



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 24-256

June 04, 2024

Introduced: 5/22/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

- a. Approve modification to the standard Employment Agreement for Unit U physician employees at Natividad, adding paragraph addressing that Unit U physician employees are now represented by the Union of American Physicians and Dentists (UAPD);
- b. Approve the terms and format of the attached "Employment Agreement (Hospital Physician)" as the standard agreement to be used for Unit U physicians at Natividad; and
- c. Authorize the Hospital Chief Executive Officer to execute agreements for contract employment with Unit U physicians and amendments to existing Unit U physician agreements, by use of the Board-approved standard employment agreement format, as revised by the addition of the paragraph pertaining to representation by UAPD, so long as the salary is within the approved salary range for the position, and costs of salary and benefits as applicable are within Natividad's approved fiscal year budget.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve modification to the standard Employment Agreement for Unit U physician employees at Natividad, adding paragraph addressing that Unit U physician employees are now represented by the Union of American Physicians and Dentists (UAPD);
- b. Approve the terms and format of the attached "Employment Agreement (Hospital Physician)" as the standard agreement to be used for Unit U physicians at Natividad; and
- c. Authorize the Hospital Chief Executive Officer to execute agreements for contract employment with Unit U physicians and amendments to existing Unit U physician agreements, by use of the Board-approved standard employment agreement format, as revised by the addition of the paragraph pertaining to representation by UAPD, so long as the salary is within the approved salary range for the position, and costs of salary and benefits as applicable are within Natividad's approved fiscal year budget.

SUMMARY:

The Unit U physicians have organized with the Union of American Physicians and Dentists (UAPD). UAPD has requested that the County of Monterey modify the current approved standard Unit U physician employment agreement template for hospital physicians at Natividad to allow for authorization of changes as a result of the outcome of upcoming negotiations.

DISCUSSION:

The Unit U physicians have organized with the Union of American Physicians and Dentists (UAPD).

UAPD has requested that the County of Monterey modify the current approved standard Unit U physician employment agreement template for hospital physicians at Natividad to allow for authorization of changes as a result of the outcome of upcoming negotiations. The language requested is as follows:

“The Union of American Physicians and Dentists (UAPD) has recently organized to represent some physicians working at Natividad. While the parties have not yet agreed on a Memorandum of Understanding (“MOU”, also known as a Collective Bargaining Agreement), in the event that a provision of the forthcoming MOU explicitly contradicts this Agreement, this contract may be amended to ensure compliance with the MOU.”

In order to remain competitive and continue to recruit and retain highly qualified physicians, Natividad must be able to continue to process employment agreements for newly hired physicians and physicians renewing their agreement for another 1-year term.

OTHER AGENCY INVOLVEMENT:

This recommendation mentioned above were reviewed by the Monterey County Human Resources Department and County Counsel.

FINANCING:

This action does not result in any financial impact and has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County’s commitment to meeting the Board’s initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

Mark a check to the related Board of Supervisors Strategic Initiatives

☐ Economic Development
☒ Administration
☐ Health & Human Services
☐ Infrastructure
☐ Public Safety

Prepared by: Janine Bouyea, Assistant Administrator, 831-783-2701

Approved by: Charles R. Harris, Chief Executive Officer, 831-783-2551

Attachments:

Attachment A

Charles R Harris
Charles R. Harris, M.D., Chief Executive Officer

5/23/2024
Date