

August 31, 2012

Dr. Mark Kofler
Santa Barbara County Chapter President
Union of American Physicians and Dentists
5777 West Century Boulevard, Suite 1195
Los Angeles, CA 90045-7413

Re: Side Letter Agreement on Impacts of Eliminating Hospital Call in the Santa Maria Women's Health Care Center

Dear Dr. Kofler:

This letter confirms a mutually acceptable resolution between Santa Barbara County (County) and the Union of American Physicians and Dentists (UAPD) in the matter of eliminating hospital call in the Santa Maria Women's Health Care Center of the Public Health Department (PHD).

Effective October 1, 2012, hospital call will be eliminated for UAPD physicians working in the Santa Maria Women's Health Care Center.

In order to help minimize the impact of this action on the doctors currently providing this service, the County and UAPD agree that the following steps will be taken:

- PHD will allow the three current UAPD members directly affected by this agreement to pursue outside work without restrictions provided that such work in no way interferes with the members' clinical obligations in PHD or otherwise interferes with PHD's operational needs.
- Each of the three current UAPD members affected will continue to receive a 5% special duty allowance for hospital practice.
- There will be no layoffs of UAPD members in the Santa Maria Women's Health Care Center through the term of the current MOU, which ends on November 24, 2013, and
- To mitigate the impact of the change, each of the three current UAPD members affected will be paid \$1500 per month for approximately six months (13 Pay Periods), unless they separate from County Service prior to the end of that time.

It is specifically understood that the three current UAPD members affected, and any physicians who may subsequently be hired to replace them should one of them leave, will be expected to work 40 hours per week in the Santa Maria Women's Health Care Center as part of their regularly scheduled work week unless performing scheduled procedures, direct patient care and case conferences in the hospital.

It is the County's understanding that Marian Medical Center provides call schedules well in advance. If affected doctors provide PHD with their call schedules in a timely way, the department will work with them to provide flexibility in scheduled clinic hours on the post call day to the extent possible without compromising PHD business operations.

Either party may request to reopen negotiations at any time during the term of this agreement, and the parties agree to reopen at the request of either party no sooner than six months from the effective date of this agreement.

The parties stipulate that this agreement shall not be binding in whole or in part unless and until formally approved by a majority vote of the County Board of Supervisors.



Dr. Mark Kofler
Union of American Physicians and Dentists



Nicci Plata
County of Santa Barbara

Date: _____

Date: 8/31/12