

November 14, 2023

**Union of American Physicians and Dentists (UAPD) - BU16**

Physician & Surgeon, Correctional Facility (CF); Physician & Surgeon, Correctional Facility  
(Internal Medicine/Family Practice)

**ISUDT/MAT Proposal**

A. BU16 P&S will not be required to practice in a manner that violates their professional judgment. BU16 P&S cannot be compelled to prescribe or not prescribe against their professional judgment. Physicians are allowed to discontinue medications and/or refer patients based on their professional judgment as clinically appropriate.

B. Management agrees to apply in a uniform manner the “CCHCS care guide: Substance Use Disorder” to assess and enhance ISUDT infrastructure, which includes Cognitive Behavior Intervention, Supportive Housing, and adherence to the Informed Consent for Medication Assisted Treatment for Substance Use Disorder (CDCR Form 7240).

1. Adequate training to prepare providers for practicing addiction medicine
2. Clear guidance on Utox interpretation.
3. Clear guidance on on-going illicit suboxone misuse and abuse.
4. Clear guidance on polysubstances and illegal use of illicit substances.
5. Clear guidance on Misuse, abuse and diversion.
6. Uphold MAT agreement (CDCR Form 7240).
7. Ready access to alternative medication to include Vivitrol and Sublocade at point of care as appropriate. Utilize a criteria based approach versus approval based approach to alternative medications.
8. Providers have a clear pathway to move patients out of a housing assignment that places the patient at high risk.

C. TRAINING/Orientation: CDCR shall provide a minimum of 8 hours of ISUDT didactic training and a minimum of three (3) workdays of shadowing an ISUDT practice. It is agreed that the training shall be during regular work hours with time specifically dedicated to these trainings. Additional 8 hours/full day of yearly ISUDT training shall be made available (e.g. Brief Cognitive Behavioral Intervention (CBI); Motivational Interviewing (MI); Rapid Induction; Induction; Difficult Case Management; Higher Risk; etc.)

1. No reverse shadowing without providers' consent.
2. The credentialing process should list the practice of addiction medicine as an additional qualification.

D. BU16 P&S who initiate treatment and/or manage MAT patients shall be compensated at a rate of 10% above the Physician/Surgeon pay range and, in addition, shall receive a 15% Recruitment and Retention incentive.

E. BU16 P&S will have real time access to ISUDT co-consult and/or support to manage patients at point of care. This includes in-house consultation, central team consultation, and On-Call consultation.

F. The State and the UAPD shall establish a work group to improve the Integrated Substance Use Disorder Treatment Program. The workgroup shall consist of 6 union members and ISUDT departmental representation with decision making authority. The workgroup may meet as needed but at least quarterly. The focus of the work group is to identify program areas for improvement and/or additional training that could be offered to BU 16 employees. This is to enhance program success.

G. ISUDT/MAT Institutional local "Champions"

1. BU16 ISUDT/MAT local Champions will not be assigned regular patient line responsibilities in addition to a full schedule of MAT patients. Local champions are those assigned full-time to an institution.

2. BU16 ISUDT/MAT local Champions will be continued such that each prison will make every effort to have at least one full-time addiction medicine champion, who will handle MAT patients only. First right of refusal shall be reserved for current or former "champions" at each institution.

H. Management agrees to continue to monitor the Primary Care Provider workload and ensure there is adequate time to properly treat ISUDT patients within the 40-hour workweek.

1. Providers shall make the decisions of whether or not to combine chronic care visits with MAT or keep them separate.

I. Changes to Duty Statement will trigger a meet and confer.

# UAPD PROPOSED DUTY STATEMENT

STATE OF CALIFORNIA

CALIFORNIA CORRECTIONAL HEALTH CARE SERVICES

**SHADED AREA TO REFLECT RECLASS POSITION NUMBER ONLY**

## DUTY STATEMENT

	RPA	EFFECTIVE DATE:
CDCR INSTITUTION OR DEPARTMENT California Correctional Health Care Services	POSITION NUMBER (Agency – Unit – Class – Serial)	
UNIT NAME AND CITY LOCATED Medical Services	CLASS TITLE Physician & Surgeon, Correctional Facility (CF); Physician & Surgeon, Correctional Facility (Internal Medicine/Family Practice)	
WORKING DAYS AND WORKING HOURS a.m. to p.m. (Approximate only for FLSA exempt classifications)	SPECIFIC LOCATION ASSIGNED TO	
PROPOSED INCUMBENT (If known)	CURRENT POSITION NUMBER (Agency – Unit – Class – Serial)	
<p>YOU ARE A VALUED MEMBER OF THE DEPARTMENT'S TEAM. YOU ARE EXPECTED TO WORK COOPERATIVELY WITH TEAM MEMBERS AND OTHERS TO ENABLE THE DEPARTMENT TO PROVIDE THE HIGHEST LEVEL OF SERVICE POSSIBLE. YOUR CREATIVITY AND INGENUITY ARE ENCOURAGED. YOUR EFFORTS TO TREAT OTHERS FAIRLY, HONESTLY, AND WITH RESPECT ARE CRITICAL TO THE SUCCESS OF THE DEPARTMENT'S MISSION.</p> <p>Under the general direction of the Chief Physician &amp; Surgeon, In-Person and Telemedicine Correctional Facility (CF), the Physician &amp; Surgeon, CF (Internal Medicine/Family Practice [IM/FP]), CF provides medical care within experience, training, and ethical standards of their license to patients in a correctional facility. The Physician &amp; Surgeon, CF (IM/FP), performs medical assessments and provides medical treatment for assigned patients as appropriate and authorized by the medical license and consistent with Department policies, procedures, clinical guidelines, and a physician's professional judgment. The Physician &amp; Surgeon, CF (IM/FP) provides clinical leadership and support to Advanced Practice Providers and instructs nursing and other clinical staff on medical protocols and adheres to professional medical standards of care. The Physician &amp; Surgeon, CF (IM/FP) is assigned on call duties.</p>		
% of time performing duties	Indicate the duties and responsibilities assigned to the position and the percentage of time spent on each. Group related tasks under the same percentage with the highest percentage first. <i>(Use addition sheet if necessary)</i>	
<b>ESSENTIAL FUNCTIONS</b>		
30%	<p><b>Direct Patient Care:</b> Provides primary care and other medical services to scheduled patients as appropriate. Examines patients, diagnoses illness or injury, prescribes and administers medical treatments; utilizes health records, admits patients to an in-patient clinic, completes admission history and physical examinations, performs daily rounds, utilizes laboratory and imaging studies; writes prescriptions; and counsels patients related to medical condition. Performs disability evaluations and determines suitability for duty assignments. Co-consultations with nursing/ urgent care add ons. Effectively uses the Electronic Health Record System and other care tools. Performs minor procedures, delivers urgent and emergency care, and performs specialty examinations or consults as assigned including patients referred to higher levels of care for medical and mental health reasons. Responds to medical emergencies within the prison.</p>	
20%	<p>Practice addiction medicine. Provide cognitive behavioral intervention. Utilize motivational interviewing. Interpret labs. Adjust medication as needed based on the patient's medical needs. Prescribe and renew medications. Utilize additional skills to include, but not limited to, OARS, RULE, ACE, SEA, RAIN, DARN-CAT. Identify and address stages of change. Physicians may have primary responsibility of induction, maintenance, managing overdosing and withdrawals. Identify and manage polysubstance and illegal substance use.</p>	



	<p><i>Ability to:</i> Examine, diagnose, and treat physical and mental disorders; interpret laboratory analyses and x-rays; direct the work of ancillary medical personnel; instruct in the principles and practices of general medicine and surgery; prepare and supervise the preparation of case histories; and analyze situations accurately and adopt an effective course of action.</p> <p><b>LICENSE REQUIREMENT</b>                  Possession of the legal requirements for the practice of medicine in California as determined by the Medical Board of California or the California Board of Osteopathic Examiners.</p> <p><b>SPECIAL PHYSICAL CHARACTERISTICS</b>                  Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.</p> <p><b>SPECIAL PERSONAL CHARACTERISTICS</b>                  Empathetic understanding of patients in a State correctional facility; willingness to work in a State correctional facility; alertness; keenness of observation; tact; patience; and emotional stability.</p>	
SUPERVISOR'S STATEMENT: <i>I HAVE DISCUSSED THE DUTIES OF THE POSITION WITH THE EMPLOYEE</i>		
SUPERVISOR'S NAME (Print)	SUPERVISOR'S SIGNATURE	DATE
EMPLOYEE'S STATEMENT: <i>I HAVE DISCUSSED WITH MY SUPERVISOR THE DUTIES OF THE POSITION AND HAVE RECEIVED A COPY OF THE DUTY STATEMENT</i>		
The statements contained in this duty statement reflect general details as necessary to describe the principal functions of this job. It should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absence of relief, to equalize peak work periods or otherwise balance the workload.		
EMPLOYEE'S NAME (Print)	EMPLOYEE'S SIGNATURE	DATE