

## Summary of Responses to UAPD Grievance by CCHCS:

1. **ARTICLE 7.4 REST PERIODS**, which states, *“An employee is entitled to a rest period on State time not to exceed fifteen (15) minutes during each four (4) hours of their work shift. A rest period normally shall not be granted during the first or last hour of the work shift. An employee shall not leave the work site without permission from the supervisor. Rest periods may not be accumulated.”*

**Response:** Although there is no direct evidence that a contract violation occurred, the expectation to adhere to MOU obligation to allow employees a 15-minute rest period during each 4-hour work shift was discussed during the statewide Physician Leadership meeting on June 7, 2023.

2. **7.6 HOURS OF WORK**

*The current workload with the reduced administrative time to complete daily work requirements has progressed to the point where providers are not only working over 8 hours per day, they are consistently working beyond the 40 hours per week.*

**Response:** If UAPD could offer specific location and times when staff are consistently working beyond their 40-hour workweek we could determine if a violation occurred. Although there is no direct evidence that a contract violation occurred, the expectation to adhere to the MOU obligation to not schedule full time employees more than an average of 40 hours per week during 12 consecutive pay periods was discussed during the statewide Physician Leadership meeting on June 7, 2023.

3. **7.9 ON-CALL**, which states in pertinent part, *“Unit 16 employees who are on-call may be issued and use technologies such as a laptop. The use of such technologies shall be voluntary until such time notice is provided to the union pursuant to Article 17.1.”*

**Response:** No specifics were offered to allow management to research this alleged violation.

4. **12.6 PROFESSIONAL JUDGEMENT**

**Response:** The survey does offer comments from providers related to this question. However, these comments are anonymous, and this does not allow management the ability to research the statements made by providers.

5. **12.8 WORKING CONDITIONS**, “Management does not provide a supportive environment for physicians to be successful in their position. Instead, management fosters a hostile work environment that penalizes the employee for management's failure to provide reasonable expectations, resources, nursing support, appropriate staffing needed to be successful, and practice in a community level standard of care, address all available metrics at point of care, and meet the elements of the current Health Care DOM and Title 15.

**Response:** Since no clear examples of violations of 12.8 Working Conditions were offered management was unable to determine if there was a contract

violation.

6. **ARTICLE 13 HEALTH AND SAFETY**, which incorporates Sections 13.1 Health and Safety Committees, 13.2 On-the-Job Injury Reports, 13.3 CDCR Training for Unit 16 Employees, and 13.4 Health and Safety Grievance

**Response:** There was no specific question on the survey that reflected evidence of a violation of Article 13 Health and Safety.

The UAPD will be elevating this grievance to the California Department of Human Resources (CalHR). We are requesting that you share and discuss this grievance with your colleagues. We will set up a statewide workgroup to discuss the grievance response and gather specific examples to present at a grievance conference with CalHR.

We ask for at least one Physician from each facility to contact Nereyda Rivera at [nrivera@uapd.com](mailto:nrivera@uapd.com) to participate in the statewide workgroup.

In the meantime, we are asking physicians to **document their actual work hours on the Electronic 998-A Timesheet**. If there is resistance from management, we ask that you have them document that they do not want you to submit your actual hours worked.