



# UNION OF AMERICAN PHYSICIANS AND DENTISTS

AFFILIATED WITH AFSCME, AFL-CIO

**Oakland Headquarters**  
180 Grand Avenue  
Suite 1380  
Oakland, CA 94612-3750

(510) 839-0193 OFFICE  
(510) 763-8756 FAX  
(800) 622-0909 TOLL FREE  
uapd@uapd.com EMAIL

[www.uapd.com](http://www.uapd.com)

April 30, 2013

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Jeffrey V. Smith, M.D., J.D.  
County Executive  
70 West Hedding Street, 11th Floor  
San Jose, CA 95110

Dear Dr. Smith,

We, the UAPD Physicians of Santa Clara County, in the departments of addiction medicine, pathology and psychiatry, share a strong commitment to providing the highest quality health care to all residents of the County. Over the past two years, our adult outpatient clinics have grown substantially. We have seen an 86% increase in the number of Level 1 and 2 call center referrals between 1Q 2011 and 1Q 2013 (Data source: Unicare and SCC Mental Health Department). In anticipation of the implementation of the Affordable Care Act within the next several months, we must prepare to seamlessly integrate further increases to the call center that while maintaining our high standards of care. The success of our Health Care System relies on our success in attracting newly insured clients and increasing our market share of the insured population.

Over the past four years, we have made significant wage and benefit concessions to help balance the County budget. A consensus of physicians believe the cuts have significantly affected their ability to provide high-quality care to their patients. Moreover, physician salaries throughout Santa Clara County have continued to keep pace with market demand and with cost of living increases, while our County employee salaries have remained stagnant. All the while, we are accommodating a substantially larger number of severely mentally ill patients, in an environment with diminishing resources.

On the eve of ACA implementation, it is crucial for us to remain competitive in attracting the newly insured clients anticipated in our County. We want to be the health care provider of choice for new and existing patient clients. The UAPD physicians respectfully ask that you restore our salaries and work with us to make UAPD physicians competitive with other physician professionals in Santa Clara County.

Respectfully,

The UAPD bargaining unit:

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