



UNION OF AMERICAN PHYSICIANS AND DENTISTS

AFFILIATED WITH AFSCME, AFL-CIO

Sacramento Office
1225 Eighth Street
Suite 570
Sacramento, CA 95814-4810

(916) 442-6977 OFFICE
(916) 446-3827 FAX
(800) 585-6977 TOLL FREE
uapdsacto@uapd.com EMAIL

www.uapd.com

STUART A. BUSSEY, M.D., J.D.
PRESIDENT

MUBASHIR A. FAROOQI, M.D.
VICE PRESIDENT

L. LEE NELSON, M.D.
VICE PRESIDENT

DEBORAH E. BROWN, M.D.
SECRETARY

PETER A. STATTI, M.D.
TREASURER

AL W. GROH
EXECUTIVE DIRECTOR

March 14, 2013

Julie Chapman, Director
Department of Human Resources
1515 S Street, Suite 400
Sacramento, CA 95814-7243

Dear Director Chapman:

Re: Bargaining Unit 16 Union of American Physicians and Dentists - 2013 Sunshine Proposals.

The UAPD intends to negotiate improvements regarding wages, hours, and other terms and conditions of employment for inclusion in the successor agreement to the July 1, 2010 through July 1, 2012 agreement between the State of California and UAPD, and the one year extension to said agreement through July 1, 2013, covering Bargaining Unit 16 Physicians, Dentists and Podiatrists.

BARGAINING UNIT 16 - 2013 SUNSHINE PROPOSALS

ARTICLE 1 – RECOGNITION: UAPD intends to propose improvement to this Article.

ARTICLE 2 – UNIT ASSIGNMENT AND CLASSIFICATION: UAPD intends to propose improvement to this Article.

ARTICLE 3 – UAPD RIGHTS: UAPD intends to propose improvements to Section 3.11 UAPD Release Time.

ARTICLE 4 – STATE RIGHTS: UAPD intends to propose rollover of this Article.

ARTICLE 5 – GENERAL PROVISIONS: UAPD intends to propose rollover of this Article.

ARTICLE 6 – GRIEVANCE AND ARBITRATION: UAPD intends to propose rollover of this Article.

ARTICLE 7 – HOURS OF WORK: UAPD intends to propose improvements to this Article.

7.1 Flexible Work Hours

7.6 Hours of Work

7.7 Schedule/Shift Changes

7.8 Assignment and Payment of Medical Officer of The Day

7.9 On-Call/Call Back Assignment

7.12 Telecommute

7.13 Additional Appointments

ARTICLE 8 – HOLIDAYS: UAPD intends to propose improvements to this Article.

8.1 Holidays

ARTICLE 9 – LEAVES: UAPD intends to propose improvements to this Article.

9.7 Training Leave

9.9 Annual Leave Program

9.21 Voluntary Personal Leave Program – Reintroduce Language from 2003 - 2006 MOU.

9.22 State Disability Leave -- Introduce Language for State Disability Insurance.

ARTICLE 10 – SALARIES AND ALLOWANCES: UAPD intends to propose improvements to this Article.

10.1 Salary Schedule

10.3 Business and Travel Expenses

10.4 Salaries and Allowances:

10.5 Timely Payment of Wages

10.9 Labor-Management Committee on State Payroll System

10.12 License Renewal Fees

10.13 Licensure -- Continuing Medical Education

ARTICLE 11 – HEALTH AND WELFARE: UAPD intends to propose rollover of this Article.

ARTICLE 12 – PERSONNEL TOPICS: UAPD intends to propose improvements to this Article.

12.1 Adverse Action

12.2 Investigations

12.3 Progressive Discipline

12.5 Performance Appraisal

12.6 Professional Judgment

12.8 Working Conditions

12.9 Office Space

12.11 Out of Classification Assignments

12.12 Department Reports for Unit 16 Positions

ARTICLE 13 – HEALTH AND SAFETY: UAPD intends to propose rollover to this Article.

ARTICLE 14 – EMPLOYMENT MOVEMENT: UAPD intends to propose rollover of this Article.

ARTICLE 15 – LAYOFF: UAPD intends to propose improvements to this Article.

15.1 Layoff and Reemployment

15.2 Alternative to Layoff

ARTICLE 16 – MISCELLANEOUS: UAPD intends to propose improvements to this Article.
16.2 Peer Review – Incorporate Professional Practice Executive Committee (PPEC) language for classifications impacted by PPEC reviews and investigations.

ARTICLE 17 – COVERAGE AND TERM: UAPD intends to propose improvements to this Article.
17.2 Supersession – Update referenced Government Code sections cited in Section 3517.6 of the Ralph C. Dills Act.

ARTICLE 18 – RETIREMENT: UAPD intends to propose improvements to this Article.
18.8 Prefunding of Post-Retirement Health Benefits
18.9 CalPERS Legislation

ARTICLE 19 – PERMANENT INTERMITTENTS -- UAPD intends to propose improvements to this Article.

ARTICLE 20 – CONTRACTING OUT – UAPD intends to propose improvements to the Article.

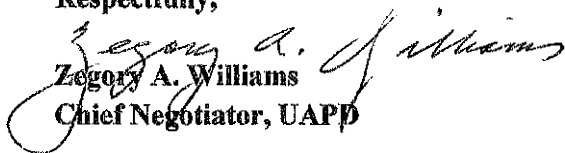
UAPD intends to propose improvements to the following side letters:

Side letter 1. – DSS Disability and Adult Programs Division – Medical Consultant Bonus Plan
Side letter 2. – Department of Health Services Dental Consultant I, II, III, and Dental Program Consultant.

In addition, to the above, UAPD will be prepared to negotiate each and every provision to the Memorandum of Understanding between UAPD and the State of California which expires on July 1, 2013.

Please contact me regarding these collective bargaining proposals at the Union of American Physicians and Dentists, 1225 Eighth Street, Suite 570, Sacramento, CA 95814, zawilliams@uapd.com or (916) 442-6977.

Respectfully,


Gregory A. Williams
Chief Negotiator, UAPD

Cc: Cindie Fonseca Principal Labor Relations Officer, DHR
Stuart Bussey, M.D., J.D., President, UAPD
Al Groh, Executive Director, UAPD