

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

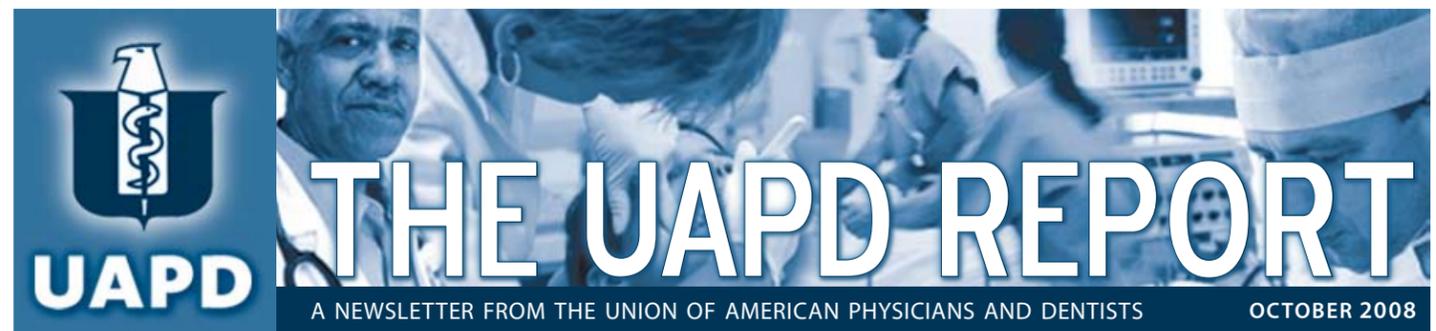
CDCR Receiver Battle: Receiver J. Clark Kelso's plan to build seven secure, stand-alone medical facilities to treat 10,000 California prisoners with chronic medical and psychiatric conditions is facing opposition from state leaders including the Governor, Controller John Chiang, and Attorney General Jerry Brown, who are hesitant to hand over the 8 billion dollars that Kelso's plan requires. Kelso brought the matter back before Thelton Henderson, the Federal Judge who authorized the takeover of the CDCR's ailing medical facilities two years ago, who made clear that he expects the state to fund Kelso's plan, starting with a 250 million dollar payment before the end of the year. Kelso has stated that he is reluctant to withdraw money directly from the state treasury, and would prefer to use bond funding, which has so far been rejected by the Legislature. Kelso will be meeting with CDCR employees, including UAPD represented doctors, over the coming weeks.

Dr. Derek Kerr Profiled by SF Chronicle: "For 20 years, the hospice at Laguna Honda Hospital in San Francisco has treated the dying by remembering that they still live," writes Elizabeth Fernandez in her article about the efforts of UAPD Leader Dr. Derek Kerr and his colleagues to keep Laguna Honda open and able to provide the same high quality care that has made it a model for doctors and nurses across the county. The full text of the San Francisco Chronicle article can be found online at www.uapd.com.



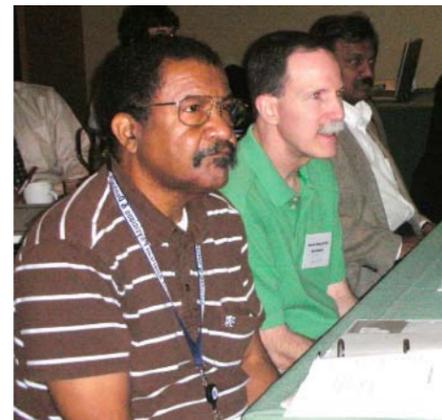
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Union Leaders from Across the State Gather in Manhattan Beach First All-County Meeting A Success

Doctors from every county represented by UAPD gathered in sunny Manhattan Beach for the first County Membership Meeting



Kenneth Biles and Charles (Stuart) Beach, both Dentists from Sacramento County, listen to reports from other California counties.

and Physician Representative Training on September 20th.

UAPD staff members and elected leaders joined the County Doctors for the day-long program. UAPD President Dr. Stuart Bussey welcomed County Physicians and Dentists with a presentation on the history and recent growth of UAPD, with a special emphasis on the development of the county sector. Executive Director Al Groh introduced the UAPD staff in attendance, giving a sense of the skills and experience that UAPD brings to the service of County Doctors. UAPD's Chief Legislative Representative Doug Chiapetta and AFSCME's Willie Pelote gave a spirited presentation on the Union's pro-doctor legislative agenda, which was capped off by a lunch-time speech by State Senator

and LA County Supervisor Candidate Mark Ridley-Thomas.

One goal of the meeting was to improve the flow of information between the counties, so Doctors from each county were given the opportunity to present to the group a summary of the recent challenges and accomplishments of their unit, as well as plenty of time to mix with fellow doctors. The day had an educational component as well, as UAPD staffers described techniques for using Union Power to resolve problems in the workplace. Everyone finished the day with a greater understanding of the Union and an interest in working in coalition with other counties to achieve common goals. Off to a strong start, the County meeting will surely be an annual tradition in the future.

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Budget Mess Slows Negotiation Process

State Bargaining Continues

The 2008 Budget season will surely be remembered as one of the most difficult in California history, and, unfortunately for State employees, it's not over yet. When Governor Schwarzenegger signed the budget into law on September 23rd--after an 85 day impasse during which he laid off temporary workers and threatened to reduce or stop state worker pay--among those breathing a sigh of relief

were members of the UAPD Bargaining Team. The long delay had among its many negative impacts a slowing down of UAPD's negotiations, as the State Team had been unable to provide substantial responses to the UAPD economic proposals without the guidance of a State budget. With the budget signed, the UAPD team looked forward to bargaining over pressing economic issues right away.

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UAPD

President's Message: Keep Your Day Job!



Stuart Bussey, M.D., J.D.

I recently ran into Barry, an old Family Practice colleague, and took the opportunity to catch up. "How have you managed to survive all these years with only a part time private practice?" he asked with genuine concern. "No problem", I replied, with a measure of self satisfaction, "I work for the State of California during the day." At first, Barry's eyes widened, then a knowing smile emerged. We UAPD doctors who work in public institutions, clinics and hospitals are increasingly becoming the envy of those in private practice. With the global financial crisis paralyzing banks and insurers, the private sector is not an easy place to make a living. In fact, our Government is becoming the most reliable payor.

Though the California budget deficit is large, UAPD has held a firm line during protracted State negotiations. There have been minimal layoffs and no takeaways. We will fight to keep our health benefits and pensions intact. To improve contract language. To demand parity for our administrative doctors. To improve our on call system and make disciplinary investigations as fair as possible. As far as discipline is concerned, the first PPEC appeals using an independent doctor panel will begin soon, and the Union will be watching closely. The Federal Receiver, J. Clark Kelson, recently discussed these as well as CDCR-specific issues at a Town Hall meeting with our members.

UAPD's first annual convocation of our County doctors was an unqualified success. The LA County doctors are about to vote in an agency shop election. And just last week over 80 Orange County doctors expressed their interest in joining UAPD. Our county sector is growing rapidly. With a new Labor friendly Democratic administration a distinct possibility, it's an exciting time to be a public employee. So follow my example, and keep your day job!



UAPD Legislative Advocacy

Two bills sponsored by UAPD fell to the Governor's veto in the last weeks of the legislative session. "UAPD is disappointed, but not surprised at the Veto-nator's actions," responded UAPD President Dr. Stuart A. Bussey, who pledged to increase the Union's legislative efforts. "Our union will continue to promote and reintroduce legislation to improve the lives of our members," said Dr. Bussey.

AB 1917 Safety Retirement: Assemblymember Mervyn Dymally (D-Los Angeles) introduced legislation, sponsored by UAPD, to pay an additional amount to a surviving spouse of a physician or a dentist working in a Los Angeles county jail or a locked county mental health facility who dies as the result of a violent act by an inmate. The bill passed the full Assembly and the Senate, but on September 28th, Schwarzenegger vetoed the bill. "Our members and their families potentially affected by the Bill put themselves at risk every day at their jobs. This dedication should be rewarded, not ignored," responded Dr. Bussey.

AB 2969 Workers' Compensation Medical Treatment Utilization Reviews: The bill introduced by Sally Lieber (D-Mountain View) would have required all physicians conducting utilization review on state workers be licensed in California. AB 2969 was passed in the Assembly and the Senate, but the insurance industry and Chamber of Commerce launched an aggressive campaign to urge the Governor to veto the bill, which he did on September 30th. As IPA Board President Robert Weinmann wrote in the *California Progress Report*, "President Governor Schwarzenegger's judgment is that the interests of the insurance industry deserve priority over the interests of injured workers and their pesky doctors."

*The Governor
twice vetoed
bills that would
have benefited
physicians and
their patients.*

CONGRATULATIONS

San Joaquin County Physicians, after long and contentious negotiations, settled a contract that succeeded in increasing salary and gaining membership into the County Retirement Plan starting in 2010. A meeting to go over contract details and vote on ratification will take place on Wednesday, October 29th, at 6:00pm at Paragary's Restaurant in downtown Stockton. Doctors will also vote on whether to increase 401a contributions prior to entering the County Retirement Plan.

AND GOOD LUCK!

Santa Cruz County doctors have opened negotiations for their next contract. The doctors hope to correct a growing recruitment and retention problem by increasing salaries and reducing health care premiums, and have lobbied their County Supervisors in hopes of making those improvements possible.



Cuong Nghiem, M.D., is a UAPD Board Member and part of the UAPD State Bargaining Team.

State Bargaining

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However, by the time of the October 7th bargaining session, the State Team still lacked authority to negotiate over economic issues, and Governor Schwarzenegger was proposing that

More Action in LA County

The contract signed in LA County had left one piece of unfinished business. Because the County at the time was still negotiating with UCLA and USC over how to pay physicians who were employed by both the County and the Universities, UAPD was not able to reach a final agreement about how these jointly employed doctors would receive the pay increases negotiated under the UAPD contract. After months of negotiations, the UAPD Bargaining Team members was happy to announce that they had reached an agreement with LA County that allows USC/County physicians to take advantage of the negotiated pay increases. A similar agreement for UCLA is nearing completion. Detailed information has been sent to members' homes, and individual informational meetings are being scheduled with doctors.

LA County leaders were also excited to announce the start of the fair share fee campaign. They are asking members who haven't done so already

to sign and return a postcard to support holding an election on the fair share issue. The team is quickly approaching its goal for cards, and they expect to ask the Employee Relations Commission (ERCOM) to hold a fair share election within the next few weeks. The ultimate goal of the campaign is to increase the strength of the LA County unit--and its ability to win high quality contracts--by making sure that all the doctors who benefit from the services of the union contribute to its upkeep.



Staff Member Joe Bader celebrates with Alice Faye Singleton, M.D., Board of Directors, and Orlando Pile, M.D., Los Angeles County.

Legislators return to Sacramento for a special session to rework the budget in light of new, troubling revenue data. While some unions have decided to postpone bargaining until November in light of this most recent delay, the UAPD team will continue bargaining over non-economic issues in the coming weeks, as progress is being made in some areas. Both sides are exchanging proposals on Vacation Leave, Annual Leave, Leaves of Absence, Voluntary 12 Hour Shifts, Grievance and Arbitration, and other contractual issues—for a more complete description of UAPD's proposals, please visit the State Bargaining Page at www.uapd.com. The UAPD team appreciates the patience of all the doctors in the bargaining unit, who have remained steadfast in light of

the frustrating delays. All are encouraged to visit the website and provide a current e-mail address in order to receive immediate e-mail updates when progress is made.

It is also worth noting that the Governor's case against State Controller John Chiang, who refused to enforce the order to cut state worker pay, will reach a Sacramento Federal Court on October 29th. UAPD has filed a legal brief in support of Controller Chiang and will continue the fight against the Governor's misuse of power, lest he or others try to use the tactic again.

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www.uapd.com