.20	\$91,659.76	\$96,242.75	\$101,130.03
3	\$83,657.60	\$90,857.60	\$97,840.48	\$102,732.50	\$107,814.48
4	\$88,400.00	\$95,600.00	\$102,820.00	\$107,961.00	\$113,199.83
5	\$93,953.60	\$101,153.60	\$108,651.28	\$114,083.84	\$119,506.36
6	\$98,092.80	\$105,292.80	\$112,997.44	\$118,647.31	\$124,206.73
7	\$103,604.80	\$110,804.80	\$118,785.04	\$124,724.29	\$130,466.02
8	\$108,326.40	\$115,526.40	\$123,742.72	\$129,929.86	\$135,827.75

\*Includes salary and housing