



**PUBLIC REQUEST TO ADDRESS
THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

| The following individuals submitted comments on agenda item: | | | | |
|--|-----------|--------------|----------------|---|
| Agenda # | Relate To | Position | Name | Comments |
| CS-1. | | Favor | Adil Hussain | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Adrian Petrou | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Aidas J Mattis | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Ali Subat | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Alice To | <p>I support my UAPD physician provider colleges in getting a FAIR contract. Please give to them NOW. It's long overdue. With the cumbersome & non-intuitive job classification system, the long onboarding process & not enough funded & open positions, it's a fact that it's been hard to recruit & keep top quality doctors long. Please do not take their compassion to serve the disenfranchised population & desire to earn a pension for granted. Cooling down the inner fire to service turn great doctors to miserable providers for our patients.</p> <p>We urge you to make the benefit & salary pkg competitive - the patients deserves happy & passionate caregivers.</p> |
| | | | Alicia Hernandez | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Alison Beck | Please meet with labor negotiators to keep county facilities fully staffed |
| | | | Aliyar Parvin | |
| | | | Alysha Sardella | I am a voter in LA County and I strongly support hiring more county Doctor's/Physicians/Psychiatrists. for children and adolescents. Without good doctors, many children will die. I am very afraid if we lose or are unable to hire new doctors. If you do not, I will not vote for you. |



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| CS-1. | | Favor | Amanda Suzuki | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Amber Bridges | <p>We are asking LAC to please negotiate in good faith and make a reasonable offer. The wellbeing of our extremely vulnerable patients depends on this. Our talented physician workforce is spread very thin because we cannot hire or retain enough doctors. This is not sustainable, and our patients are already suffering as a result. We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Amir A Rouhani | <p>All we want is respect and a fair contract so that we can recruit and retain caring, capable, quality physicians so that we can safely treat our patients.</p> |
| | | | Andranik Yesayan | <p>We cannot care for the people to Los Angeles if we do not have physicians to provide that care, and we cannot recruit and keep physicians without dramatically improving the benefits and compensation of those positions. We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> |



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| CS-1. | | Favor | Andrew Young | <p>As a Los Angeles County physician, we are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Anh Ho | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Anita Kamarzarian | <p>Dear Honorable Board Members, I am writing to bring your attention to a critical issue affecting our community: the severe shortage of physicians in Los Angeles County. As a concerned resident and advocate for quality healthcare, I urge you to take immediate action to address this pressing matter.</p> <p>Background: Our county faces an alarming scarcity of healthcare professionals, particularly physicians. Patients are experiencing prolonged wait times for appointments, delayed diagnoses, and inadequate access to specialized care. The consequences of this shortage are dire, impacting the health and well-being of our most vulnerable residents.</p> <p>Challenges:</p> <p>Recruitment Difficulties: Attracting and retaining qualified physicians has become increasingly challenging. The lack of competitive compensation packages, limited benefits, and heavy workloads deter potential candidates from joining our healthcare system. Locally many private and university based systems are recruiting the best and the brightest over us. We train the best physicians in our county's hospitals, only to let them go be part of another health care system.</p> <p>Patient Suffering: Patients are enduring unnecessary pain and suffering due to delayed medical attention. Chronic conditions worsen, and preventive care becomes elusive. Our vulnerable populations, including the elderly, children, and those with chronic illnesses, bear the brunt of this crisis.</p> <p>Overburdened Clinics and Hospitals: Our healthcare facilities are stretched to their limits. Overworked doctors struggle to provide quality care, leading to burnout and decreased patient satisfaction.</p> <p>Proposed Solutions:</p> <p>Enhance Compensation and Benefits: We must offer competitive compensation packages, including incentives such as MegaFlex benefits, and more equitable pay to attract and retain skilled physicians. Our community's health is at stake, and we cannot afford to delay action any longer. I implore you to prioritize physician recruitment, invest in our healthcare infrastructure, and alleviate patient suffering. By doing so, we can ensure a healthier, more resilient Los Angeles County.</p> |



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| CS-1. | | Favor | Anjali Y Hari | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Annika Khine | <p>I am a physician at LAGMC and am part of the UAPD. I strongly encourage the board to negotiate with UAPD in good faith. Physicians at DHS work tirelessly to take care of the sickest patients , and we are currently unable to hire good physicians because of lackluster salaries and benefits. If this goes on, the current physicians will also leave.</p> |
| | | | Arash Nafisi | |
| | | | Behrod Katebian | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Bernadette Pendergraph | <p>We are fighting for our patients to have increased access to care instead of long waiting times because physicians cannot be recruited with current benefits/salary.</p> |
| | | | Bernard D Glasser | <p>As a retired physician I understand the risk you will put the underserved population at if you do not do what is right for them by recruiting and maintaining adequate physician staffing to take care of them.</p> |



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| CS-1. | | Favor | Bill Akiyama | <p>LA County doctors are fighting for their patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>They need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Brian T Nguyen | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Cameron Johnson | <p>As a constituent and county tax payer, I am dismayed and embarrassed by the way that LA County and its board of supervisors has handled negotiations with these hardworking doctors and healthcare workers. LA is a union town, and as a member of the Writers' Guild of America, I cannot in good conscience support the bad faith bargaining I have read about from our board of Supervisors. It is counter to the pro-labor platforms that many of the board's members campaigned on. I support the UAPD bargaining priorities and urge the board of supervisors to stop stalling and negotiate a fair contract.</p> |
| | | | Carolyn Haunschild | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Caryn Roach | <p>I am a healthcare professional. I was born and raised in LA County and I am a voting constituent in Lindsey Horvath's district. The physicians are fighting for their patients who are sick and tired of long wait times, not being able to see a specialist, and dangerous appointment delays. Wait times to see a psychiatrist are 6 months long. This is not helping the homelessness crisis or the mental health crisis in this county.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. The physicians need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. These patients deserve better.</p> |
| | | | Cherng Chao | <p>Please support patient care and patient safety for all those who live and travel through LA County. As trauma level 1 hospital, we treat ANYONE who is in a car accident or other trauma or other medical emergency and may end up at our hospital. The current patient care backlog and resources are not safe for patients who may include our family and friends.</p> |
| | | | Chris Stolte | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Christie A | <p>I support the UAPD.</p> |
| | | | Christina S Han | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Claudia A Alvarez | |



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| CS-1. | | Favor | Cynthia Hernandez | I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Daniel Schnabel | County patients should have the right to good health care, specialty care and timely care. Your constituents deserve more- both the patients and the providers taking care of them. The providers are dedicating their time and energy to taking care of the underserved and they should be supported. Give your LA county providers a fair contract now! |
| | | | Darci Evans | Please approve a new physician contract now!!!! |
| | | | David M DiPerro | I am concerned with the mental health needs in LA county Please provide competitive wages for LA county physicians |
| | | | Debra Glasser | As a concerned voter, I implore you to consider our most vulnerable patients who rely on the care of LA County Physicians. These Doctors deserve to be treated fairly and compensated for their work and commitment to your constituents. I plan to vote against all incumbents should this not pass. |
| | | | Deena M Hassan | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Deysi Luca | I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |



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| CS-1. | | Favor | diana phan | The leadership of DHS seems to have a callous disregard for it's patients and employees. It had allowed it's facilities to decay, major hospitals leak everytime it rains, HVAC does not work, the elevators don't work frequently and the list goes on. This extends to it's own employees who dedicate their professional lives to taking care of our most vulnerable co-citizens. I would guess not a single physician or nursing executive leader exposed themselves to a single covid positive patient during the height of the pandemic, meanwhile their hardworking and dedicated employees risked their literal lives on a daily basis. When it comes to fairly compensating it's employees DHs would rather pay contractors (even from out of state let alone outside the county) 135% to 200% of the rate it pays it's own employees. Beyond being poor management, this is fiscally irresponsible use of county money. The raises and benefits that we are asking for will still result in less total compensation than contractors are currently receiving. |
| | | | Doug Shapiro | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Ed Glazer | I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Elijah G | As a constituent and son of tax-paying parents, I am dismayed and frankly embarrassed by the way LA County and its board of supervisors has handled negotiations with these hard working doctors and healthcare workers. LA is a union town, and the bad faith bargaining I read about in so many articles is counter to the pro-labor platforms many campaigned on. I support the UAPD bargaining priorities and KINDLY URGE the Board of Supervisors to stop stalling and negotiate a fair contract. |
| | | | Elisabeth DiCarlo | I support the demands of UAPD. Improve their benefit package and take steps to be a competitive employer with other physician jobs in the area. |



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| CS-1. | | Favor | Elizabeth Canales | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Elizabeth Samuels | I support better benefits and salary increases for DHS physicians so DHS can be a competitive employer and provide high quality physicians to our most vulnerable community members. |
| | | | Elizabeth Sasso | I support the physicians of UAPD in getting a fair contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals and the patients who rely on you first. |
| | | | Ellen C Wong | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Emel Kasgarli | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Emil Heinze | As a constituent of LA County I would like to fight for the patients that need our safety net resources. Currently they suffer from long lines, enormous wait times to be seen in subspecialty clinics, and thus the risk of developing irreversible damage from their medical conditions. The residents of LA County deserve better! LA County should be seen as a light on a hill, demonstrating how health care should be delivered - not treated as an afterthought, or a place where the county should be trying to cut back. I know the County Board of Supervisors care deeply for their residents and the patients that live in their districts, and I trust that they have the strength and wisdom to do the right thing and make the decision to prioritize health care for the needs of their constituents. Put patients first and financially support our LA County Health Care system! Support our medical professionals who sacrifice for these patients! You have the power to provide the resources needed now to guarantee quality health care for all county residents! You can make it happen! |
| | | | Emil Heinze | As a constituent of LA County I would like to fight for the patients that need our safety net resources. Currently they suffer from long lines, enormous wait times to be seen in subspecialty clinics, and thus the risk of developing irreversible damage from their medical conditions. The residents of LA County deserve better! LA County should be seen as a light on a hill, demonstrating how health care should be delivered - not treated as an afterthought, or a place where the county should be trying to cut back. I know the County Board of Supervisors care deeply for their residents and the patients that live in their districts, and I trust that they have the strength and wisdom to do the right thing and make the decision to prioritize health care for the needs of their constituents. Put patients first and financially support our LA County Health Care system! Support our medical professionals who sacrifice for these patients! You have the power to provide the resources needed now to guarantee quality health care for all county residents! You can make it happen! |
| | | | Emmanuel Velo | I've been a veterinarian for Los Angeles County for 19 years and never seen such veterinarian short staffing. We need a fair contract with better benefits and higher pay to be able to recruit and retain doctors. The situation is dire and will leave us unable to continue our mission of saving animal lives, protect the public and provide outreach services to our constituents such as free spay/neuter and vaccine programs which is an invaluable resource to them given the high cost of veterinary services which will lead to animal overpopulation and increase in contagious diseases |



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| CS-1. | | Favor | Engie Hanna | <p>My husband and his physician colleagues at LAC/DHS are fighting for THEIR patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>These physicians need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Eric Wagreich | <p>Our patients - your constituents - are facing a crisis. Their LA County physician workforce is being stretched thin by rising costs of living, punishing student loan debt, and increasing professional fees. In order to meet these demands, LA County physicians are highly considering aggressive recruitment by other healthcare organizations and private work, drawing many away already. Those that stay often work second jobs, which further draws attention and energy from our patients. Your constituents deserve a physician workforce that is appropriately compensated such they can commit fully to their healthcare needs.</p> |
| | | | Erin Higginbotham | <p>We are fighting for the people of Los Angeles, the patients who are sick and tired of long waits, delays in care, and inability to get the care they need. The constituents deserve more. We are counting on you to do the right thing and urge DHS leadership to approve the contract.</p> |
| | | | Evelyn Gondola | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Evgeniy Kreydin | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Gabriella Hanna | <p>My daddy and his doctor friends at LAC/DHS are fighting for THEIR patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>These physicians need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Gary Pedneault | <p>End the standoff and brain drain of Doctors in LA county with sincere negotiations. There is an opportunity to lead the crisis at hand with the influx of homelessness and the sequela. Bring credibility back to LA county medical community and show your commitment to the recruitment and retention of Doctors. Your constituents depend on it .</p> |
| | | | george singer | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Gina Doan | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Gloria Wu | <p>I support my UAPD colleagues in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region</p> |
| | | | Golriz Jafari | <p>I am a nephrologist in the county system, and I feel overworked and undervalued. I took this job because I wanted to help people, but it's getting more and more difficult. The patients deserve better care and availability to healthcare. Your constituents deserve more as the board of supervisors, it is your responsibility to prioritize, the health and well-being of all of your constituents. We need a contract that prioritizes patient care and benefits to make county a competitive employer. Otherwise there will be great understaffing and poor retention of current employees.</p> <p>We urge you to do the right thing and put your medical professionals and the patients they care for first!!!</p> |
| | | | Gonzalo Castaneda | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Grant Ho | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Hai-Lang Duong | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Heidi Chou | I vote in support of DHS physicians. |
| | | | Hency Patel | Physicians need fair pay and compensation. Lack of maternity leave for physicians is absolutely inhumane and unacceptable |



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| CS-1. | | Favor | Hoanglong Nguyen | <p>As a physician serving both at an underserved hospital and within the county jail system, I witness firsthand the dire consequences of the ongoing talent shortages in our healthcare workforce. Our patients, already burdened by illness and vulnerability, suffer needlessly due to long wait times, limited access to specialists, and perilous appointment delays. They deserve better – they deserve timely and quality care.</p> <p>I implore the Board of Supervisors to prioritize the well-being of our patients by recognizing the critical need for a contract that not only acknowledges the dedication of medical professionals but also ensures their retention and recruitment through competitive benefits and compensation. It is imperative that the County takes proactive measures to address these disparities and invests in the healthcare workforce.</p> <p>Your constituents are relying on your leadership to uphold their right to accessible and effective healthcare. I urge you to stand with us in advocating for a contract that places patient care at the forefront, demonstrating your commitment to the health and welfare of our community.</p> |
| | | | Hongying Tan | <p>Dear honorable board members,</p> <p>I am writing to bring your attention to a critical issue in Los Angeles county right now. We have a shortage of healthcare professionals who are serving our most vulnerable patients due to recruitment and retention difficulties. Our patients are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. In order to relive the shortage, we need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you first.</p> <p>Thank you!</p> |
| | | | hui gong | |



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| CS-1. | | Favor | Ioana Schmidt | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Ishun Chen | Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. |
| | | | Jacob G | As a constituent and son of a taxpayer, I am dismayed and frankly embarrassed by the way LA County and its board of supervisors has handled negotiations with these hard working doctors and healthcare workers. LA is a union town, and the bad faith bargaining I read about in so many articles is counter to the pro-labor platforms many campaigned on. I support the UAPD bargaining priorities and KINDLY URGE the Board of Supervisors to stop stalling and negotiate a fair contract. |
| | | | Jakub Juros | <p>I am a DMH LA County employee and have been for almost TWENTY YEARS. We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We ARE LOSING DOCS AND NPs TO THE PRIVATE SECTOR and need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> <p>-DR. JUROS</p> |



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| CS-1. | | Favor | Jamie Temko | As a county taxpayer I am concerned about the catastrophic physician shortage in our county system. As a medical trainee within this system, I see the dedication and sacrifice my Attendings (the physician employees of the county system) make to dedicate their careers to county patient populations. They work longer hours for less pay than they could receive at other facilities because they feel a sense of mission in their work. But current policies take advantage of their dedication. They deserve a fair contract with disability benefits and a 401k. Should you fail to meet these demands, you will lose even more amazing physicians and the patients of the county will face even further delays in care and suboptimal conditions. |
| | | | Janine Roach | <p>The LA County physician strike at DMH/DHS is back on the table. The county is in denial that the poor salaries and benefits packages are leading to the health crises in LA.</p> <p>The truth is people wait 3-6 months to see a psychiatrist. People wait a year for basic specialty care like a colonoscopy. They wait 6-12 months to see medical specialists. The mental health areas of the jail system (which is the largest inpatient mental health hospital in the country) has a psychiatrist vacancy rate of 70%. Our patients are being failed by the system. It is inhumane to ask people to wait this long for basic medical care just because they don't qualify for private insurance and use county services. People deserve health care regardless of their income, immigration status, or employment.</p> <p>We believe care can improve if they fill the vacant physician positions in the county, but to do that they need to make these jobs attractive and competitive. To refuse to make these positions competitive is to tell the citizens of Los Angeles County that they don't deserve better. This sends the message that excessive wait times to see a psychiatrist in the midst of a mental health and homelessness crisis is acceptable to the board. To not make these positions desirable at a time when mental health crises, suicides, and overdoses are on the rise simply sends the message that the county is not willing to make the appropriate changes to save lives. They are willing to let people suffer and die because of their bottom line. They accept substandard health care delivery because people are indigent poor, have government sponsored insurance, or don't have resources. This is not Los Angeles County. This is not what we represent.</p> <p>We must do better.</p> |
| | | | Jenna Guggenheim | I think it's very important to be able to recruit female doctors to care for the working poor and mentally ill in Los Angeles. Please support competitive wages and benefits for LA County physicians. |
| | | | Jennifer Ho | As a mom who wants to see better public health outcomes for all, I support the demands of the UAPD. |



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| CS-1. | | Favor | Jenny Nguyen | <p>As the partner of a dedicated physician serving within the county healthcare system, I have a unique perspective on the challenges and frustrations my loved one faces every day. While I may not share the same professional background, I intimately understand the toll that the current conditions are taking on both my partner and our family.</p> <p>It's disheartening to witness the passion and commitment my partner brings to their work, only to encounter barriers such as inadequate support and compensation. We both recognize the significance of their role in providing essential care to those in need, but it's becoming increasingly difficult to overlook the strain it places on our lives.</p> <p>The long hours, relentless stress, and financial pressure are impacting not only my partner's well-being but our family dynamics as well. We find ourselves grappling with the question of whether remaining within the county healthcare system is truly sustainable, especially when other opportunities offer better support and compensation.</p> <p>Despite my partner's unwavering dedication to their patients, we cannot disregard the importance of prioritizing our own well-being and future stability. We deserve better, and so do the patients who rely on my partner's expertise and compassionate care.</p> <p>I implore the Board of Supervisors to acknowledge the vital role that healthcare professionals like my partner play in our community and to take meaningful action to address the issues at hand. By ensuring adequate support and compensation, you not only retain valuable talent but also enhance the quality of care for all residents.</p> |



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| CS-1. | | Favor | Jenny Pettersen | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Jin Yang | |
| | | | Joanne J Cho | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | John Le | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | John M Higham | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals and the patients who rely on you FIRST.</p> |
| | | | Jon Klebanoff | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Jordan David | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Jovan Antich | <p>My mother works as a physician at UCLA Olive View Medical Center, and I am aware that she and colleagues are fighting for their patients, who are tired of long wait times, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>I believe they need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We all urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> <p>Sincerely,</p> <p>Jovan Antich 10636 Wilshire Blvd. Los Angeles, 90024</p> |
| | | | Juana Guval | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Juliana Tolles | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region and help fill the large number of County provider vacancies.</p> |
| | | | Julien Bellanger | <p>Please support competitive compensation and benefits for LA physicians.</p> |



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| CS-1. | | Favor | Kai-Hong Mao | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Kaitlin Walter | <p>I fully support the MDs of UAPD in their fight for a fair, equitable contract. Having competitive pay and a better benefits package increases the opportunity to draw quality physicians to the area, thus improving patient care and outcomes. This increase is long overdue, and would align the benefits with other markets.</p> |
| | | | Karenee Demery | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Katherine J Brink | <p>I fully support the demands of UAPD, please work with them to give them what they not only need but also deserve.</p> |



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| CS-1. | | Favor | Katherine M Kuniyoshi | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> <p>I purposely came here from a successful position in a Children's Hospital to care for this population of patients. Unfortunately, I am saddened that the Board of County Supervisors are not thinking of our patients first. We need to make these positions more attractive and comparable to other hospitals so that we can provide the best care that our patients deserve. Please listen to us.</p> |
| | | | Kati Nauss | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Kaveh Azimi | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Kellyanne Gold | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist and dangerous appointment delays.</p> <p>Your constituents deserve more and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> <p>As an employee and mother in my second maternity leave without pay - I also urge you to consider the need for paid maternity leave.</p> |
| | | | Kenny Pettersen | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Keren Fogelfeld | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Kourtnee Epperson | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | laila muderspach | |
| | | | Lakshmi Sadasivam | |



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| CS-1. | | Favor | Laurence Glasser | <p>Dear BOS, Please support UAPD 324 and 325 in negotiating fair contracts for the bargaining members. We need competitive benefits and salaries. Failure to implement this will further harm your most vulnerable constituents. These patients are being exposed to unnecessary risk due to worsening staff shortages.</p> <p>I am a child psychiatrist Working for LACDMH in The San Fernando Valley. Without qualified physicians we are increasing the risk of suicides, homicides and school shooting. This is a unique crisis with more vacancies and reduction in the most crucial medical services.</p> <p>I have called and emailed Supervisor Horvath's office many times requesting support on this issue. She and her staff have failed to respond. I am a life long LA resident, homeowner, voter and fund raiser. I am close to losing faith in her ability to represent our community and am considering supporting a new candidate for fundraising and voting.</p> <p>I will now turn my attention to the three supervisors up for re-election March 5th. I hope that supervisor Barger, Hahn and Mitchell support fair resolution of these contracts. If the county does not negotiate in good faith, I and my spouse will donate \$5,500 to your most competitive rival and email/phone all of my lifelong LA County contacts to support non-incumbents.</p> <p>Please help my patients we are desperately in need, Laurence Glasser, MD</p> |



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| Agenda # | Relate To | Position | Name | Comments |
| CS-1. | | Favor | Laurie Kwok | <p>I am writing in support of improving the benefits for physicians at the county hospitals. Currently, poor salaries and benefits packages are leading to the health crises in LA.</p> <p>At this time, people wait 3-6 months to see a psychiatrist and a year for basic specialty care like a colonoscopy. They wait 6-12 months to see medical specialists. The mental health areas of the jail system (which is the largest inpatient mental health hospital in the country) has a psychiatrist vacancy rate of 70%.</p> <p>Our patients are being failed by the system. It is inhumane to ask people to wait this long for basic medical care just because they don't qualify for private insurance and use county services. People deserve health care regardless of their income, immigration status, or employment.</p> <p>Healthcare can improve if the vacant physician positions are filled in the county, but to do that, the jobs need to be more attractive and competitive.</p> <p>Please approve basic short-term disability leave, a cost of living raise (which the county employees represented by other unions received), and a basic retirement package with a 401K.</p> <p>Improve recruitment and retention by making our county physicians on parity with the private sector. Give our underserved community the opportunity to receive quality and timely healthcare.</p> <p>Please make health care a priority!</p> |
| | | | Lilian Ore | |
| | | | Lin Chan | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| The following individuals submitted comments on agenda item: | | | | |
| CS-1. | | Favor | Lisa Garcia | <p>We, the physicians of LA County DHS, are demanding action. We have committed our careers to caring for the most vulnerable LA County residents. Despite impacted clinics, long hours, limited resources, and even a pandemic, we show up repeatedly for our patients. Unfortunately, it is our sense of duty that has been repeatedly weaponized by DHS leadership, who continue to drag out the current labor negotiation process. They fail to recognize our value to the DHS enterprise, but more importantly, they fail to recognize our importance in the lives of the millions of Angelinos we care for.</p> <p>We need you, the Board of Supervisors, to end this. Your constituents deserve quality healthcare. Show your constituents that you support fair labor contracts for your healthcare workforce. Demonstrate your commitment to supporting families by supporting a contract that will enable working parents to obtain paid parental leave. Acknowledge your understanding that healthcare is inextricably tied to several priorities for the county such as homelessness and mental health. Investing in us is investing in the health and welfare of LA County. Take action.</p> |
| | | | Lusine Hutchings | <p>We cannot care for the people to Los Angeles if we do not have physicians to provide that care, and we cannot recruit and keep physicians without dramatically improving the benefits and compensation of those positions. We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> |
| | | | Lydia Lo | <p>I'm an OB/GYN at Olive View-UCLA Medical Center. It's frustrating seeing constant physician turnover among my colleagues due to lower pay and lack of benefits. For those of us who stay because we think this work is important, it's exhausting to fight the uphill battle against surgeries that wait for over a year before they're done and clinics too booked to see patients in a timely manner. We physicians need a better contract now so that we can provide the care that our patients deserve.</p> |
| | | | Lynn Yen | <p>I have been a psychiatrist at the County for 8 years. I am seriously considering leaving because I have been unable to take vacation or sick leave for more than a couple of hours at a time for years. This includes during my maternity leave 5 years ago. I had no one to cover me because of a shortage of providers (not just psychiatrists, but social workers and nursing staff). We are hemorrhaging employees. No one wants to work where there are no psychiatrists to staff. This puts the patients at jeopardy while social workers and psychologists try to triage patients without the ability to medicate. This is unsustainable. Our sickest homeless patients cannot be stabilized without psychiatric expertise.</p> |



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| CS-1. | | Favor | Madhvi Shah | We are being treated inequitably! how does a governmental organization where doctors are caring for the homeless, the underserved, and complex patients are not being paid appropriately, given a 401k to help secure their future, or appropriate leave?? The county already has a shortage of doctors! Why would any well qualified doctor work at the county to be treated like this? Most of us are already thinking of quitting. The pension plan is not enough for us young doctors to stay. |
| | | | Mahnoush Babaei | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. |
| | | | Mailee Hess | Our patients, your constituents, are tired of long lines to see their doctors, appointment delays and not being able to see specialists. We are fighting for our patients! Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals - and the patients who rely on you - first. |
| | | | Maiya Hume | I am a LA county resident and member of Supervisor Solis's district. I receive care at a LA county DHS clinic. Wait times to see a specialist can take 6 months. I am shocked that the county intends to worsen this issue by not coming to an agreement with the county doctors. Supervisor Solis, you write on your website that "ensuring access to affordable care" is one of your priorities. How can you say that and then, in your role, fail to provide this? Please make this a priority. |
| | | | Manny Singh | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Manzer Ghaznavi | |



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| CS-1. | | Favor | Maryetta Ovsepien | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Masaru Negi | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Matthew Garabedian | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Matthew Zabrowski | <p>Our patients deserve the best doctors that can be recruited. DHS must be willing to offer competitive salaries and benefits in order to attract good physicians. Current salaries and benefits lag behind those offered by other LA hospitals which makes acquisition and retention of talented physicians more difficult, causing patient care to suffer.</p> |
| | | | Matthew A Waxman | <p>In favor of offering UAPD physicians a fair and equitable contract as soon as possible and to negotiate in good faith.</p> |



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| Agenda # | Relate To | Position | Name | Comments |
| CS-1. | | Favor | Maureen Hill | I have lived in Los Angeles my whole life and currently work in healthcare. I am told the doctors of Los Angeles County DHS have not had a pay raise since before Covid. The DHS system has 30% of doctors positions unfilled. Doctors are asking for benefits that any other employer offers such as short term disability to have a baby so they can hire more doctors!! Healthcare is right, not a privilege. Help DHS doctors take care of the uninsured patients by hiring more good doctors. It's the right thing to do. Thank you. |
| | | | Max Berger | I support DHS physicians getting better benefits and salary increases so they can compete and hire/retain good physicians |
| | | | May S Kyi | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. |
| | | | Maya Deshmukh | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Melissa Talbert | I strongly support the demands of the UAPD and urge the county to create a strong and supportive work environment for our healthcare workers, who work tirelessly supporting our most urgent needs and at-risk communities. They deserve competitive compensation and paid family leave at a minimum. We need to be able to fill the many open positions and attract high-caliber talent to keep our healthcare systems strong and our community healthy. |
| | | | Michael Couse | In LA county, over half of the youth and around 40% of the adults under 65 are covered by medi-cal and seen in DHS and DMH hospitals and clinics. And yet, physician shortages and vacancies are pervasive throughout the county leading to excessive wait times. These vacancies are largely due to the fact that the county doesn't offer a competitive compensation and benefits package. Positions in which private insurance is the primary payer offers salaries that are double what the county offers in many specialties. County physicians take a pay cut because they want to work with the underserved. Despite this, the county and its physicians have not been able to agree on a contract for over 2 years. In recent negotiations, DHS leadership said the county workforce was "replaceable" and at a recent bargaining meeting, county representation was unprepared to even negotiate. Two years ago, Supervisors Mitchell, Hahn and Holis made commercials recruiting physicians to the LAC workforce. A fair contract would go a long way to help recruitment. |



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| CS-1. | | Favor | Michael Nguyen | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Michael Roach | <p>I have been a resident of LA County for over 70 years.</p> <p>Los Angeles County hospital physicians and psychiatrists provide healthcare to all in need. Despite the counties' effort to drive them away into private positions with low wages, a laughable retirement plan, and a less than desirable short-term disability, these dedicated people work tirelessly to provide care. The high vacancy rate in these jobs, no doubt precipitated by the less-than-acceptable benefits provided by the county, makes it next to impossible to provide the residents of this county the proper healthcare they deserve.</p> <p>Please keep the quality of healthcare, and those that provide it, in mind when negotiating with the Departments of Health and Mental Services.</p> |
| | | | Michael F Quinn | <p>TO THE L A COUNTY BOARD OF SUPERVISORS:</p> <p>I trained at LA County General Hospital in internal medicine and radiology and served there as a full-time physician and instructor for 15 years. Among other risks, I suffered needle punctures performing lymphangiograms for HIV patients.</p> <p>Please approve a fair contract for your hard working physicians, nurses and other ancillary personnel. They deserve pay competitive with other employers as well as health care insurance and retirement benefits comparable to those bestowed upon management.</p> <p>Michael F Quinn MD L A County Health Services Employee number 74306</p> |
| | | | Michele Eno | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Michelle Armacost | Please support the patients of LA County by supporting the hard working physicians who care for them by ensuring we get a fair contract. |
| | | | Michelle Han | I support my UAPD colleges in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on them – first. |
| | | | Michelle Sriwongtong | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. I am tired of seeing all my excellent colleagues leave to join other Medical institutions. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Monica Deshmukh | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Natalie Storms | I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |



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| CS-1. | | Favor | Neha Mahajan | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Ngoc-Tan Phan | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Nhut Tran | <p>I grew up in the inner city of Philadelphia, so when I joined LA County DMH, I was excited to provide care to the underserved. But everyday I see my colleagues burnt out, and that's because there have been so many vacancies left unfilled. And turn over seems to be at an all time high. Patients have to wait 3 to 4 months before they can see a doctor, so they suffer in silence. And instead of providing a supportive working environment, we're just told, we aren't sacrificing enough for the greater cause by our superiors. Many of our colleagues outside tell us they want to work for DMH, but our superiors tell us it has been difficult to recruit. And part of the reason is that our compensation and benefits package is not competitive and archaic.</p> <p>People in need are ultimately the ones suffering. We need a fair contract now.</p> |



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| CS-1. | | Favor | Nicholas Hutchings | We cannot care for the people to Los Angeles if we do not have physicians to provide that care, and we cannot recruit and keep physicians without dramatically improving the benefits and compensation of those positions. We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. |
| | | | Nicole Chadwick | I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Nicole Turnier | I am petitioning for the county to support their constituents by meeting the terms of the county healthcare workers. They are the backbone of Los Angeles and the reason why those from lower socioeconomic groups are able to have the basic right of health. These physicians need to be able to live! Los Angeles is becoming increasingly expensive. When physicians commit to serving the public, the county needs to make sure that their salary keeps up with inflation and that physicians are able to also care for themselves! It's absolutely criminal that there is NO short term disability! While they try to improve the health of others, they take a significant pay cut, don't have short term disability, and don't have a 401k- all things that would be basic at any other job. Take care of the people who vote and make sure they have physicians to care for them! |
| | | | Nima Yavari | |
| | | | Nora Carson | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – |



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| CS-1. | | Favor | Ola Benson | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Omid Jafari | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Patrice Roach | <p>The LA County physician strike at DMH/DHS is back on the table. The county is in denial that the poor salaries and benefits packages are leading to the health crises in LA. The truth is people wait 3-6 months to see a psychiatrist. People wait a year for basic specialty care like a colonoscopy. They wait 6-12 months to see medical specialists. The mental health areas of the jail system (which is the largest inpatient mental health hospital in the country) has a psychiatrist vacancy rate of 70%. Our patients are being failed by the system. It is inhumane to ask people to wait this long for basic medical care because they don't qualify for private insurance and use county services. People deserve health care regardless of their income, immigration status, or employment. We believe care can improve if they fill the vacant physician positions in the county, but to do that they need to make these jobs attractive and competitive. To refuse to make these positions competitive is to tell the citizens of Los Angeles County that they don't deserve better. This sends the message that excessive wait times to see a psychiatrist in the midst of a mental health and homelessness crisis is acceptable to the board. To not make these positions desirable at a time when mental health crises, suicides, and overdoses are on the rise simply sends the message that the county is not willing to make the appropriate changes to save lives. They are willing to let people suffer and die because of their bottom line. They accept substandard health care delivery because people are indigent poor, have government sponsored insurance, or don't have resources. This is not Los Angeles County. This is not what we represent. We must do better.</p> |



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| CS-1. | | Favor | Patricia Padlipsky | <p>I am a physician in the Emergency Medicine Department. I trained at Harbor as a resident. I did my fellowship at Harbor and I have been attending in the Emergency Medicine Department since 2007. I represent the Pediatric Emergency Department. We have a critical need to fill faculty positions especially in radiology and anesthesiology. These are critical areas when it comes to being a Pediatric Trauma facility and a receiving hospital for critically ill pediatric patients. Also, we need our faculty to feel supported and appreciated or we will not be able to retain staff. Harbor is my home away from home. I love my coworkers, residents, and all our patients. I want to be able to continue to serve our patient population – they deserve excellent care which we cannot provide if we have critical openings in specialty areas and if we cannot retain faculty we hire.</p> <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals - and the patients who rely on you - first.</p> |
| | | | Patrick Chan | |
| | | | Paul Chan | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Our patients are unable to get the proper care in an adequate time frame because we do not have the physician staffing necessary for the number/complexity of patients that we deal with on a daily basis. Negotiating a fair contract is crucial to retaining and recruiting new talent that would otherwise go towards better offers in our healthcare industry.</p> |
| | | | Paul Reese | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Paulette Goforth | The LA County physician strike at DMH/DHS is back on the table. The county is in denial that the poor salaries and benefits packages are leading to the health crises in LA. The truth is people wait 3-6 months to see a psychiatrist. People wait a year for basic specialty care like a colonoscopy. They wait 6-12 months to see medical specialists. The mental health areas of the jail system (which is the largest inpatient mental health hospital in the country) has a psychiatrist vacancy rate of 70%. Our patients are being failed by the system. It is inhumane to ask people to wait this long for basic medical care because they don't qualify for private insurance and use county services. People deserve health care regardless of their income, immigration status, or employment. We believe care can improve if they fill the vacant physician positions in the county, but to do that they need to make these jobs attractive and competitive. To refuse to make these positions competitive is to tell the citizens of Los Angeles County that they don't deserve better. This sends the message that excessive wait times to see a psychiatrist in the midst of a mental health and homelessness crisis is acceptable to the board. To not make these positions desirable at a time when mental health crises, suicides, and overdoses are on the rise simply sends the message that the county is not willing to make the appropriate changes to save lives. They are willing to let people suffer and die because of their bottom line. They accept substandard health care delivery because people are indigent poor, have government sponsored insurance, or don't have resources. This is not Los Angeles County. This is not what we represent. We must do better. |
| | | | Pedram Abdian | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| Agenda # | Relate To | Position | Name | Comments |
| CS-1. | | Favor | Peter Drocton | As a physician specialist proudly employed by the Los Angeles County Department of Health Services, and an member of UAPD, I implore the Board of Supervisors to intervene in the ongoing, and frankly disappointing, negotiations in regards to our labor contract. We clinicians strive everyday to deliver the highest level of care to our patients, but we are not able to fully meet these needs. We cannot recruit and retain quality physicians unless we make our work environment competitive with other sectors. I feel, at this juncture, the Board needs to more forcefully intervene to expedite a solution. I will never relent on my goal to serve our population. But I cannot do it without the greater support of those who can make a difference. |
| | | | Peter Lee | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Phi Nguyen | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| Agenda # | Relate To | Position | Name | Comments |
| CS-1. | | Favor | Phil Tsai | <p>We are fighting for our patients who are sick and tired of long wait times, not being able to see a primary care physician, not being able to be referred to a medical specialist, and not being able to be scheduled for needed surgeries.</p> <p>The physicians employed by the Department of Health Services need to be treated with more respect. We have been out of a contract since October 2022, and administration keeps on blowing off our reasonable demands for a more equitable benefits package that would help retain current physicians and attract new members.</p> <p>Please help us come to an agreement at the bargaining table.</p> |
| | | | Preston Johnson | <p>As a constituent and tax payer I am dismayed and frankly embarrassed by the way LA County and its board of supervisors has handled negotiations with these hard working doctors and healthcare workers. LA is a union town, and the bad faith bargaining I read about in so many articles is counter to the pro-labor platforms many campaigned on. I support the UAPD bargaining priorities and urge the board of supervisors to stop stalling and negotiate a fair contract.</p> |
| | | | Priyanka Dube | |
| | | | Puja Trivedi | <p>Our patients deserve happy healthy physicians. The county must retain our excellent physicians and end the physician shortage NOW.</p> |
| | | | Quan H Duong | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Rafael E Tapias | Dear Board of Supervisors, I am requesting your help to prevent the further loss of LAC physicians and dentists. We are asking LAC to negotiate in good faith, without inflated values as we have received. A fair contract will enable LAC to reduce the shortage of physicians and dentist in order to maintain our commitment to provide medical care to the residents of LAC. Without a fair contract we will continue to loss staff as I have seen at my DMH clinic. Please engage your teams within the negotiations to ensure a fair outcome that benefits the residents of LAC. Sincerely, Rafael E. Tapias, MD. |
| | | | ray hsu | making county jobs for physicians competition assists with retention |
| | | | Rex L Cheng | As attached. Support Megaflex for all physicians |
| | | | Rita Oregon | I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. |
| | | | Robert Akiyama | They are fighting for their patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. They need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. I urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |



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| CS-1. | | Favor | Robert Goforth | The LA County physician strike at DMH/DHS is back on the table. The county is in denial that the poor salaries and benefits packages are leading to the health crises in LA. The truth is people wait 3-6 months to see a psychiatrist. People wait a year for basic specialty care like a colonoscopy. They wait 6-12 months to see medical specialists. The mental health areas of the jail system (which is the largest inpatient mental health hospital in the country) has a psychiatrist vacancy rate of 70%. Our patients are being failed by the system. It is inhumane to ask people to wait this long for basic medical care because they don't qualify for private insurance and use county services. People deserve health care regardless of their income, immigration status, or employment. We believe care can improve if they fill the vacant physician positions in the county, but to do that they need to make these jobs attractive and competitive. To refuse to make these positions competitive is to tell the citizens of Los Angeles County that they don't deserve better. This sends the message that excessive wait times to see a psychiatrist in the midst of a mental health and homelessness crisis is acceptable to the board. To not make these positions desirable at a time when mental health crises, suicides, and overdoses are on the rise simply sends the message that the county is not willing to make the appropriate changes to save lives. They are willing to let people suffer and die because of their bottom line. They accept substandard health care delivery because people are indigent poor, have government sponsored insurance, or don't have resources. This is not Los Angeles County. This is not what we represent. We must do better. |
| | | | Robin L Dietz | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Rocky Ebrahimi | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Rodrigo Garcia Tome | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Rommel Lanzas | |
| | | | Roshan Reporter | <p>Dear Supervisors, I support my UAPD colleagues in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. The County will lose good skilled physicians if a fair contract is not agreed upon.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Ross J Fleischman | <p>As an emergency physician at Harbor-UCLA Medical Center since 2013, I have fought daily for the health of LA County's most needy residents. We deserve a fair contract that will attract and retain talented physicians, filling the staffing gaps that jeopardize our ability to provide quality care.</p> |



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| CS-1. | | Favor | Sachin S Gupta | <p>The leadership of DHS seems to have a callous disregard for it's patients and employees. It had allowed it's facilities to decay, major hospitals leak everytime it rains, HVAC does not work, the elevators don't work frequently and the list goes on.</p> <p>This extends to it's own employees who dedicate their professional lives to taking care of our most vulnerable co-citizens. I would guess not a single physician or nursing executive leader exposed themselves to a single covid positive patient during the height of the pandemic, meanwhile their hardworking and dedicated employees risked their literal lives on a daily basis. When it comes to fairly compensating it's employees DHS would rather pay contractors (even from out of state let alone outside the county) 135% to 200% of the rate it pays it's own employees. Beyond being poor management, this is fiscally irresponsible use of county money.</p> <p>The raises and benefits that we are asking for will still result in less total compensation than contractors are currently receiving.</p> |
| | | | Samuel Porozok | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Sara Laskey | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>Do the right thing and put your medical professionals – and the patients who rely on them – first</p> |
| | | | Sasan Sani | <p>My wife has been with LA County as a physician for 10 years. During that time, she's had to deal with being severely underpaid compared to community and academic standards, insufficient and subpar benefits compared to colleagues in the same department in spite of being asked to work extra unpaid hours and her unwaver dedication to the patient population. Because of these unfair labor conditions, she is going to be leaving LA County in search of other more fair employment and the rest of your physician labor force will be at risk of doing the same if drastic changes are not made to the system. Your constituents deserve better!</p> |



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| CS-1. | | Favor | Sean Beck | I support for competitive benefits and pay for LA county UAPD physicians and dentists. They deserve the same access to better benefits that other city employees have access to. It's also vitally important to making LA county more desirable so they can fill the vacancies that are hurting the current staff who are overworked and not compensated competitively. |
| | | | Seth Langston | It is very concerning that physicians working to provide high quality medical care to the County of LA's most vulnerable populations are subjected to sub-standard benefits. I support the physicians within LA county's medical system to receive competitive benefits. |
| | | | Shalu Gupta | <p>We urge you to not forget about and to care for our County's most vulnerable citizens! The doctors need your help! The current leadership in place has been letting them down despite our Doctors' best efforts. Their accounting is diverting tax payer dollars away from patient care and into their own slush funds.</p> <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Shannon Daly | My patients need to wait incredibly long to see specialists, meanwhile their condition deteriorates. We need a contract that will make county competitive with other employers so we can appropriately serve our patients and people of LA |
| | | | Sharareh Shahin | <p>Please support our doctors and we need more access to doctors and patient care</p> <p>The wait times are too long and the doctors overworked</p> |



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| CS-1. | | Favor | Sherwin Hsu | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | SIGITA CAHOON | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Sneha Subhash | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Soheil Najibi | <p>I urge you to put the people and the patients in LA county and their health and well being and the physicians and surgeons who take care of them first. This will have a direct effect on your constituents lives and their health.</p> |
| | | | Stacy Becker | <p>We MUST show support for our doctors!! Quality, experienced professionals are leaving community service in droves and they are irreplaceable! Staffing shortages endanger the children and families of our community, and the community at large. PLEASE support improving benefits for our doctors so that they remain in community health! In my particular office, we have lost 50% of our experienced clinical team and hiring has been a nightmare. DMH blames these hardships on circumstances beyond their control when in fact many of the sources of dissatisfaction stem from poor administrative decisions and the fact that our doctors can go elsewhere and earn more without the bureaucratic headaches. A vote for this item is a vote of support for RETENTION of our essential doctors!</p> |



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| CS-1. | | Favor | Stephen Williams | I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | STEVEN THAM | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Suncica Volkov | We are fighting for our patients who deserve to receive appropriate and timely care that we are unable to provide currently due to understaffing. We are not able to hire as our salaries are not competitive. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. Your constituents deserve more! We are counting on you, as their County Supervisors, to do the right thing and put our patients and your medical professionals first. |
| | | | Sunthorn Sumethasorn | UAPD represented physicians need better benefits to keep such jobs competitive, maintain workforce, recruit good candidates, to better serve the public in safety net facilities and important public health functions. It is more important now after significant post-pandemic inflation and future economic uncertainty, and to help prepare for future great challenges such as another pandemic or major disasters. Please vote "YES". |
| | | | Susie Park | Patient care and safety is paramount. You your daily member can end up at Harbor-UCLA Medical center for treatment as its a Level 1 trauma center. Having physicians and resources available to service the patients is the outmost importance. |



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| CS-1. | | Favor | Sydnie Espiritu | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Tahereh Jafari | <p>County patients should have the right to good health care, specialty care and timely care. Your constituents deserve more- both the patients and the providers taking care of them. The providers are dedicating their time and energy to taking care of the underserved and they should be supported. Give your LA county providers a fair contract now!</p> |
| | | | Tanesha Moss | <p>We are fighting for our patients who are sick and tired of long wait lines and not being able to see a physician in a timely fashion due to a limited availability of providers.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing for the citizens of Los Angeles county.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region because right now it is not competitive and many physicians have left the county for other more competitive organizations resulting in long patient wait times to see a physician, decreased access to care, and ultimately worsens healthcare disparities in our community.</p> <p>We urge you to do the right thing and put your constituents first by urging DHS to come to the table with an effective plan that will allow us to recruit and retain physicians to care for the patients in LA county instead of continuing the current ineffective plan that has existed for years and has created the physician shortage in county facilities in Los Angeles County.</p> |



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| CS-1. | | Favor | Thanh Ton | <p>Dear County Supervisors,</p> <p>Our patients are struggling with long wait times, appointment delays, and insufficient access to specialists. As you know, these issues are critical and require immediate attention. Our community deserves better, and we believe that you have the power to make a significant impact.</p> <p>We are asking for your support in prioritizing patient care by providing competitive benefits and pay to our medical and dental professionals. This will help ensure that our County can attract and retain the best healthcare providers in the region.</p> <p>We urge you to do the right thing and put the health and safety of your constituents first. By signing a contract that prioritizes quality medical and dental care, you will show our community that you are committed to providing the best possible healthcare services.</p> <p>Thank you for your time and consideration.</p> |
| | | | theresa Nevarez MD | <p>I support my UAPD colleges in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Thomas Le | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Tim YUEN | |



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| CS-1. | | Favor | Torri Montgomery | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We need paid parental leave.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Tran Higham | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals and the patients who rely on you first</p> |
| | | | Viet Bui | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Viet Bui | |
| | | | Vivan Dinh | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Favor | Vivian Pham | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Warren Chow | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Yvonne Gollin | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Zina Tatsugawa | <p>I support the physicians of UAPD in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Zinnia Dietz | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| Agenda # | Relate To | Position | Name | Comments |
| CS-1. | | Oppose | Joseph Hanna | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | Other | Adedamola A Ogunniyi | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals - and the patients who rely on you - first.</p> |
| | | | Alfred Mathew Fogarty MD | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Amanda De La Cerda | <p>I am asking the LA County board of supervisors to support a fair contract for county physicians—this is necessary to ensure a robust healthcare system for the most vulnerable residents of LA County. Please support these physicians and do what is right!</p> |



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| The following individuals submitted comments on agenda item: | | | | |
| CS-1. | | Other | Amy Paz | <p>The physicians of DHS are fighting for our patients and their families who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. There is a serious physician shortage at DHS and the delays in reaching a contract agreement are hurting our patients.</p> <p>Your constituents deserve better, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>It is imperative that we have a contract that prioritizes patient care by ensuring competitive benefits and compensation that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. The time to act is now, and we are counting on your commitment to the people of Los Angeles County.</p> |
| | | | Analiene DiConti-Gibbs | <p>I am a young female physician hired by DHS and it is insane to me that we are not offered any sort of maternity leave. Additionally I'm not eligible for California disability because I work for the county so it's a double hit. Those of us that want to have children end up having to work extra so we can use our precious vacation time for our leaves. This is not a female friendly environment if you won't support women having families.</p> |
| | | | Andrea Garcia | <p>I support my UAPD colleges in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Andrew Kuo | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Other | Andy Shen | It is important that physicians are paid a fair wage and better benefits to retain and recruit physicians. Many physicians are going to Kaiser because of their better pay and benefits, and we don't have enough doctors to care for our patients and for our Los Angeles citizens. Patients are waiting a long time to see their primary care doctor which is not patient centered. I'm appalled that the LA County DHS has stretched out negotiations for 3 years overdue which is disappointing. We are losing physicians to other organizations because we are not prioritizing the physicians in LA DHS. |
| | | | Anthony Koppala | We are fighting for our patients who suffer due to long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to put the patients who rely on you first |
| | | | Anum Baig | Dear Supervisors, We, as LA county physicians are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. Thank you for your attention. Dr A Baig, MD |
| | | | Ayman Ads | Our patients are suffering because of your lack of support for hiring enough physicians to take care of them. We need to be able to hire and retain health providers for the county. You need to provide a fair contract for providers that enables them to take care of the LA county patients. That's what you were elected to help with taking care of the people. |



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| CS-1. | | Other | Azra Bhimani | <p>I am an infectious diseases doctor and we as a speciality have one of the lowest salaries of all the doctors at DHS but provide life saving care to our patients with life threatening illness, HIV care to the sickest members of society, and life saving specialty primary care for our patients so they can live normal fruitful lives. Despite the lowest salary in all of Los Angeles healthcare systems I chose to work here for my patients. We are asking you to do what is right. We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Brian D Quinn | <p>I trained to be a doctor at LAG and I am now an attending doctor at Olive View UCLA. I have devoted my career to LA DHS and LA County. I love this health system and I love our patients. The county is FAILING to negotiate in good faith with my doctor union. PLEASE approve the FAIR contract me and my colleagues have been asking for, for over TWO YEARS.</p> |
| | | | Bryan D Toledano | <p>I support the doctors fight for a fair contract that includes mega flex.</p> |
| | | | Carmen Razo | <p>I am standing up for the physicians of LA County who are experiencing severe staffing shortages in their workplace. I as a patient am sick and tired of long wait lines, not being able to see my specialist, and dangerous appointment delays.</p> <p>I as a constituent of LA County deserve more, and I am counting on you, as MY County Supervisors, to do the right thing.</p> <p>The Doctors need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the area.</p> <p>I urge you to do the right thing and put your medical professionals – and the constituents like me who rely on them – first.</p> |



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| CS-1. | | Other | Christopher Hannah | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Christopher Warner | I support UAPD and the County doctors. They deserve fair pay and benefits. This will improve doctor recruitment and ultimately patient care |
| | | | Daisy Tang | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Danielle Cuevas | |



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| CS-1. | | Other | Darcy Benedict | <p>Physicians care deeply about the health and safety of our patients. Does the Board of Supervisors?</p> <p>My primary care physician colleagues and I are struggling to care for hundreds of excess patients beyond our maximum capacity because we have lost so many physicians to better pay, benefits, and working conditions elsewhere.</p> <p>Patients are falling through the cracks every day because there are too many patients for too few doctors, and we are losing more physicians every day. Patients are going to the emergency room for basic care because they cannot get an appointment with their primary care physician. Patients are also going to the emergency room for unstable conditions that could have been prevented if they had regular, timely access to primary care.</p> <p>Every day my patients tell me how hard it was for them to get an appointment with me, how they were told to call back later, how they waited weeks or months, because they wanted to see their own doctor. This is not sustainable. This is not safe! Our patients deserve better. Physicians deserve better.</p> <p>I want to be able to see a sustainable future serving the Los Angeles County safety net. I need more physician colleagues so we can provide safe and timely care. I want my tax payer dollars to be invested in physicians who are dedicated to providing needed services to the most complex and vulnerable patients of Los Angeles County - not a surplus slush fund for DHS executives. I want to know that the board member who I will be voting for next election supports LA County physicians.</p> <p>We need the Board of Supervisors to stand with physicians and patients for a fair contract to recruit and retain physicians NOW.</p> |
| | | | Dartagnan DeBow | <p>Other (UAPD BU 324/325 need fair contract now! My wife needed to work overtime to accrue time for maternity leave and was worried the whole pregnancy not to have something go wrong because she did not have the benefit of short term disability! > 60% of med school classes are made up of women and if we want to keep female physicians and hire excellent new ones to care for the people of LA county then we need megaflex benefits, short term disability and protected maternity leave that isn't pieced together from overtime, vacation and sick time.</p> |



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| CS-1. | | Other | Dat T Do | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>My daughter in law and son are physicians. They are about to have a baby and they both have unpaid leave. When they are both gone, this will also put more stress on the clinics due to shortages of workers. Both doctors have over 250 patients on their census. The shortage of doctors is one of the reasons for this stress. Please have county offer a competitive salary and benefit package to be competitive with others in the LA region to recruit more physicians.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first</p> |
| | | | David Bolos | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Other | David C | DHS is the care provider for millions of patients but we continue to have many vacancies in our physician workforce. These gaps lead to overworked physicians who are still reeling from the pandemic and the subsequent great resignation. We are asked to see more patients, do more (even non-physician tasks), and it feels that at times, we are called on to be the safety net of the safety net. Why do we have so many vacancies? I think that this is due to the underwhelming and noncompetitive compensation, the demands that come with working in a resource strapped healthcare system, and the delays of care which can often be traced back to lack of physician staffing - delays in getting sick cancer or renal patients into specialty care clinics, delays in getting basic and emergent radiology scans read, not having enough primary care doctors to focus on preventive medicine, and the list goes on and on. Instead of bargaining in good faith over the last 2+ years, DHS has used budgeted monies for unfilled physician roles to be used at the leisure of DHS. If that wasn't appalling enough, the two tiered benefits structure of non-megaflex vs megaflex has created a large disparity that is not equitable. Non-megaflex means no short term disability (e.g. maternity/paternity leave), less money for retirement, less money in our pocket. Please fight for equity. Please fight for more competitive pay and benefits for our physicians. Because if we want to recruit the best, we need to at least pay them what they are worth. Good intentions is not enough to sustain a long career at DHS. The current state will lead to more burnout, more turnover, which will lead to worse patient care and outcomes. We stay because we care about our patients, this population, this city. But we can only be told we are not worth it so many times, before we say enough is enough. |
| | | | David Richards | I am a primary care physician working in a DHS clinic in South Central LA. I see firsthand everyday how our talented physician workforce is slowly burning out and more and more physicians choose to leave the county workforce. We have multiple unfilled primary care positions that we have been trying to hire providers for, but people do not want to work for uncompetitive pay. As a result, our patients are suffering. Patients cannot see their primary care physician. Appointments are not available in a timely manner, there are delays in care and delays in being seen by specialists because we do not have enough colleagues to share the workload with. I cannot fault a graduating resident for choosing to work for a different health system where they will make tens of thousands of dollars more annually and still qualify for public service loan forgiveness programs. I love working for LA County, I love my patients and their families; however, I want the BOS to know that mine and my colleagues' service and sense of duty to our communities will slowly wither as positions go unfilled and physicians are forced to juggle more patients and responsibilities to pick up that slack. A fair contract that includes cost of living adjustments, access to a 401K, and an improved benefits package that includes parental leave will go a long way to making LA County a place people will want to work. Thank you for your consideration. |



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| CS-1. | | Other | David J Bermon | I have been working as a Primary Care Physician for the Los Angeles County Department of Health Services for almost 10 years. During this time, I have watched more and more of my colleagues leave due to retirement, burnout, or better opportunities and have been saddened and frustrated by our inability to recruit new Physicians to join us to care for our patients and community. I have seen the worsening negative impact these deficits have had on our patients with regards to access, care, and safety, as well as on our workforce with regards to worsening wellbeing and burnout. Each year, this situation seems to escalate and am increasingly afraid of what it means for our patients and healthcare system. I am writing to urge you to support a contract that is competitive with other employers in the region and that will allow us to recruit and retain Physicians to take care of our community. Thank you. |
| | | | Deborah P | I support the UAPD! Please meet their requested contract. |
| | | | Derek Haskell | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Other | Derric Nimmers | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Derrika Nimmers | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Other | Devin Nimmers | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Devyna Hannah | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Dorothy Inouye | <p>I support the medical professionals in the County having the same benefits as non-medical professionals in the County so that patients have the doctors they need to take care of them. Doctors look into government jobs for their benefits. If our County has excellent benefits to offer, doctors will come and stay. It's that simple. Patient care has been suffering due to the current shortage of doctors.</p> <p>Keep your promise to take care of the patients. Help the doctors get Megaflex!</p> |



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| CS-1. | | Other | Ed Castelo | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>I run one of the only dedicated adolescent psychiatric emergency rooms in the country. It is located at Harbor-UCLA. Many children I see come to the ER because they and their families wait MONTHS to see a child psychiatrist for appropriate medical care because the County's benefits and salaries cannot compete with other employers in the area. As a result, the youth mental health crisis within the county continues to worsen.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Elba Zepeda | It's about patient care! |
| | | | Elizabeth Akiyama | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| CS-1. | | Other | Elizabeth Tien | I am a child psychiatrist, one of the most in demand physicians in our country. I work at DMH and due to non competitive pay and benefits, I have been pulled to cover adult outpatients. Most of my adult patients have had 4 or more psychiatrist changes in the last year, negatively impacting quality and continuation of care. Each change in psychiatrist increases the risk of destabilizing our patients and thus the communities we serve. Our patients are experiencing delays in treatment, often waiting 4-5 months before their next appointment despite being a vulnerable and high risk population. Your constituents deserve the best quality mental health care and a contract that prioritizes patient care by offering competitive benefits and salary is imperative in reaching this goal. My clinic has lost 5 psychiatrists in the last year alone. The mental health care we are able to provide will continue to decline as we continue to lose more psychiatrists and struggle with hiring. Please do the right thing and place community mental health and well being as a priority. |
| | | | Elma Bondanelli | I support UAPD. The doctors of LA County deserve better pay and benefits. They can not recruit doctors if the pay is not competitive. The patients of LA County should have less wait time and the only way to do this is to hire more doctors. Give them a fair contract. |
| | | | Emily Beers | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Eric Gorinstein | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |



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| CS-1. | | Other | Ethan Young | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Evan Bohnenblust | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Evan Young | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | Ferdows Ather | <p>We have a 70% vacancy rate for psychiatrists in the jail. Untreated mental illness leads to higher chance of homelessness when released. Without enough staff, we cannot provide treatment for the thousands of mentally ill individuals incarcerated in the LA County Jail system. We cannot recruit staff without benefits competitive with Kaiser, VA, University of California and other systems. Please pay county doctors a fair wage and benefits!</p> |



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MEMBERS OF THE BOARD

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HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

| Agenda # | Relate To | Position | Name | Comments |
|--|-----------|----------|------------------|--|
| The following individuals submitted comments on agenda item: | | | | |
| CS-1. | | Other | Gary Inouye | As a citizen of LA County, I want you, the Board of Supervisors, to spend my taxpayer dollars on giving all doctors of LA County Megaflex Benefits so the County has the doctors needed to take care of its citizens. It is fiscally irresponsible to put millions upon millions into a rainy day savings fund when it has been pouring physician shortage. LA County is in dire need of more doctors. LA County patients deserve the best care and they are not getting it without enough doctors. Thank you. |
| | | | George Lin | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Gizman Abdullahi | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| | | | Greg Houston | We urge you to do the right thing and put your medical professionals — and the patients who rely on you - first. |
| | | | Harry T Do | We are fighting for our patients' quality of health services. Physicians and psychiatrists are overworked and spread thin each day this causing decreased accessibility to our patients. We need County to offer a competitive salary and benefit package to be competitive with others in the LA region. Please do the right thing - put your medical professionals and your patients first. |
| | | | Jackie Shibata | February 26, 2024 |



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To whom it concerns,

In April 2019, I took a full-time position at OV-UCLA. I had delayed getting pregnant due to demanding schedules during medical school, residency and fellowship, but decided it was time to start trying because I likely only had a few fertile years left. In May 2019 I became pregnant. When I asked colleagues what they did to pay for maternity leave, I was told to use my accrued overtime and vacation time. New parents are required to save accrued time and vacation for maternity leave, while other employees can use it for actual vacations or needed days off. Additionally, because I was new, I did not have any accrued time or vacation time. I worked longer hours during my pregnancy so that I could pay for my time off during maternity leave. Additionally, I purchased 3rd party short-term disability insurance, which paid for a portion of my leave, but required a significant amount of extra paperwork since it was not a standard county benefit and I paid for it out of pocket. Being a physician and not having short-term disability felt wrong and inequitable, but I was told, "that is how it is at the county". I'm glad this topic is being discussed, if you have any further questions regarding my experience, I am more than happy to share.

I wrote the above letter in 2021. I had another baby in 2022. This time I had been at the county for 3 years, but still needed to drain all my vacation and holiday hours and it still did not cover my full maternity leave. Meanwhile, all my friends and family who live in California get some payment from the state for maternity leave, but we do not, because we work for the county. It almost feels like I'm being punished for working for the county. I love my patients and the service we do, but I don't deserve less because I care to serve. I'm now a mother of a 1-year-old and a 4-year-old, which is exhausting! I would LOVE to take vacation, but I must be very careful about how I use my time in case I choose to have another child. Additionally, my children and I are regularly ill due to daycare exposures, but I cannot take days off when I am sick because I literally drained all my hours for maternity leave. Does the county care about equity? Employees should not have to worry about making rent while they're on maternity leave or taking a sick day when their child has the flu. We should at least provide what CA state provides to the rest of the population in California.

Lastly, the delays in DHS coming to a deal on our benefits is exhausting. We work tirelessly in a broken healthcare system for the most marginalized patients. My co-workers and I are mission-driven, self-motivated, hard-working people, but it is starting to feel like we are being taken advantage of. These negotiations, or lack thereof, are a burden that is beginning to weigh on us. As the older generation with good benefits begins to retire, we are left asking ourselves, is it worth it? Does anyone see our work as worthwhile? I know my patients do and they are the only reason I stay, but burnout is very real, especially after the pandemic. We, healthcare workers, experienced a very traumatic few years and kept our heads up and kept on working, but the lack of negotiations for equitable benefits is a real kick to the gut. We are



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| | <p>asking for benefits that our friends and family members have, asking for what other county employees have. We are tired, burnt out and fighting just to get to a level of equity. We have all dedicated our lives to helping others, but this time, we are the ones who need help.</p> <p>Our future, our patients' futures, our children's futures, are all in your hands. Thank you for listening and for considering a logical step forward,</p> <p>Jackie Shibata</p> <p>Jackie Shibata, MD, MS (she/her) Ultrasound Fellowship Director Assistant Clinical Professor DGSOM UCLA Dept. of EM OV-UCLA Medical Center jshibata@dhs.lacounty.gov</p> |
| Jacob Davidson | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. |
| Jacob Davidson | Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. |
| Jacob Davidson | We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. |
| Jacob Davidson | Our union needs a fair contract that prioritizes patients and physicians and encourages recruitment. Understaffing, packed physician schedules, and long wait times for patients hurt everyone in the county. With a stronger contract and improved benefits we can retain good physicians and recruit more physicians that can help our communities. |
| Jacob A Davidson | We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| Jasmin Jimeno | Support a fair contract for county physicians. We need physicians to ensure a more robust healthcare system for our county's most vulnerable residents. |
| Jay Roby | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> |



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| | <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> <p>These negotiations have gone on far too long. County negotiators didn't even bother to show up for 6 months. Megaflex would help recruitment, decrease disparity and animosity amongst physician employees, and help physicians feel better valued. The monetary cost is worth it.</p> |
| Jenny Picker | <p>I support my UAPD colleges in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Jeremy Lou | <p>My name is Dr. Jeremy Lou, and I am a spinal cord injury rehab physician specialist. We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>Physicians across the county need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals—and the patients who rely on you—first, before more good physicians are forced to leave.</p> |
| Jessica Wu | <p>I am writing to ask for the County Supervisors to support our physicians in resolving their contract negotiations. Los Angeles County physicians are asking for a fair contract that provides them competitive pay and benefits. They are fighting to retain physicians to stay in DHS in order to provide the quality care that your constituents deserve. Please do the right thing and put our doctors first and show them that their work is valued by supporting them now.</p> |
| Jim Picker | <p>I support my UAPD colleges in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| John Kelsey | <p>Geez give the union an offer. Docs don't want to work here cuz the pay so low.</p> |



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| John Nimmers-Minor | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| John Tang | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Jonathan Gomez | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals - and the patients who rely on you - first.</p> |
| JOSE GONZALEZ | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Joshua Cenido | <p>We are fighting for our patients who are genuinely sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> |



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| | <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. I've personally been saddened to have lost several great colleagues to other employers in the past couple years for these considerations.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| <p style="text-align: center;">Joshua Smith</p> | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| <p style="text-align: center;">Joshua Smith</p> | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| <p style="text-align: center;">Joyce Sutedja</p> | <p>When the county neglects its physicians, county patients are the ones who suffer. The county's unwillingness to engage in negotiations is directly resulting in dangerous patient outcomes. Your constituents deserve better, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>LA County physicians deserve a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We're confident that county taxpayers would support such basic things as parental leave and retirement plans for the doctors who care for the most underserved—so we urge you to stop the dangerous delaying tactics and return to the bargaining table with a reasonable proposal.</p> |
| | <p>I'm a neonatologist at Olive View. I'm a specialist physician who takes care of</p> |



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| Juanita Lewis | sick and dying premature infants. Your constituents deserve more and they are counting on you as their county supervisors to do the right thing. We have been working without a contract throughout the unprecedented COVID epidemic. We need a contract that prioritizes patient care by providing the benefits and pay that will make the county competitive with other employers in the region. We need to be able to recruit the best in order to provide the best care to our sick and dying premature infants. |
| Julia Chung | Dear members of the Board: I am a physician at Harbor-UCLA Medical Center, one of the safety net hospitals serving the population of Los Angeles County. I am concerned about the high number of current DHS and DMH physician vacancies, our inability to hire and retain physicians, and the impact this has had on our ability to deliver high quality patient care. At Harbor, I have seen the increasing wait times for our patients to get appointments with doctors and needed procedures and treatments -- all due to lack of physician staffing. We discharge patients who should see a psychiatrist in 7-10 days, but are told that the mental health clinic cannot give them an appointment to see one for months. We have patients who need to start cancer treatments as soon as possible, but who face unacceptable delays due to a lack of specialists. We need to have a contract that provides benefits and pay competitive enough to attract and retain physicians to work with us and serve the underserved. It's difficult when the pay and benefits differential between the County and HMOs/private practice is so huge -- we don't even have short-term disability that provides paid maternity leave! We worked through the unprecedented COVID-19 pandemic without a new contract and have not even received a cost of living adjustment to salary, which makes working for the County even less appealing for the doctors we need to hire. Negotiations between the County and UAPD seem to be going nowhere and it's the patients we serve who are suffering. Please do the right thing and ensure that our County hospitals and clinics can once again be competitive in hiring the medical professionals your constituents depend upon. Thank you. |
| Julie Wu Hsieh | It has been long overdue for the County to give Megaflex to all of its doctors in order to finally address the high doctor vacancy rate that has been causing inadequate patient care. The County's surplus savings fund has been ballooning while vital physician services are lacking due to the physician shortage. Certainly there is a need for the County to have an emergency fund, but \$1.8 billion and growing is excessive and unjustifiable when our patients don't get the care they need. Money only has value when it has a purpose. Savings beyond a necessary emergency fund has no purpose. It becomes wasted dollars, sitting there to do no work. It does not bring any benefit to our patients and citizens. I urge the Board to spend taxpayer dollars to fulfill its promise to take care of the medical and mental health care needs of our underserved population. |
| Katya Corado | Dear BOS, As someone whose family has benefitted from DHS healthcare and then has dedicated her career to assure out most vulnerable patients receive excellent |



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| | <p>care, I am disheartened to hear that I do not have the support of the county system to allow me and my colleagues to continue to this work. We cannot do this alone. All county providers are intertwined as when our patients need specialty care and it takes months to get an appointment, our patients decline before our eyes. It is nearly impossible to get mental health care for our patients. The most vulnerable patients in LA County are being left behind and are told they also not matter when the people who take care of them hear this same message. Please help us</p> |
| Kenneth Liu | <p>I am a physician with LA County DHS. I want the best care for patients, but we are short staffed due to an inability to hire more doctors. We are told at Olive View UCLA Medical Center that our surgical wait list is too long, but we lack new anesthesiologists to do more operations. Please tell the CEOs office to negotiate in good faith. We want to dedicate our time to patient care, not work stoppages and picketing. Please support the County physicians and our labor union! We are ready to support our patients by fighting for what we deserve!</p> |
| Kevin Bechler | <p>MegaFlex is an opportunity for DHS to commit and show their support for the countless new hires that are being made to staff all of the clinical services at LA General hospital. Improving pay, COLA, and benefits for physicians that work at LA General will ensure that the best physicians are caring for our deserving yet vulnerable patients. It will also improve physician retention so that physicians will stay and invest in LA General for the long term to create lasting change and impact for our patients, our trainees, and the hospital at large. The board of supervisors needs to do what is right and invest in its physicians at LA General.</p> |
| Kevin Nowrangi | <p>Dear Members of the Los Angeles Board of Supervisors,</p> <p>We write to express our strong support for the Union of American Physicians and Dentists (UAPD) in their ongoing negotiations for increased wages and improved Megaflex benefits. The retention rate of physicians in our county is alarmingly low, and the vacancy rate is unacceptably high. This shortage of medical professionals directly impacts the quality of care that our patients receive, leading to longer wait times, reduced access to services, and overall diminished health outcomes. By supporting the UAPD's efforts to secure fair compensation and benefits for our physicians, we can attract and retain the talented medical professionals our community desperately needs. We urge you to prioritize the health and well-being of our residents by backing the UAPD's negotiations for a more equitable and sustainable healthcare system.</p> <p>Sincerely,</p> <p>Kevin Nowrangi, M.D.</p> |
| Kevin Young | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> |



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| | <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Kiyomi Wu-Inouye | <p>I support UAPD doctors in getting a fair contract. Giving doctors the better Megaflex benefits will prioritize patient care by making the County the desirable choice of employer.</p> <p>I urge you to do the right thing: take care of the County's most underserved by prioritizing the hiring and retention of medical professionals.</p> <p>Thank you</p> |
| KYLE RAGINS | <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> <p>Please approve a fair contract, including Megaflex, 401k match and the agreed on COLAs that other unions got now!</p> |
| Lauren Davidson | <p>we urge you to do the right thing and put your medical professionals-and the patients who rely on you-first.</p> |
| Lauren Davidson | <p>I urge you to do the right thing and put your medical professionals-and patients-first</p> |
| Manjit Bhandal | <p>There is a much needed increase in pay for physicians in both DHS and DMH. LA county hospitals serve MILLIONS of Angelenos and yet the vacancy rates are over 25% at a given time because of the abusively LOW salaries for physicians. How can LA care for its neediest and often sickest patients when the basic need for staffing isn't being filled? DHS and DMH PHYSICIANS NEED HIGHER PAY.</p> <p>Support the Physicians and Psychiatrists Unions</p> |
| Manpreet Singh | <p>I support my UAPD colleges in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Manpreet Singh | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals - and the patients who rely on you - first.</p> |
| Maria Duron | <p>No me dejaron entrar al sala de emergencia con mi esposo.</p> |



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| | Porque no permitan entrar? |
| Maria Garcia | I am asking that you to support a fair contract for county physicians—this is necessary to ensure a robust healthcare system for the most vulnerable residents of LA County This is for the patients that deserve the care |
| Maria A Martinez | I am asking that the support a fair contract for county physicians—this is necessary to ensure a robust healthcare system for the most vulnerable residents of LA County. |
| Mariapia Altavilla | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as theirCounty Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals and the patients who rely on you first. |
| Maribel Baez | I am asking he LA County board of supervisors to support a fair contract for county physicians—this is necessary to ensure a robust healthcare system for the most vulnerable residents of LA County. Please support these physicians and do what is right! |
| Mark Archie | Dear BoS, County patients are at great risk given long wait times within the system. Recruitment and retention of physicians is of vital importance to help remedy this situation. With billions in the bank for DHS, it's beyond us why equitable benefits is unattainable for our physician work force. Furthermore, little is being done to remedy the negligence for enhancing revenue streams at two of the busiest trauma centers in the country. Just billing for trauma activations will bring in reproducible revenue to the system that can help fund our physicians in a sustainable manner. It's the system's responsibility to maximize revenue using our licenses. |
| Mark Volpicelli | |
| Matthew McCullough | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first. |
| Maureen M McCollough | My name is Maureen McCollough and I am an Emergency Medicine physician at Olive View. Every day I see patients suffering because of the lack of primary care and specialists in the DHS system. Three LA Times |



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| | <p>articles exposed the long wait times patients must endure to see specialists resulting in significant worsening disease and death. DHS has 1.5 BILLION dollars in a rainy day slush fund. Slush funds don't save lives!! Healthcare does!! Better benefits will improve the ability to recruitment and retain the very best physicians. Better salaries will allow us to compete with other physician groups and hospitals and be able to hire the very best physicians. Our patients deserve healthcare!</p> |
| May Lwin | <p>We physicians need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> |
| Melissa Gee | <p>Attention: Board of supervisors</p> <p>I am one of the few family medicine doctors that works for LA County. We have been in contract negotiations for too long. I urge you all to do the right thing and help us in receiving a contract that provides equal benefits to all doctors doing the same job. We need a contract that has competitive pay to other employers in the region. We continue to lose good doctors to the community because of our poor benefits, retirement and pay. This causes us to have numerous open positions that we cannot fill which leads to our patients having long wait times to see primary care and delays in care in seeing specialists. These delays in care are dangerous to our patients. I urge you to act quickly and put the patients first. Us getting a competitive contract needs to happen immediately.</p> <p>Melissa Gee, M.D.</p> |
| Meredith A Hannan | <p>I am a child psychiatrist who is fighting for my patients who do not have access to timely, good quality care. The patients and their families deserve more - they deserve high quality care. LAC doctors need a contract that prioritizes patients - a contract that offers benefits and pay that is competitive to other employers in the region. Do the right thing and push for in good faith contract negotiations rather than ongoing delays and excuses.</p> |
| Michael G | <p>As a constituent and tax payer, I am dismayed and frankly embarrassed by the way LA County and its board of supervisors has handled negotiations with these hard working doctors and healthcare workers. LA is a union town, and the bad faith bargaining I read about in so many articles is counter to the pro-labor platforms many campaigned on. I support the UAPD bargaining priorities and KINDLY URGE the Board of Supervisors to stop stalling and negotiate a fair contract.</p> |
| Michael Kim | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> |



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| | <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Michelle Banh | We need to offer competitive pay and benefits in order to fill the dearth of unfilled positions so that we can staff enough physicians to provide timely and safe care to our patients. |
| Milena I Martinez | I ask that you support a fair contract for county physicians—this is necessary to ensure a robust healthcare system for the most vulnerable residents of LA County. |
| Molly Zielenbach | |
| Neuyen D La | As an LA County resident who's family member is a physician in DHS, I know first hand the dedication and commitment it takes to work for DHS. I saw my family member put their lives on the line during the COVID pandemic. Despite all the uncertainty, they did it due to a sense of duty to serve and protect the citizens of LA county. However, our doctors have now been working without a contract for 2 years. I ask the Board of Supervisors to support our physicians in resolving this contract negotiation as soon as possible. Please, show our doctors that when we called them healthcare heroes, that we meant it, by supporting them now when they need it most. Please prioritize our physicians who serve to provide quality care to the citizens of Los Angeles County. |
| Osiris Garcia | As a resident LA community I'm asking that you provide a fair contract for the county physicians. It's critical and necessary for our community to ensure a strong healthcare system is available for the LA County vulnerable residents. Support the doctors who are on the frontline. Their patients need them. It's the right thing to do. Thank you. |
| Pamela Dyne | <p>I am an emergency physician at Olive View and have been for 25 years. We are fighting for our patients who are sick and tired of long wait times to see a physician, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make working for LA County as a physician commensurate with other employers in the region.</p> <p>We urge you to do the right thing and put the patients who rely on you first by</p> |



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| | supporting a fair contract for the physicians who have a duty to care the County's most vulnerable. |
| Patricia Castillo | I support recruitment and retention of physicians. We need to create incentives that attract and retain quality physicians. Our La County Physicians are mission driven and are here to care for our communities however everyday the are heavily being recruited by neighboring hospitals. We have high vacancies over 400 vacancies we need to stop the bleeding of our Doctors you can fix this. |
| Paul DeBoyes | To the LA County board of supervisors: Please support a fair contract for county physicians as this is necessary to ensure a robust healthcare system for the most vulnerable residents of LA County. |
| Paul Hannah | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Paulene Tang | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Penelope Hanna | <p>My daddy and his doctor friends at LAC/DHS are fighting for THEIR patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>These physicians need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> |



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| | <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Peter Huynh | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Phillis Wu | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Phyllis Kim | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Rafael Romeu-Mejia | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> |



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| | | | | <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | | <p>Robin Chand</p> | <p>I am the only board certified Advanced Heart Failure/Transplant Cardiologist working in DHS (I am primarily work at the Harbor-UCLA Medical Center and MLK Outpatient Center). Due to the long-standing vacancies at DHS, I am now providing general cardiology care at the High Desert Cardiology Clinic in Lancaster (these are duties IN ADDITION TO my responsibilities at Harbor-UCLA and MLK) . I love taking care of our patients. The work is very fulfilling, however, I cannot continue being responsible for providing care in 3 different locations (essentially doing the job of 3 physicians without getting the compensation) very much longer. I implore the BOS to demand DHS Administrators to answer the following questions:</p> <ol style="list-style-type: none"> 1) How long have these vacancies been in place? And why has it been this long? 2) Why do they (DHS administrators) think these vacancies exist? 3) What steps have they taken fill these vacancies? 4) If they (DHS administrators) can't fill these vacancies with qualified physicians, then should they be replaced with other physicians/administrators that can? <p>We are simply asking for benefits (the same benefits current DHS administrators have by the way) and salaries to help attract and retain physicians within DHS. We are not even asking for our pay to be equal to other physicians in LA, just in the ball park of colleagues in LA.</p> <p>Simply put, Christina Ghaly and Hal Yee are failing us, our patients, and you - the BOS. We all should be demanding better and meeting our demands for equitable pay and benefits is a necessary crucial step in that direction.</p> |
| | | | <p>Ronald Oudiz</p> | <p>Please support our medical professionals who are caring for our patients throughout the County of Los Angeles. It is the Board of Supervisors that ultimately decides on appropriately allocating funds in a fair manner that accounts for the level of care being delivered and the cost of living in LA, including and especially inflation. Our medical professionals provide critical infrastructure whose integrity depends on retaining competent providers. This is not an area that can be expected to operate safely when the minimum standards of support from the Supervisors are not met.</p> |
| | | | <p>Ryan Beck</p> | <p>Los Angeles County has an amazing safety net network of hospitals and healthcare facilities, which also function as the some of the top training and teaching hospitals in the country. The physicians are the backbone of these</p> |



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| | | | <p>hospitals and despite being perpetually short-staffed work longer hours to ensure the patients get the best care we can offer. This is despite salaries and benefits that are just not competitive with private practice and HMO entities in the area. Without improving salaries and benefits, recruiting will continue to be difficult, and there will be a continued exodus of physicians to other practices. Los Angeles County can afford to pay competitive salaries and benefits to its doctors, and can NOT afford the consequences of a Department of Health Services hollowed out by physicians who can no longer work longer and harder for less than our colleagues in the private sector. Our patients ultimately pay the price with longer wait times for clinic appointments and procedures when LA county DHS lose doctors and cannot recruit replacements.</p> |
| | | Saba Malik | <p>Patients all over LA County are suffering from lack of physicians, and specialists, timely appointments and surgeries. In order to retain caring providers for the long haul for the health and well being of our disadvantaged patients, we need providers who are not burnt out and want to stay with LA County- this means providers who are well compensated and can keep up with the cost of living and the cost of retirement, among other components of a fair contract that we are asking for.</p> |
| | | Saman Kashani | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing. We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> <p>I am strongly considering leaving the county for higher pay and better benefits. I never expected to make a commensurate salary/benefits with the private sector but 50% less is just not tenable.</p> |
| | | Sandra G | <p>As a constituent and tax payer, I am dismayed and frankly embarrassed by the way LA County and its board of supervisors has handled negotiations with these hard working doctors and healthcare workers. LA is a union town, and the bad faith bargaining I read about in so many articles is counter to the pro-labor platforms many campaigned on. I support the UAPD bargaining priorities and KINDLY URGE the Board of Supervisors to stop stalling and negotiate a fair contract.</p> |
| | | Shana Jordan | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |



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| Shuang Lei | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Our doctors do not have paid maternity leave and our salaries/benefit package is not competitive with others in the LA region. Because of this, there is a large shortage of physicians and psychiatrists.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first</p> |
| Simon Wu | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on them – first.</p> |
| Sky Wang | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Steven Allen | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Steven Lai | see attached letter |
| Stuart A Bussey | As president of UAPD i am beyond frustrated with the county's math and attitude towards our members and the county's patients Use good math and good motives to reach a contract now |
| Tabitha Cheng | We are advocating for our patients who are frustrated with extended wait times, limited access to specialists, and risky appointment delays. Your constituents deserve better, and they are looking to you, as their County |



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| | Supervisors, to take action. It is crucial to establish a contract that emphasizes patient care by offering competitive benefits and compensation to keep the County competitive in the job market. We encourage you to prioritize the well-being of both our medical professionals and the patients they serve by making the right decisions. |
| Tamara Randolph | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Telia DeBoyes | To the LA County board of supervisors: Please support a fair contract for county physicians as this is necessary to ensure a robust healthcare system for the most vulnerable residents of LA County. |
| Thanh Tran | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Thomas O'Hearn | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Timothy Anglon | We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays. |



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| | <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| Tomer Begaz | |
| Turi Altavilla | The doctors of LA county need a fair contract! Give them the benefits they deserve. The wait times to see a doctor in the County system is too long and that is secondary to not enough doctors! Give them better benefits and pay and this will ultimately help the patients. I support UAPD LA COUNTY DOCTORS! |
| Vernon Rosario | I support my UAPD colleges in getting a FAIR contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. Patients are suffering due to long wait times to see MDs due to a drastic MD shortage in DMH. We need to make wages and benefits packages competitive to attract and retain new physicians. I see that my trainees (psychiatry residents and child psychiatry fellows) are burdened with huge student loans, so naturally to gravitate to the highest paying jobs, even if they would like to work caring for LAC patients. |
| Vicki Tran | I support the physicians of UAPD in getting a fair contract that prioritizes patient care by providing benefits and pay that will make LA county competitive with other employers in the region. This is will help retention and recruiting of quality physicians that provide the medical care essential for patients that depend on the county system for their health care. |
| Wendy S Ramirez | To the LA County board of supervisors I am asking that the support for a fair contract for county physicians—this is necessary to ensure a robust healthcare system for the most vulnerable residents of LA County. Without them thousands of LA County residents including myself will be left without physicians to care for our health issues. This needs to be addressed and let's show up for our doctors who during COVID worked hours to care for their patients without being compensated. Do right by our doctors. |

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| | | | William Chen | We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region. |
| | | | Zachary Ernstberger | <p>We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.</p> <p>Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.</p> <p>We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.</p> <p>We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.</p> |
| | | Item Total | 352 | |
| Grand Total | | | 352 | |

We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.

Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.

We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.

We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.

Dear Board of Supervisors,

I am writing in my capacity as an Emergency Physician at a safety net hospital that is part of DHS. I have been with the County for 12 years, and I have been appalled by the negotiating tactics thus far in our (lack of) contract.

I am a Professor at UCLA. I love caring for our underserved patients. I am not in this for the money, as evidenced by the non-market pay scale that I have accepted despite constant higher paying offers in the local community. I love my job. Historically, DHS had been able to recruit the best, academically-minded, pedigreed physicians, to provide excellent care for our community. That is no longer the case.

UAPD has requested BASIC, REASONABLE and frankly affordable *benefits* in order to recruit and retain new caring physicians like myself. I have seen a deterioration in the quality of physicians we can recruit, and the shortage of physicians, due to a deficit in basic benefits. I am reasonable. We have been patient. It has been YEARS. And the current negotiation strategy is honestly disrespectful. We are at our wit's end.

I am convinced that nothing will make the County negotiators see reason except you. I am counting on you to put pressure on them to do what is right. I only care about my patients, and for the future of LA County DHS. When we have critical vacancies in DHS physician items, it puts dangerous pressure on the emergency room. We are at that point. Please help.

Sincerely,

Tomer Begaz, MD FACEP
Professor of Emergency Medicine
David Geffen School of Medicine at UCLA

Full-Time Emergency Physician
Olive View UCLA Emergency Medicine

2/20/24

To our honorable Board of Supervisors,

My name is Rex Cheng and I've been a Los Angeles County physician since 1991 including residency training at Harbor/UCLA. Our doctors have served our community with quality care including vital trauma services and medical care to our patients without regard to ability to pay.

Unfortunately our newer physician's do not have access to the Megaflex benefits that more senior physician's and some nonphysicians have. It's imperative that we give all physicians Megaflex to ensure fairness and the County's ability to recruit and retain the finest doctors for our patients.

With respect and gratitude,

A handwritten signature in black ink, appearing to read 'Rex Cheng', with a stylized flourish at the end.

Rex Cheng, MD

I am writing in support of improving the benefits for physicians at the county hospitals. Currently, poor salaries and benefits packages are leading to the health crises in LA.

At this time, people wait 3-6 months to see a psychiatrist and a year for basic specialty care like a colonoscopy. They wait 6-12 months to see medical specialists. The mental health areas of the jail system (which is the largest inpatient mental health hospital in the country) has a psychiatrist vacancy rate of 70%.

Our patients are being failed by the system. It is inhumane to ask people to wait this long for basic medical care just because they don't qualify for private insurance and use county services. People deserve health care regardless of their income, immigration status, or employment.

Healthcare can improve if the vacant physician positions are filled in the county, but to do that, the jobs need to be more attractive and competitive.

Please approve basic short-term disability leave, a cost of living raise (which the county employees represented by other unions received), and a basic retirement package with a 401K.

Improve recruitment and retention by making our county physicians on parity with the private sector. Give our underserved community the opportunity to receive quality and timely healthcare.

Please make health care a priority!

We are fighting for our patients who are sick and tired of long wait lines, not being able to see a specialist, and dangerous appointment delays.

Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.

We need a contract that prioritizes patient care by providing the benefits and pay that will make the County competitive with other employers in the region.

We urge you to do the right thing and put your medical professionals – and the patients who rely on you – first.

We need a contract that prioritizes patient care by providing the benefits and pay that will make the county competitive with other employers in the region.

Dear County Supervisors,

Our patients are struggling with long wait times, appointment delays, and insufficient access to specialists. As you know, these issues are critical and require immediate attention. Our community deserves better, and we believe that you have the power to make a significant impact.

We are asking for your support in prioritizing patient care by providing competitive benefits and pay to our medical and dental professionals. This will help ensure that our County can attract and retain the best healthcare providers in the region.

We urge you to do the right thing and put the health and safety of your constituents first. By signing a contract that prioritizes quality medical and dental care, you will show our community that you are committed to providing the best possible healthcare services.

Thank you for your time and consideration.

Sincerely,
Thanh Ton

Los Angeles County Board of Supervisors
866 Kenneth Hahn Hall of Administration
500 W. Temple Street
Los Angeles, CA 90012

February 24, 2024

Dear Board of Supervisors,

Please allow me to introduce myself and state my concerns regarding the ongoing UAPD Unit 324 mediation and negotiations with the “bargaining team” for the physicians and surgeons at Harbor-UCLA Medical Center.

My name is Mark Volpicelli, M.D. and I have been practicing in California for almost 40 years as a board-certified ophthalmologist. I have been working at Harbor-UCLA Medical Center for the last 10 years after leaving private practice and teaching part-time in Stanford University’s Department of Ophthalmology for almost 25 years.

I know you have numerous agenda items on your plate so I will make this as brief as possible, and I will apologize in advance if I come across as being less than subtle. However, after listening and learning what our UAPD representatives and your mediation team have been discussing, I cannot understand how your “accounting experts” have produced such an unorthodox, contrived and manipulated set of budget numbers that do not match reality. As you may already know, about 35% of the physicians’ and surgeons’ openings in the Department of Public Health are unfilled. For your experts to present a budget based on “full employment” and for outstanding COLA dollar amounts due for almost 880 unfilled positions is reprehensible.

I cannot speak for primary care or other surgical specialties, but I can speak to the ophthalmology workforce physician shortage at Harbor-UCLA. We perform about one thousand surgeries a year with a staff of only three full-time, board-certified ophthalmologists and three consulting part-time surgeons from UCLA.

All those cases are complex and are performed on patients in underserved populations within Los Angeles County who are referred to Harbor-UCLA since they have nowhere else to go.

Approximately one-third of those (one thousand) cases are in potentially blinding conditions of advanced glaucoma, severe diabetic retinopathy, and ocular trauma cases. Dozens of those cases are emergencies where a delay in evaluation and treatment of 24 hours alone can make the difference between “keeping the lights on” and total and permanent blindness.

Currently, we have a waiting list of two or three months for clinic appointments due to the backlog of available clinic time and available surgery time for our ever-increasing patient load.

To make matters worse, our Ophthalmology Department Chairperson, who was a retinal specialist, was recruited to The Stein Eye Institute at UCLA to head up their retinal trauma and fellowship program 6-months ago. Hence, we are even more backlogged with severe retinal pathology cases with no potential appointments or opportunity to see these unfortunate patients.

Our only remaining retina specialist is in the clinic and operating room for up to 12 hours a day three days a week and we are unable to recruit another retinal specialist due to the poor pay and benefit package being offered by the County. In fact, we have been actively searching and recruiting and have interviewed over a half dozen candidates. However, once the retina surgeon candidate hears about the pay being 50% of what they could make elsewhere in the community with a significantly more competitive benefit package they politely decline any employment offer and look elsewhere.

Recruitment and retention are the name of the game for all of us who are working in the County system. It is not just about more money and better benefits, but it is about being able to offer our patients the care they need and deserve in a timely and appropriate manner. I am sure you have heard about physician burn-out and how physicians are leaving medicine entirely. Well, our physicians are definitely burning out and they know they can get better pay, more respect and take care of their patients in a more expeditious fashion elsewhere. Ultimately, they vote with their feet and leave. Hence, the retention conundrum continues.

I think I can speak to this inequity without rose-colored glasses. I completed my Internship at Harbor General Hospital 39 years ago and my father completed his Internal Medicine residency at Harbor General Hospital back in 1961. I am at a place in my life and career now where I have already funded my retirement, put my children through college and I am looking forward to spending more time with my three grandchildren.

However, if you want to recruit and keep talented, well-trained physicians and surgeons to take care of the ever-increasing backlog of patients within the County and DPH system, something must change. Your accounting experts' interpretation of the numbers are ridiculous. I think you should consider asking your experts how much it costs to care for a young twenty- or thirty-year-old patient who was permanently blinded from severe diabetic retinopathy that could have been prevented by obtaining care sooner. Ask them how much it costs to take care of someone permanently blinded by glaucoma at the age of forty or fifty years-old because of no access to the DPH clinic system due to the backlog of patients waiting for an appointment? Those patients become a chronic lifetime drain on all the resources within the County forever unless they move elsewhere or die from the complications of their diseases.

I am sorry for the rant and to be so blunt, but I wanted to share the day and life of an "old-timer" who has seen and worked on both sides of the healthcare system, private practice, and the County's publicly provided system. We can do better; we must do better. Please step up to the plate and make a respectful and reasonable offer to our physicians and surgeons at the board meeting this week.

Respectfully submitted,

Mark Volpicelli, M.D.

Department of Surgery-Ophthalmology

Harbor-UCLA Medical Center

VolpEyes@gmail.com

650-400-2884-mobile

We are fighting for our patients who are suffering due to inadequate access to medical care due to long wait lines and not being able to see a specialist or have procedures performed in a timely manner.

Your constituents deserve more, and they are counting on you, as their County Supervisors, to do the right thing.

We need a contract that prioritizes physician recruitment and retention, that will support appropriate physician staffing across all county healthcare facilities to provide timely patient care and access to specialty medical care that our patients depend on us for.

We urge you to do the right thing and put your medical professionals – and the patients who rely on your decisions to obtain their medical care – first.