

# Union of American Physicians and Dentists (UAPD) Bargaining Unit 324 (Physicians) and Los Angeles County

## Contract Summary:

**Term: Contract is effective through September 30, 2021**

**Note:** Unless otherwise stated, all monetary increases are retroactive back to January 1, 2019.

### **Cost of Living Increase (COLA): 7% over life of contract**

- 2% increase retroactive to January 1, 2019
- 2.5% increase effective October 1, 2019
- 2.5% increase effective October 1, 2020

### **\*UAPD was successful at maintaining mega-flex at 17% (L A County (LAC) wanted to reduce it to 12%)**

There was an increase in the cost of mega-flex and UAPD & L A C agreed to bargain that issue in 2021. For now, the mega-flex percentage remains at its current rate of 17%.

### **\*Elimination of the first 10 steps (3% to 30% increase)**

Any doctor on steps 1-10 will be moved to Step 11 which will be the new Step 1.

This also applies to F items under physician specialist.

Please contact your UAPD Representative on how this will affect you.

### **Medical Specialties Top Step adjustment**

A range advancement moves the doctors in the specialties below to a higher salary scale (between D1 and D40), where the maximum salary (at Step 20) is higher by the amount listed. Within the new scale, each doctor will be placed at the step that corresponds but is not lower than their current salary, then will move up by 3% every year until the top step and top salary are reached.

- Anesthesiology: From D26 to D27
- Dermatology: From D23 to D24
- Family Practice: From D09 to D11
- Int. Med/General: From D09 to D11
- Int. Med Cardio (Non-Invasive): From D014 to D15
- Int. Med. Critical Care : From D17 to D18
- Int. Med. Hema/Oncology: From D15 to D17
- Int. Med. Infectious Disease: From D05 to D06
- Int. Med. Rheumatology: From D05 to D06
- Neurology: From D08 to D09
- OB/GYN General: From D17 to D18\*
- Pediatrics: From D4 to D6
- Physical Medicine & Rehab.: From D12 to D13

- Psychiatry: D13 to D14
- Surgery Ophthalmology: From D24 to D26
- Surgery/Orthopedics: From D35 to D36
- Surgery/Urologic: From D26 to D27
- Surgery/Vascular: From D29 to D31
- Surgery /Critical Care: New item D31
- Preventative Medicine Public Health: New Item D11

**Special Pay Practices:**

- Effective March 18, 2019 the current standby rate will increase to \$10 per hour.
- Effective March 18, 2019, High Desert Physicians receive 10% bonus.
- Effective March 18, 2019 Weekend, Evening and Night Shift Differential of \$7 per hour. This applies to those with regularly assigned work shifts where 5/8<sup>th</sup> of the shift falls between 4 pm to 11 pm and 9 pm to 8 am. Physicians who work a weekend evening/night shift, would be additive to \$14 per hour.
- Effective March 18, 2019, OB/GYN General who is privileged by the hospital to provide Obstetrics and Labor & Delivery and or Inpatient Gynecology and Gynecological Surgery will receive a 10% bonus.
- Effective March 18, 2019, DHS Physicians at a LA County Medical Hub Clinic will receive a 5.5% bonus.
- Effective March 18, 2019, Coroners will receive a \$1,000 CME reimbursement.

**In-House Physician Registry:**

UAPD & County agree that a physician can work as relief physician at 135% of their hourly rate. The department and Union can petition to increase that rate if there not enough candidates.

**Equity Council**

The Department of Health Services and UAPD have agreed to have an Equity Council to look at the pay of physicians, bonuses, and incentives (merit pay).

**DHS Provider Service Improvement Projects**

UAPD and the Department of Health Services has agreed to fund provider service improvement projects including provider career enhancements.

\*Both Megaflex & Non-Megaflex employees won a \$500 bonus and an

\*8 hour holiday leave time, one-time bonus.

**Full time benefited non-megaflex employees (items A, D, M, N, or Z) shall receive an additional:**

**1% starting 01/01/20 Non-megaflex only**  
**2.75% (step increase) 01/01/21 Non-megaflex only**

CAPE/**CHOICES** Union health insurance will be only for union members. Non members may not take part in it. Thus, if a BU 301, 324, or 325 member has CAPE Health insurance and wants to keep it, as it is less costly, he/she must be a UAPD member or may no longer get that insurance.

Health insurance contribution by County (what County gives members to spend on their benefits) goes up 1.5% on 07/01/19, 2% (cap \$325) on 11/01/19 and 2.5% (cap \$244) on 01/01/21.