

Union of American Physicians and Dentists

UAPD, the largest post-graduate Doctor's Union in the United States, represents the more than 1800 doctors who work for the State of California.

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UAPD news in brief

Join the IT Committee: The CDCR Receiver has announced plans to install an Electronic Medical Record system that will profoundly change the way doctors work. Past experience has shown that doctor input at all stages of the design process is integral to creating technology that works for doctors and patients, rather than against them. The UAPD is recruiting CDCR doctors and dentists to give input to the State about this project. Contact Sue Wilson in the Oakland Office if you are interested in participating.

General Meeting in San Diego: The General Membership Meeting and Steward's Training for State-employed doctors will be held on Saturday, October 25th at the Bahia Resort Hotel in San Diego. Registration information, including the price of accommodations, will be sent to union members.

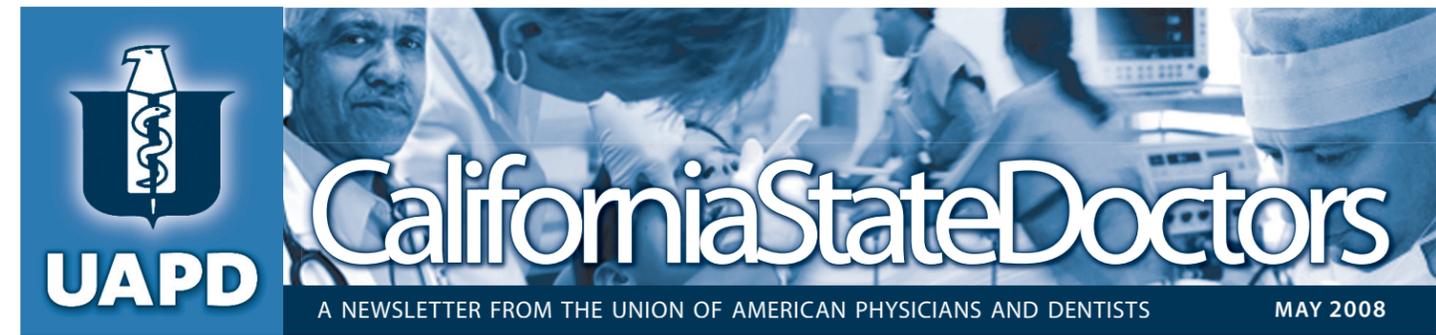
Know the Facts: UAPD strives to keep all of its members aware of the issues affecting them in the workplace. Check the new website www.uapd.com for up to the minute information on bargaining and other topics. Use the on-line form to give UAPD a personal (non-employer) e-mail address to receive updates about bargaining in your e-mail inbox.

Join the UAPD IPA: Do you have a private practice? If so, go to www.uapd.com and click on the UAPD IPA link to learn more about UAPD's own Independent Physicians Association. Your non-exclusive membership in the UAPD IPA will give your practice access to millions of patients for a very low cost.



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Contract Bargaining Set to Begin

State Doctors Set Priorities Through Meetings and Surveys

Bargaining for the new State contract is set to begin in the coming weeks. UAPD staff, Union leaders, and rank-and-file members continue to prepare for what may be a challenging round of negotiations between the Union and the State.

Over the last few months, hundreds of doctors employed by the State of California took the time to meet with UAPD staff members and elected officers to discuss their goals for this latest round of bargaining. Zegory Williams, UAPD's lead negotiator, travelled around the state to attend more than 20 worksite meetings, and was joined at many of them by UAPD Executive

Director Al Groh and UAPD President Stuart Bussey, M.D.. Despite the size and diversity of the group of State Doctors UAPD represents, several common themes emerged from the worksite meetings, such as the need to reform Continuing Medical Education (CME) and on-call payment, and the members' shared commitment to keeping medical care under the control of actual practitioners rather than bureaucrats.

In addition to those who attended meetings, many more doctors completed and returned surveys which were analyzed at the UAPD headquarters in Oakland. As expected, the survey respondents expressed an interest in



Atascadero State Hospital.

improving salary and retirement benefits, but also a strong desire to improve working conditions and fringe benefits, including CME payment, on-call com-

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Perez, Plata, Coleman and Equity Raises: A Recap of Recent Salary Increases

Recently those charged with improving the medical care of California's prisoners have come to see attracting qualified doctors as a top priority. Raises intended to bring the earnings of these civil servants closer to that of private practice doctors have already noticeably increased the volume of applicants for CDCR positions.

The UAPD's success in negotiating higher salaries for doctors working in

the prison system had one downside--it threatened to exacerbate the already serious staffing problems in other state departments by drawing doctors into higher-paid CDCR positions. Data in hand, UAPD managed to negotiate mid-contract pay increases for doctors working in the Department of Mental Health (DMH), Department of Devel-

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UAPD Legislative Update

California Bills Sponsored by UAPD:

AB 1944 Rural Health Care Districts: UAPD and AFSCME are sponsoring legislation, introduced by Sandre Swanson (D-Oakland), that will allow rural hospitals to directly employ physicians, giving those physicians collective bargaining rights.

AB 1917 Safety Retirement: Assemblymember Mervyn Dymally (D-Los Angeles) introduced legislation, sponsored by UAPD, that would reclassify physicians working in a Los Angeles County Jail or Los Angeles County Mental Health Facility, after a Board of Supervisors resolution, as "safety members," who earn higher retirement contributions. These LA County physicians would be the first group of county physicians to be classified as safety members.

AB 2969 Workers' Compensation Medical Treatment Utilization Review: The bill introduced by Sally Lieber (D-Mountain View) would require all physicians conducting utilization reviews on state workers to be licensed in the State of California.

Other Important California Legislation:

AB 515 Occupational Safety and Health, Permissible Exposure Limits: UAPD supports this bill, also introduced by Sally Lieber (D-Mountain View), which will protect Californians, including physicians and dentists, from exposure to a wider range of cancer-causing toxins in the workplace.

SB 809 Primary Care Clinics: UAPD opposes this bill introduced by Roy Ashburn (R - District 18), which would allow Nurse Practitioners (NPs) to prescribe without physician supervision.

SB 993 Psychologists Prescribing Drugs: UAPD opposes this bill that would allow psychologists with certification to write prescriptions.

Bargaining Begins

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pensation, and paid time off. Several survey respondents observed that the dramatic salary improvements of the last 18 months combined with the disastrous condition of the state budget today make this a good time for the Union to focus on improving working conditions and fringe benefits rather than seek dramatic salary improvements. One exception to this approach clearly reflected in the survey responses is the need to aggressively pursue equity for the doctors of the Department of Social Services (DSS) and Department of Health Services (DHS), who were not included in any of the nine pay increases that UAPD State doctors won last year. While the budget situation makes any attempt to dramatically improve wages an uphill battle, equity is a fight the Union must undertake, so that no portion of the bargaining unit gets left behind while others see improvements.

UAPD staff and doctors continue to make the final preparations for bargaining. Soon UAPD will deliver a "Sunshine Proposal" to the State, which is a list of the proposals the Union plans to make over the course of bargaining; the Union expects to receive the State's Sunshine Proposal at about the same time. The Union will also send a detailed Information Request to the State, to collect the data needed to support and refine proposals as the bargaining process continues. Of particular interest is information about the number of outside contractors the State has chosen to employ, and the cost of relying on contractors rather than permanent staff. The Union plans to use this and other data to demonstrate that offering a high-quality contract, one that is able to attract new doctors and retain those currently on staff, is more financially prudent than relying on higher-cost, lesser-quality, contractor-based care.

UAPD is committed to keeping all State doctors in the loop for this and every round of bargaining. Please visit the new, improved website at www.uapd.com and click on the State Doctors link to find regular updates as bargaining progresses. There you can also send UAPD a personal (non-employer) e-mail address to get regular e-mail updates about bargaining delivered to your inbox.

Salary equity is a fight the Union must undertake, so that no portion of our bargaining unit gets left behind.

UAPD to Appeal Atascadero (DMH) Outsourcing Decision

LAST YEAR UAPD filed charges with the California State Personnel Board (SPB) over the contracting out of psychiatric services at the Department of Mental Health's (DMH) Atascadero State Hospital. DMH had signed agreements with six contracting agencies in 2007, offering them a total of \$33,420,320 to provide psychiatrists to staff the facility.

In a ruling issued last month, the SPB's Executive Officer sided against UAPD, claiming that DMH was justified in signing contracts because it was "unable to successfully hire suitable candidates" after having made "reasonable, good faith efforts to hire or retain sufficient numbers of qualified civil

service employees to meet its staffing needs." The Executive Officer was not persuaded by UAPD's logical and commonsense argument that no amount of marketing effort will fill civil service positions as long as the salaries are not high enough to attract qualified candidates. Through its attorneys, the UAPD is appealing the ruling to the full State Personnel Board.

Only by increasing the salaries of its workforce--rather than paying nearly \$300 an hour to outside contractors--will ASH solve its staffing crisis and save tax-payers money. This mismanagement of a state facility must be rectified quickly, either through a reversal of the SPB's decision or in negotiations.

New Raises in 2007

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opmental Services (DDS) and Department of Veterans Affairs (DVA).

In all, UAPD negotiated nine raises for State of California doctors in 2007.

The Union's attempt to negotiate mid-contract raises for the doctors of the Department of Social Services (DSS) and Department of Health Services (DHS) was not successful, as the State insisted on offering raises only to doctors who directly treat patients. Equity for the doctors left out of the pay increases of the last 18 months will be a top priority in bargaining for the next contract with the State.

All CDCR raises (Perez, Plata, Coleman) have now been paid; paychecks should reflect these increases. UAPD has discovered some problems, including doctors educated outside of the US not being given proper credit for internships, and doctors working as psychiatrists but classified otherwise being left out of raises entirely. UAPD continues to work with individual members to resolve problems--contact your local UAPD office if you need assistance from the staff.

The Coleman Equity Increases for DDS, DMH, and DVA Psychiatrists have also been paid. The raise was retroactive to April 1, 2007.

The DPA issued a pay letter on February 19, 2008 for the Perez Equity In-



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Visit the new and improved UAPD website for up to the minute information about bargaining and other Union news you can use. Provide a personal (non-employer) e-mail address to get bargaining updates delivered right to your inbox.

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crease that is retroactive to July 1, 2007. The Perez Equity Increase goes to DDS, DMH, and DVA Dentists. A second Perez Equity Increase, with an effective date of January 1, 2008, is still on hold pending legislative approval as part of Assembly Bill 3043.

The DPA issued the pay letter for the Plata Equity Increase that is retroactive to July 1, 2007 for Physicians and Surgeons and retroactive to January 1, 2008 for Podiatrists on March 28, 2008. The second Plata Equity Increase, with an effective date of January 1, 2008, still awaits legislative approval as part of Assembly Bill 3043.

See the Legislative Advocacy page at www.uapd.com to check the status of AB 3043 and other salary-related bills.