



**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
Public Comment		Favor	Adil Hussain	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
			ALFREDMATHEW FOGARTY	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.



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Public Comment		Favor	Alfred Mathew Fogarty	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
			Amir Rouhani	<p>Dear Supervisors. I am a Emergency Medicine and Internal Medicine Physician at Olive View UCLA Medical Center. We are at a critical point in bargaining and we need your support to show that you value your county physicians and our patients. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives by recruiting more physicians, psychiatrists, dentists, etc! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. This negotiation has also made the physicians feel undervalued and disrespected. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing in good faith. Now it's time to get this done so we can all get back to work for good. Thank you for your time.</p>



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Public Comment		Favor	Annika Khine	Please negotiate with UAPD in good faith. We have difficulty hiring physician specialists (for nephrology), and our patients will suffer from long wait time if we do not have capacity.
			Bernadette Pendergraph	Please consider supporting the negotiation of the UAPD physicians. Doctors are burnt out and overworked. Staff vacancies are at an all time high with rates ranging 30 to 70% depending on the speciality. This has led to patient long wait times, suffering and we are concerned about the deterioration of patient care services.
			C Nelson	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
			Claudia A Alvarez	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to



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Public Comment		Favor	Corey Nelson	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
			Dawn Elliott	I would like to know why: You ignore ALL the homeless animal issues in Los Angeles County? You help set up all these rules, regulations and laws but are such hypocrites for not following through with them and making sure those who are supposed to make sure the laws are abided by via the local animal shelters or other such like entities. Why do cities in Los Angeles County not work together for the common good? It's so asinine at best. Isn't this part of YOUR job to bring together those who help run these cities and people to work together? Seems to me the left foot doesn't know what the right hand is doing despite being part of the same body. For the last 10 years I have been involved community cat rescue in my spare time (trapping and fostering) and it is totally shocking to me, that those who run the City and County of Los Angeles allowed a Trap Neuter Return (TNR) injunction (2010 to 2020) out to stop people and rescues from spaying and neutering cats, so to stop them from breeding all because of some Environmental Impact Report (EIR) and because the Ph.D. idiot Travis Longcore of the Audubon Society (AS) who was behind the injunction, wanted to stop the cats from killing birds and other suchlike wildlife. I am still trying to find just ONE PERSON anywhere on this planet to explain to me how letting cats breed uncontrollably for 10 years is going to help with the environment and stop them from killing birds and other wildlife? Can one of YOU please explain this to me? Now there are millions of cats not only in the City of Los Angeles but County too. Many of these cats are abused / murdered by cat hating demonic monsters and there is literally NO ACCOUNTABILITY for the abusers and murderers. Some of these cats live in the most horrid conditions too. It IS incredibly hard to get anyone from a shelter to go out to do a welfare check yet alone investigate an animal crime. Even the police aka Animal Cruelty Task Force (ACTF) was disbanded with no thanks to daddy's boy Garcetti. The ACTF needs to be set back up ASAP. Can you do this? Regardless to rectify this mess and to get the cat (and dog) population right



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will now cost the City and County \$10s of \$millions of tax money. I would like to see/ask YOU Board of Supervisors to make Travis Longcore and the AS accountable and to make them pay (monetary) towards the much-needed vet clinics and bills and outreaches that WILL be required to rectify such stupidity. Can you do this too / will you do this via the City attorneys to make Longcore and the AS accountable?

To spay and neuter (aka fix) the County needs many, many, many vets on board and to participate in the City-Wide Cat Program (CWCP). Presently you have 100's of trappers (and fosters) fighting over like a dozen (12) vets that will handle feral cats in traps to get them fixed and vaccinated. Presently many of us trappers and fosters pay in full or partially to vet a cat whether to be turned to is colony or prepped for adoption. This costs us \$thousands over any given year and WE should not have to do this. Longcore and the YOU the City/County NEED to pay. Make this happen OK.

What are you going to do to make those who introduced the law in the City of Los Angeles enforce that every owned cat / dog and rabbit is spayed or neutered? Why is this only for the City of Los Angeles and not for the whole County? Yet another deliberate asinine debacle and where the left foot doesn't know what the right hand is doing despite being part of the same body. Shameful at best just beyond shameful.

Did you know because of overcrowding, the shelters are turning away animals that are found roaming or lost? What is someone supposed to do with a lost animal, other than to let it loose to continue to roam amidst the traffic and coyotes?? Do tell.

Thousands of animals are killed every year because of overcrowding and why? Mostly because the spay / neuter law is NOT being adhered to by anyone and more so by those who put these laws in place. Isn't the hypocrisy just mind blowing, yes? The breeding license should cost \$thousands but here we are it costs something like \$350. In fact, there should be NO breeding license allowed except for the few exceptions. Animal shelters are not even fixing a lot of animals at the shelter that are available for adoption but willingly give an unaltered animal to anyone who is willing to pay the fee.

On a last note, let's STOP supporting the lying Government wars and let's STOP giving \$billions to Israel where these lies have cost the country (and other countries) \$trillions. It's \$trillions that would help make this world, a better place to live for animals and humans. To help get the animal population down and also to get the world human population down by far (yes, WE DEF NEED A MASS STERILIZATION program in place) because there IS simply too many animals and people on this planet.

Sorry for any spelling or grammar mistakes, I'm typing this while I 'm at work. But please will someone call me about all of this?

Thank you,
Dawn
323) 301-6585

Dawn Elliott

I would like to know why:
You ignore ALL the homeless animal issues in Los Angeles County?
You help set up all these rules, regulations and laws but are such hypocrites



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for not following through with them and making sure those who are supposed to make sure the laws are abided by via the local animal shelters or other such like entities.

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Regardless to rectify this mess and to get the cat (and dog) population right will now cost the City and County \$10s of \$millions of tax money. I would like to see/ask YOU Board of Supervisors to make Travis Longcore and the AS accountable and to make them pay (monetary) towards the much-needed vet clinics and bills and outreaches that WILL be required to rectify such stupidity. Can you do this too / will you do this via the City attorneys to make Longcore and the AS accountable?

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			<p>Did you know because of overcrowding, the shelters are turning away animals that are found roaming or lost? What is someone supposed to do with a lost animal, other than to let it loose to continue to roam amidst the traffic and coyotes?? Do tell.</p> <p>Thousands of animals are killed every year because of overcrowding and why? Mostly because the spay / neuter law is NOT being adhered to by anyone and more so by those who put these laws in place. Isn't the hypocrisy just mind blowing, yes? The breeding license should cost \$thousands but here we are it costs something like \$350. In fact, there should be NO breeding license allowed except for the few exceptions. Animal shelters are not even fixing a lot of animals at the shelter that are available for adoption but willingly give an unaltered animal to anyone who is willing to pay the fee.</p> <p>On a last note, let's STOP supporting the lying Government wars and let's STOP giving \$billions to Israel where these lies have cost the country (and other countries) \$trillions. It's \$trillions that would help make this world, a better place to live for animals and humans. To help get the animal population down and also to get the world human population down by far (yes, WE DEF NEED A MASS STERILIZATION program in place) because there IS simply too many animals and people on this planet.</p> <p>Sorry for any spelling or grammar mistakes, I'm typing this while I 'm at work. But please will someone call me about all of this?</p> <p>Thank you, Dawn 323) 301-6585</p>
		diana phan	<p>Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these nego1a1ons. We can save lives – both human and animal – by recrui1ng more physicians, psychiatrists, den1sts, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten1on. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our pa1ents. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's 1me to get this done so we can all get back to work. Thank you</p>
		Ferdows Ather	<p>LA County is losing physicians in droves. We cannot provide the necessary</p>



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	<p>medical services, especially mental health services, to the underserved. This is leading to worsening of the homeless crisis. Please give LA County physicians a competitive salary and benefits to at the very least, keep physicians working here and not hemorrhage any more doctors.</p>
george singer	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
Hui Gong	<p>County physician fair contractor. County physician will go strike if no fair contract</p>
Jakub Juros	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
JIN Q Yang	<p>Put patients health first!</p>
John Kelsey	<p>Please give the dhs doctors paid maternity and paternity leave</p>
Laurence A Glasser	<p>I am a child psychiatrist who has worked for LACDMH for 20 years. I work and own a home in supervisors Horvath's district. I am shocked by her lack of support for the mental health needs of our working poor mothers and their children. It is shameful that she does not step-up and direct the county to bargain fairly with the UAPD. It is only a matter of time before another child dies by suicide or we have a school shooter incident. Please show that you care about the working poor and their families by providing competitive wages and benefits that would attract quality psychiatrists.</p>
Lin Chan	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing</p>



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	<p>through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA’s most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it’s me to get this done so we can all get back to work. Thank you.</p>
<p>Matthew A Waxman</p>	<p>Dear Board of Supervisors,</p> <p>I have worked for 21 years first as a resident and now as an attending physician for the Department of Health Services. It had been an amazing career of service and teaching benefitting the residents of LA County. I am deeply concerned the the pay and benefits for the next generation of physicans is not even close to being competitive with Kaiser, the VA and other health care organizations resulting in one third or more of physician items being vacant. Similarly, as an emergency physician who worked throughout the pandemic and sees the most vulnerable of LA County patients including homeless and patients suffering mental illness- has never had a step raise since the pay plan system was initiated. Please work with the UAPD to support a fair contract immediately as negotiatons have been ongoing for what seems like years.</p> <p>Yours,</p> <p>Matthew Waxman MD FACEP DTM&H</p>
<p>Michelle Armacost</p>	<p>Please show that you care for the patients of LA County by ensuring that the doctors caring for this vulnerable population get a fair and equitable contract!</p>
<p>Nader Kamangar</p>	<p>Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can’t get access to the care they need and it’s our duty to advocate for them – that’s what we are doing through these nego1a1ons. We can save lives – both human and animal – by recrui1ng more physicians, psychiatrists, den1sts, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten1on. The voters elected you to assure that LA’s most vulnerable have access to care. It is your responsibility to make this right for the health of our pa1ents. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck</p>



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	and we did the right thing. Now it's 1me to get this done so we can all get back to work. Thank you
Naser Ahmadi	Improve Healthcare providers in Los Angeles County as Frontline workers of long COVID-19, whom all of had at least 2 times contracted by the COVID-19 despite been fully vaccinated and using masks and all precautions serving our fellow Angelina's throughout this hardship. Been fairly paid with an adequate benefits can prevent further burnout of our hero physicians.
Paul Chan	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
Peter Drocton	Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these nego1a1ons. We can save lives – both human and animal – by recrui1ng more physicians, psychiatrists, den1sts, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten1on. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our pa1ents. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's 1me to get this done so we can all get back to work. Thank you.
Priyanka Dube	SUPPORT PHYSICIAN CONTRACTS
Priyanka Dube	Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through



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		<p>Rafael A Romeu Mejia</p>	<p>Dear Supervisors: We are at a critical point in bargaining, and we need your support. Our patents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives but more importantly, improve the quality of life - both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done!!</p>
		<p>Rodrigo Garcia Tome</p>	<p>Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these nego1a1ons. We can save lives – both human and animal – by recrui1ng more physicians, psychiatrists, den1sts, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten1on. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our pa1ents. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's 1me to get</p>



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	this done so we can all get back to Work
Ross J Fleischman	I am an emergency physician at Harbor-UCLA Medical Center who has cared for LA County's most needy residents since 2013. I urge the board to give us a benefit package that will allow us to attract and retain physicians to fill our staffing gaps.
Sneha Subhash	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
Stephanie Garcia	Please consider supporting the negotiation of the uapd physicians. Doctors are burnt out and overworked. Staff vacancies are at an all time high with rates ranging 30 to 70% depending on speciality. This has led to patient long wait times, suffering and we are concerned about the deterioration of patient care services.
Thanh Ton	To all supervisors, Our current bargaining process has reached a critical point and we need your support. Our patients are facing difficulties in accessing the care they require, and as healthcare providers, it is our responsibility to advocate for them. Our negotiations aim to recruit more physicians, psychiatrists, dentists, and veterinarians to improve the quality of care and save both human and animal lives. Recent studies have proven that 78% of employees in America remain loyal to companies when they offer good benefits. However, the significant disparity between your benefit package and ours is hindering our recruitment and retention efforts. As elected officials, you have a responsibility to ensure that LA's most vulnerable populations have the necessary access to care. We postponed our strike to allow for the feasibility review of MegaFlex by Buck. We have done our part, and now it is time for you to do yours. We urge you to take action so that we can all get back to work and continue to provide quality healthcare to our patients.



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		Thank you for your understanding and support.
	theresa nevarez	We the physicians of LA demand that you prioritize the health of your constituents. LA County DHS is not a competitive employer and the countless physician vacancies create dangerous wait times for patients. Please work with the union to improve benefits and pay to make our organization an attractive employer for talented physicians. We deserve equality in terms of the COLA offered and maternity coverage
Oppose	Hector Hernandez	I oppose Agenda Item 3 (Hearing on the 2024 Brush Clearance/Weed Abatement Referees' Hearing Report)
Other	A B	Dear supervisors, Please put patients first by making the County a competitive employer of medical professionals. LA county physicians deserve a reasonable COLA to adequately match the rising living costs SoCal.
	Abrey Daniel	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you
	Adedamola Ogunniyi	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Back and we did the right thing. Now it's me to get this done so we can all get back to work. Thank you.
	Amanda Suzuki	Dear Supervisors: We need your support for this important moment in bargaining. Our patients can't get access to the care they need and deserve and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives by recruiting physicians and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The



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	<p>vast inequity between your benefit package and ours is a real impediment to recruitment and retention. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Please now do your part by showing you care about our vulnerable population.</p>
Amber Bridges	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
Andranik Yesayan	<p>You need to put patients first by making the County a competitive employer of medical professionals. Good faith negotiations now for DHS and UAPD!</p>
Andrea Allen	<p>Dear Supervisors: I am a resident of Los Angeles County and I stand with the physicians, dentists, and veterinarians of UAPD. Unfortunately, residents across this county are suffering and experiencing adverse outcomes because of a lack of access to the care they so desperately need. As such, I respectfully ask that you do the right thing and put your constituents first by making Los Angeles County a competitive of employer of quality medical professionals.</p>
Andy Shen	<p>We are tremendously understaffed for physicians in the LA County DHS system. Other organizations are recruiting our doctors and future doctors with higher salaries and benefits. We need to recruit and retain physicians to better care for our patients in LA COunty who are very sick and should also get the care they deserve.</p>
Azra Bhimani	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected</p>



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		BERNIE ALBANCES	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		Bowen Chung	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you</p>
		CAROLINE CHON	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of</p>



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	<p>our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
<p>Christopher Young</p>	<p>I have two unsolicited encounters with police taking pictures of my van and questioning my presence while legally parked in a two-hour parking zone. Officers should not be practicing street cleaning of homeless legally parked in there vehicle. This is outrageous and harmful. Whether secret profiles are being created or not it just feels very wrong. And they are getting sloppy about it as the officer who took pictures (B) pointed his camera out the window to take pictures not caring that other people and security footage shows them doing it. I took pictures of the area where this happened. There are at least 10 cameras that filmed this happening. I would like this issue raised at a future meeting.</p>
<p>DAISY TANG</p>	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
<p>David J Chung</p>	<p>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</p>



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	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.
Dawn Allen	Dear Supervisors: I am a resident of Los Angeles County and I stand with the physicians, dentists, and veterinarians of UAPD. Unfortunately, residents across this county are suffering and experiencing adverse outcomes because of a lack of access to the care they so desperately need. As such, I respectfully ask that you do the right thing and put your constituents first by making Los Angeles County a competitive employer of quality medical professionals.
Douglas Greenblatt	I understand that budgets are tight but if we cannot retain and recruit doctors then all of your constituents will suffer. We are reaching a critical mass. Please consider supporting your voters and support a competitive plan for your healthcare providers.
Ellen Wong	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives by recruiting more physicians and psychiatrists! Compared to others in our fields, our noncompetitive benefits package is a real impediment to recruitment and retention, resulting in a shortage of providers for our underserved population. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done. Thank you!
Emily Beers	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
Eric Gorinstein	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment



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	and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's me to get this done so we can all get back to work. Thank you.
Erin Higginbotham	Hello I am a Los Angeles county physician, and I have worked for the county for the past seven years. We are desperately in need of a contract. We are losing physicians at all of our sites, and there is an increased strain on the physicians who have determined that they want to stay and serve the patients of LA county. The patients are suffering due to long wait times and lack of physicians to care for their needs. We have been bargaining in good faith and are asking for a reasonable contract that puts us in line with other healthcare facilities. However, the county negotiators have been unwilling to negotiate with us fairly. We are just asking for a fair contract that allows us to retain physicians to care for the people of Los Angeles County, your constituents. We are begging you to please put pressure on the negotiators to agree to our contract so that we can move forward and continue to serve the patients of LA county.
ETHAN YOUNG	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
EVAN YOUNG	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
Farah Syed	We are losing doctors and our patients are suffering. Please come to a fair agreement of our benefits to retain good doctors.
Gary Pedneault	Dear Supervisors: We are at a critical point in bargaining and we need your



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			<p>support to end the exodus of doctors in the county. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations . The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. Stop doctors from voting their feet. Please act to reverse the credibility issue with doctors in training programs in Los Angeles so that they can be recruited. A cohesive group of doctors is needed to meet the challenges ahead. Thank you</p>
		Gloria Sanchez	<p>Dear Supervisors, PLEASE support the negotiations with UAPD physicians. Physicians that choose to work in the amazing safety net of Los Angeles are underpaid and after a global pandemic are struggling with burn out and increasing patient demands in light of the 30-70% physician vacancies at LA DHS. We are very concerned for patient safety and the well being of all people in Los Angeles with the significant patient wait times that increase morbidity and mortality. Please help us retain and recruit physicians for LA DHS.</p>
		Hanjoo Lee	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		Harry T Do	<p>To the board of supervisors, Please put your patients and physicians first, I am Dr. Harry Do, and I work at Los Angeles Department of Mental Health. My wife and I both work for the Los Angeles, county because we have a passion to return back and serve the underserved community. However, because of the shortage of physicians in the county, we are swamped with patients. We have a load close to 300 patients each and they are growing each day. Our starting salaries and benefits are not competitive enough to recruit more physicians compared with other companies in the Los Angeles County. Because of this, patients' access to doctors are limited and doctors feel overwhelmed and burned out.</p>



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			<p>A specific example where are benefits are lacking is that my wife and I are about to be first time parents and we found out that we do not have have any paid maternity or paternity leave. We were shocked and saddened that Los Angeles County do not support physicians during this difficult transition. The fact that we have been negotiating well over two years saddens me because County does not seem to prioritize their physicians and their patients as evidenced by their poor offers and reluctance to meet at least one of our needs.</p> <p>Please put your patients and physicians first and consider these issues - lack of adequate benefits and low starting salaries which leads to a shortage of physicians. We are not asking for outrageous things, we feel that these are normal benefits that other companies are offering for other physicians. Again, please consider this issue, we really hope to stay with the county and continue to serve the underserved community for a number of years to come.</p>
		<p>JACK GUCCIONE</p>	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		<p>Jacob Davidson</p>	<p>Sample virtual tes.mony: Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these nego1a1ons. We can save lives – both human and animal – by recrui1ng more physicians, psychiatrists, den1sts, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten1on. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our pa1ents. You asked us to</p>



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Jacob A Davidson	<p>Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these nego1a1ons. We can save lives – both human and animal – by recrui1ng more physicians, psychiatrists, den1sts, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten1on. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our pa1ents. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's 1me to get this done so we can all get back to work. Thank you</p>
Jacob A Davidson	<p>We the frontline physicians at UAPD have been working tirelessly for our patients but we can't do it forever! We need a fair contract that supports us to be the best we can be for our patients.</p>
Jacob A Davidson	<p>As a psychiatrist with the county, I am frustrated by the counties unwillingness to place the needs of their patients, communities, and health care workers first. Clinics are understaffed and wait times are inflated. We need a fair contract to continue providing the quality care that the people of this county deserve.</p>
Jeremy Lou	<p>Dear Supervisors: We are at a critical point in bargaining and we need your</p>



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Joanne Cho	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work.</p> <p>It is very sad to see how we are so devalued as healthcare workers. We risked our lives through a pandemic to help our patients and our communities, but it seems we are not even worth giving basic benefits that anyone else would get. It is also very dejecting to see how you devalue our patients. We serve the most marginalized, underserved patients, and we try to provide the best care possible, but it is clear the county does not feel they deserve basic healthcare. I ask, would you be okay waiting 6 months for a scan to determine</p>



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	<p>if you have cancer? Are you ok with waiting over 6 months to see a psychiatrist for debilitating depression?</p> <p>If you say you are here for all the residents of LA county, prove it. Because as things stand now, it feels you only care about the privileged.</p> <p>Thank you</p>
John Perry	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
JOHN TANG	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
Joseph D Green	<p>Good Morning. I am Joe Green, CoChair Pro Tem for the LA County Commission on HIV. I take this opportunity today to follow up on a letter the Executive Committee of the Commission wrote to this Board on February 27th regarding our collective concern over the ongoing federal threat to HIV and STI funding. We need your help to protect federal funding and too that end we formally request a five-signature letter to Congress stating as much. Local HIV/STI geographic hotspots have become entrenched. With continuing funding threats to STI funding, HIV /Ryan White and the Ending the HIV Initiative we stand ready to assist the board in the creation of the letter of Congress. We are grateful for your ongoing commitment to ending HIV and addressing the ongoing STI crisis in Los Angeles. Thank you for your time.</p>
Josh Finley	<p>Los Angeles County is failing in its ability to recruit medical professionals. Pay and benefits lag behind other municipal employers and private companies. LA County's physicians care for some of the sickest and most in-need patients in the state, but at the current rate the county will certainly face difficulty</p>



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	<p>attracting and retaining top talent to work here. UAPD is hard at work negotiating fair and appropriate benefits for the hard-working physicians that are the lifeblood of LA County's medical care. PLEASE show that you prioritize patient care by supporting this effort!</p>
<p align="center">Joshua Smith</p>	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
<p align="center">Joshua F Cenido</p>	<p>Please consider the health and safety of LA County's patients. I chose to train with County years ago with DMH because these patients are our/my people, and our vulnerable patient population afforded me the privilege of serving those most in need. In addition, as I started my family, I chose to stay with County because in 2019, the incentives and compensation made some sense. As an idealistic first-year resident doctor, I didn't realize I'd be wrong to assume that 5 years later, the County would fail to remain competitive in keeping the interest of several of my respected colleagues/mentors who have left the County system. I was perhaps too optimistic to think that 5 years later, the County would not fail to provide at least maintenance inflationary adjustments, and close in on acceptable patient-to-doctor ratios. As one of only two permanent psychiatrists remaining at the Palmdale Mental Health Center, I hope and pray everyday that adequate resources make their way to our patients.</p> <p>The dedication of our doctors to our most vulnerable patient populations cannot and should not be challenged by forcing doctors to make unsustainable choices, against the interests of our patients and our loved ones. Please support the UAPD and our County Doctors in making our work and life in LA County sustainable.</p>
<p align="center">Juanita Lewis</p>	<p>Dear Supervisors, we are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care</p>



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			<p>they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		Kabir Yadav	<p>This correspondence is to inform you of the frustrating lack of good faith negotiations between our physicians and LA County/DHS. As you know, LA County is home to one the largest public hospital systems in the United States; a designation that gives the Board much pride. As we've communicated in the past, both in-person and online, our front-line physicians are not thriving. It has been difficult to recruit and retain well-trained physicians because we lack key benefits that management physicians have had for years: paid parental leave, 401K, and competitive compensation.</p> <p>As has been published, patient wait times have increased. Doctors are overworked and burnt out. Staff vacancies are at an all-time high, with rates of 30-70% depending on discipline. This has led directly to patient suffering. We fear that if conditions for physicians do not improve, Los Angeles County will experience deterioration of patient care services, further limiting our readiness to respond to another health crisis. This would harm the community we all love and call home.</p> <p>We have patiently, over the past 2 years, attempted to communicate this crisis through good faith negotiations with DHS leadership and the office of the CEO. This has not been reciprocated. While DHS sits on almost \$2 billion dollars of "savings" partially derived from a large number of open physician items – a perverse incentive to not hire much needed frontline reinforcements. We need the Board of Supervisors to intervene to prevent a strike.</p>
		Kathy Cady	<p>Victims Unite LA wishes to bring the below important events in April to your attention:</p> <p>April is National Child Abuse Prevention Month; April is National Sexual Assault Awareness Month; April 21–27 is Crime Victims' Rights Week. 2024 Theme: "How would you help? Options, services, and hope for crime survivors;" April 24 Denim Day. Wear jeans with a purpose, support survivors and educate about sexual violence; and April 22-26 is National Youth Violence Prevention Week.</p> <p>Victims Unite LA asks the Los Angeles County Board of Supervisors to issue</p>



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	<p>proclamations that recognize these important issues and honor victims' rights. We ask you commit to safeguarding victims' rights and empowering victims and their families. We also ask that you consider crime victims and their families with every fiscal vote you make.</p>
Kenneth Liu	<p>Please support a resolution to the ongoing contract bargaining between the LA County Physicians and the CEO office. Our contract has been expired for three years. Physicians for LA County are not getting competitive pay and are working elsewhere. Please support the physicians' demands for equitable pay and benefits, and most of all, please get the CEOs office to bargain in good faith to finish our contract after its expiration three years ago!!!</p>
kevin young	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
Lauren Davidson	<p>Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these nego1a1ons. We can save lives – both human and animal – by recrui1ng more physicians, psychiatrists, den1sts, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten1on. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our pa1ents. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's 1me to get this done so we can all get back to work. Thank you</p>
Lauren Davidson	<p>Sample virtual tesmony: Dear Supervisors: We are at a cri cal point in bargaining and we need your support. Our pa ents are suffering because they can't get access to the care they need and it's our duty to advocate for them –</p>



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		LI YOUNG	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		Lindy Gunawan	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		Loren Miller	<p>Dear Supervisors: We are at a cri1cal point in bargaining for LA County physicians and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them. We can save lives by recrui1ng more physicians, psychiatrists, dentists, and veterinarians! Most employees in America say they would stay at a company solely because they like the benefits. The inequity between your benefit package and the unions is a major impediment to recruitment and retention of physicians. We are unable to recruit capable healthcare providers b/c the salaries and benefits are not competitive. As such, we typically are short staffed taking care of vulnerable patients at DHS, which further fuels physician burnout and attrition. It's an awful cycle that needs to be reversed.</p>



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	And the ones who suffer most, is our patients who lose access to services b/c of short staffing. Please vote to improve our benefits package. Loren Miller MD, Chief, Infectious Diseases, Harbor-UCLA Medical Center
Lusine Hutchings	You need to put patients first by making the County a competitive employer of medical professionals. Good faith negotiations now for DHS and UAPD!
Lynn Yen	We need our supervisors support more than ever to retain our physician workforce in LA County. Megaflex passed the exam by Buck. Our management believes that our front line staff do not deserve equitable benefits. I lost my backup, a nurse practitioner, 5 years ago and the position remains vacant. That means that when I am off I have no one to cover for my patients. We can't fill our vacancies because no one wants to accept these benefit packages.
Manpreet Singh	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. We are committed to our patients of LA County that serves the marginalized population that we so care about. Thank you.
Maria Kellner	There is a shortage of psychiatrists and this is impacting mental health care and access to mental health care. There are long waiting times to get seen and patients are not getting the care they deserve and need. Please listen to your health care workers and the needs of your constituents, who include patients and doctors alike.
Mariapia Altavilla	Offer the doctors, vets, and dentists a fair contract to allow recruitment. Right now we are no where close to the salaries of professionals doing the same thing in Los Angeles County. Without doctors the wait times and access for patients increases. This is dangerous for patients who really need the consistent medical care. UAPD deserves Megaflex. Those that are saying no are actually retiring with Megaflex now. How is that fair?
Mark Archie	Physicians are tired of being treated inequitably as compared to our supervisors who already have cola, superior benefits, and superior pay. To recruit and retain, please push for all physicians to have the same benefits and cola.
Mark Volpicelli	Strike is on!
Matt Witte	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they



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		<p style="text-align: center;">Matt Witte</p>	<p>Sample virtual tesmony: Dear Supervisors: We are at a cri cal point in bargaining and we need your support. Our pa ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these nego a ons. We can save lives – both human and animal – by recrui ng more physicians, psychiatrists, den sts, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten on. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our pa ents. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's me to get this done so we can all get back to work. Thank you.</p>
		<p style="text-align: center;">MATTHEW ALBANCES</p>	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		<p style="text-align: center;">Matthew Witte</p>	<p>Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these nego1a1ons. We can save lives – both human and animal – by</p>



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		Melissa Gee	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations that have been going on for over 2 years. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists and veterinarians! Every month that goes by we continue to lose good doctors. We cannot sustain taking proper care of the patients empaneled to the county when we don't have enough doctors and staff to care for them. This puts the patient's safety at risk as well as the safety of our license. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention and we should ALL be receiving fair and equal benefits. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time for you to step in and make sure we receive a competitive contract and benefits.</p>
		MICHAEL LAU	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		MICHELLE PHAN-TANG	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing</p>



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			<p>through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA’s most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it’s time to get this done so we can all get back to work. Thank you.</p>
		Michelle Sriwongtong	<p>Department of health services has a major doctor shortage. We need a new, fair contract to recruit and retain excellent physicians. Our patients our suffering and they need your help now to push the county to offer a better contract, not one that is actually worse than our current one. We have no parental leave while kaiser gives 4 months. I had better retirement when I was a doctor in training at UCLA. We are tired and burnt out and every day I think about quitting but I wanna stay for my patients.</p>
		Monisha Parker	<p>However, there are several approaches that could potentially lead to such an increase:</p> <p>1. Advocacy and Public Awareness:</p> <p>Raising awareness: Highlighting the critical role poll workers play in ensuring a smooth and accessible voting experience could build public support for higher pay. This could involve campaigns, media outreach, and community discussions.</p> <p>Advocacy groups: Collaborating with organizations that advocate for election integrity and voter rights could amplify the call for increased poll worker pay.</p> <p>Engaging with relevant authorities: Reaching out to the Los Angeles County Board of Supervisors, the Registrar-Recorder/County Clerk’s office, and other relevant officials to directly present the case for higher pay would be crucial.</p> <p>2. Research and Data Analysis:</p> <p>Comparative analysis: Researching and comparing poll worker pay in other California counties or neighboring states with similar demographics could provide evidence to support the argument for raising LA County’s rates.</p> <p>Cost-benefit analysis: Analyzing the potential costs associated with increased pay against the benefits of attracting and retaining a reliable pool of poll workers could strengthen the argument.</p> <p>3. Exploring Funding Options:</p> <p>Reallocating existing resources: Identifying potential resources within the existing county budget that could be redirected towards increasing poll worker</p>



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				<p>pay could be an option.</p> <p>Seeking grants: Researching and applying for grants from organizations that support voter access or election integrity could provide additional funding.</p> <p>Public-private partnerships: Exploring partnerships with private entities who might be willing to sponsor or contribute to higher poll worker pay could be considered.</p> <p>It's important to remember that increasing government employee pay typically requires approval from relevant authorities and might involve budget adjustments. The approaches mentioned above would require sustained effort and collaboration to achieve the desired outcome.</p>
			Najib Maalouf	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them - that's what we are doing through these negotiations. We can save lives - both human and animal - by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth - 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex and we did the right thing. Now it's time to get this done so we can all get back to work.</p> <p>Remember, we were the only ones constantly exposed and fighting daily for our patients during the COVID pandemic.</p> <p>Thank you.</p>
			Najib Maalouf	<p>Dar Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them - that's what we are doing through these negotiations. We can save lives - both human and animal - by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth - 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
			Nan Chapman	<p>Dear Supervisors, LA county physicians and psychiatrists are at a critical point in bargaining and need your support. Patients are suffering every day</p>



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			<p>because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. The vast inequity between your benefit package and ours is a major detriment to recruitment and retention, leading to a deficit in critical medical providers and unacceptable delays in patient care. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		<p>NATALIE PLAZA</p>	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		<p>Nathan Yee</p>	<p>I'm writing regarding the ongoing contract negotiations between LA County Department of Health Services and medical providers. Many of the providers here have chosen to work in this system to serve the underserved residents of LA County. For me this has meant countless hours outside of work devoted to trying to ensure care for patients and to compensate for the lack of other services that would be available at other healthcare facilities.</p> <p>Especially through COVID, I have personally cared for and have witness many providers care for our patients through enormous challenges despite less support and personnel than other hospitals. At that time, there was uncertainty about our personnel health and also the risk we posed to our families, but we continued to care for the residents of LA County because we believed they still deserved excellent care just like they would receive at UCLA Health, Cedars Sinai, Kaiser, etc.</p> <p>Despite my ongoing desire to serve the underserved residents of LA County, we are continually being asked to do more with less which is only hurting our patients. Updates from these negotiations have been disheartening and seem to indicate that the LA County Department of Health services does not find value a culture of employing providers who are willing to go above and beyond for their patients (with some providers having taken a lower paying job to work here in support of this mission).</p> <p>In this day and age given all healthcare providers have had to endure in recent years, if negotiations fail to produce anything competitive, it will not</p>



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	only be difficult to hire much needed personnel, but it will be difficult for myself and I'm sure for many other providers to continue on with LA County DHS with leadership who do not value the care we try to provide. My fear is this will ultimately lead to the deterioration of medical care for residents who need it most.
Nicholas J Hutchings	You need to put patients first by making the County a competitive employer of medical professionals. Good faith negotiations now for DHS and UAPD!
PAULA TANG	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
PAULENE TANG	Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.
Paulina Torres	
Rachel Miriani	Greetings Board of Supervisors, I am writing to you as a Los Angeles County Department of Mental Health psychiatrist who had dedicated 5 years to the department's mission of caring for the undeserved, working directly with children, families and adults in Compton. Please hear me when I tell you that our psychiatrists, those that are still here, are drowning. With vacancy rates approaching 40%, patients are waiting months for medical appointments. In many cases patients give up and we lose them. Never to return to a system that is broken. Our DMH psychiatrists are overwhelmed and exhausted. We simply cannot



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	<p>manage without more psychiatrists to provide safe and comprehensive care.</p> <p>But most psychiatrists do not want to come. Those that do come often leave for less stressful working conditions and better pay. Those that stay are wholly committed to our mission of caring for the underserved. But we are tired, overwhelmed, and beyond our breaking point.</p> <p>Would anyone think it reasonable for the Dodgers to play a game without any outfielders? Unthinkable. Would be front page of the LA Times. This is exactly what you are asking Los Angeles County physicians to do. Except you are playing with human lives.</p> <p>You must do whatever you can to recruit and retain more physicians to provide safe and comprehensive medical care to your constituents. You would want nothing less for your own families.</p> <p>Please support UAPD and your Los Angeles County physicians in their fight for equitable pay and benefits. The department must offer competitive salaries and benefits to recruit and retain psychiatrists. Lives depend on it.</p>
ROBIN R CHAND	<p>I can't come to the BOS meeting to speak to you in-person because of my workload - I'm literally helping to take care of pts at Harbor-UCLA (in Torrance), MLK (in Compton), and High Desert (in Lancaster) 5 days per week. I am the only board-certified Advanced Heart Failure/Transplant Cardiologist employed full-time by DHS. However, I can't offer advanced, life-saving therapies to our advanced heart failure DHS pts because of the lack of qualified general cardiologists within DHS - and we are not the only specialty with this issue.</p> <p>I am so upset that our contract hasn't been renewed. Did you know we haven't received a cost-of living adjustment since 2022? Did you know there have been vacancies in DHS for YEARS?! I beg the BOS to ask Christina Ghaly and Hal Yee these simple questions:</p> <ol style="list-style-type: none">1) How many physician vacancies exist in DHS?2) How long have these positions been vacant?3) What steps have you take to try to fill these positions?4) How effective have these steps been at filling these positions?5) If you can't find solutions to fill these vacancies, should you be replaced by others that can? <p>I know the answer to these questions. Christina Ghaly and Hal Yee have failed DHS, you (the BOS), and our patients. Their current offer for our contract is for us to take LESS money, get NO retroactive COLA from 2022, and to receive LESS benefits?! Why would I stay in DHS? And how will Christina Ghaly and Hal Yee recruit someone to take my place?</p> <p>We are not being unreasonable. We just ask for a fair COLA (same COLA Christina Ghaly and Hal Yee receive), fair benefits (the same benefits Christina Ghaly and Hal Yee receive), and an increase in base salary that is closer to the market value in Los Angeles. We are not asking for more than</p>



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			<p>others - we just want to be compensated as equitably as possible while also providing a reasonable compensation to recruit other physicians that want to care for our vulnerable patients. Unfortunately, the County's counter offer are asking us to take LESS money than what we currently make! It seems as though we are being punished for simply asking for fair compensation.</p> <p>I congratulate those of you on the BOS that were re-elected. I, and my fellow DHS physicians, will be holding you all accountable. Do you really care about our vulnerable patients? Your actions moving forward will let us know. And we will respond in-kind come re-election time.</p>
		Rodrigo Torres	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		Rosalia Davidson	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
		Rosalia Davidson	<p>Sample virtual testimony: Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America</p>



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	<p>say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten on. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our pa ents. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's me to get this done so we can all get back to work. Thank you.</p>
Rosalia Davidson	<p>Dear Supervisors: We are at a cri1cal point in bargaining and we need your support. Our pa1ents are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these nego1a1ons. We can save lives – both human and animal – by recrui1ng more physicians, psychiatrists, den1sts, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and reten1on. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our pa1ents. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's 1me to get this done so we can all get back to work. Thank you</p>
Saman Kashani	<p>Please consider UAPDs proposal on improving physician benefits. Our benefit package is far from competitive and I've already taken a substantial pay cut to do this work. I do love public service, and I want to continue, but the reality is that costs are increasing far faster than salaries. Thank you for considering.</p>
SAMI SOUCCAR	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
Sean Dreyer	<p>We physicians at LA County work here not because it's the highest paying job (quite the opposite), but rather because we care about the patient population</p>



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			<p>we serve. But we can't keep losing physicians due to obstructions to fair bargaining for pay - this ultimately hurts the patients we are trying to serve. Your highest priority, and mine, are the patients. Do the right thing, value your workers appropriately, so that we stay and fight for the LA County patients we love to take care of.</p>
			<p>Shalu Gupta</p> <p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
			<p>shana jordan</p> <p>We the physicians of LA demand that you prioritize the health of your constituents. LA County DHS is not a competitive employer and the countless physician vacancies create dangerous wait times for patients. Please work with the union to improve benefits and pay to make our organization an attractive employer for talented physicians.</p>
			<p>Shawn Lopez</p> <p>On behalf of my wife who is a dedicated healthcare worker serving the most vulnerable in our city. Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you</p>
			<p>Stephen Volk</p> <p>We need to finally end the negotiations with LAC/DMH psychiatrists and grant us competitive salaries and benefits. I've been with DMH over 20 years and we are losing doctors to retirement and younger doctors just walking away to earn more competitive salaries in places where they can afford to buy a home like Texas and the South. The department is too top heavy with far too many administrators who do not see patients that you can easily grant the salary demands to rank and file people active in direct service and find the cost savings out of the admin bureaucracy.</p>



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Steven Allen	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
Sunthorn Sumethasorn	<p>Prioritize patients (accessible, timely, and quality healthcare) and public health (maintain/improve population health, emergency preparedness) by making the County a competitive employer of doctors to retain and recruit. For their ongoing sacrifice and services, they deserve to regain Megaflex benefits. Some other worker classes like attorneys, judges, for example, have them. Doctors deserve no less. Please unanimously approve.</p>
Tamerin Scott	<p>We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
Thomas O'Hearn	<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity</p>



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	Tomer Begaz		
	Vernon Rosario		<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work.</p>
	VICTORIA ALBANCES		<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your responsibility to make this right for the health of our patients. You asked us to delay our strike pending review of the feasibility to get into MegaFlex by Buck and we did the right thing. Now it's time to get this done so we can all get back to work. Thank you.</p>
	William Chen		<p>Dear Supervisors: We are at a critical point in bargaining and we need your support. Our patients are suffering because they can't get access to the care they need and it's our duty to advocate for them – that's what we are doing through these negotiations. We can save lives – both human and animal – by recruiting more physicians, psychiatrists, dentists, and veterinarians! Recent studies speak the truth – 78% of employees in America say they would stay at a company solely because they like the benefits. The vast inequity between your benefit package and ours is a real impediment to recruitment and retention. The voters elected you to assure that LA's most vulnerable have access to care. It is your</p>

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		Yoon Shin	Hello, I am a physician working for the county of Los Angeles. Over the last few years, I have seen physicians move on to other institutions, and we have not been able to find replacements successfully. I am very saddened to see our underprivileged population getting sub-optimal care. I think much of this is because of lack of staff. I would like for you to please consider ways to increase the number of our staff so we can provide excellent life-saving care for our patients who need it the most. we need more staff in our clinics, desperately.
		Zena C Horn	Response to the untimely death of a colleague.
		Item Total	136
Grand Total			136

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Dear Board of Supervisors,

I am, ONCE AGAIN, 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.

UAPD has requested reasonable and affordable benefits in order to recruit and retain new caring physicians like myself. Benefits that county negotiators have retained for themselves (I'm looking at you Hal Yee). I am concerned about a deterioration in the quality of physicians we can recruit, and a shortage of physicians, due to a deficit in basic benefits, and salaries that do not keep up with inflation and therefore are dropping every day. 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. We helped LA county survive a pandemic, at risk of our own lives, without a contract or a lousy COLA? Come on.

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.

March 10, 2024
Zena C. Horn
Former Environmental Health Employee/Citizen
Whittier, CA 90605
beyzarro@msn.com
562-650-7094 Cell Phone
562-696-9513 Land Line

Los Angeles County Board of Supervisors
500 W Temple St #383
Los Angeles, CA 90012

RE:
LA County Department of Public Health
Environmental Health
LA County Health Inspectors
Toxic Work environment, Untimely Death Heather Hughes, and the misappropriation of
Restaurant Funds.

Dear;
HONORABLE COUNTY SUPERVISORS KATHRYN BARGER AND HILDA L. SOLIS

I am writing to bring to your attention a matter of great concern regarding LA County's Health Inspectors and the toxic work environment they experience daily. The Department of Environmental Health has created an abusive work environment for Health Inspectors, denied Family and Medical Leave Act (FMLA) requests, denied reasonable accommodations, denied Telework assignments indefinitely, committed violations Americans with Disabilities Act (ADA). Environmental Health failed to follow COVID protocols by not informing employee of positive exposures, failed to report COVID related deaths to CAL OSHA, intentionally created additional requirements to restrict employees from using accrued COVID Supplemental Paid Sick Leave (SPSL). The Department of Public Health has stolen restaurant and market owners annual permit fees to hire non inspector positions throughout DPH and intentionally kept a 50% vacancy within inspection districts creating stressful work environment injuring the mental and physical well-being of every Environmental Health employee. What else are they doing with these monies?

As a constituent and a concerned citizen, I urge you to initiate an investigation into this matter to ensure that such injustices are not allowed to persist within our workplace.

As a former Environmental Health employee, the Department denied me my ADA rights. I

encourage the Board of Supervisors to investigate the death of Ms. Hughes. Please feel free to have an investigator contact me. The treatment I received by the EH Department may help show a pattern of abuse and a disregard for FMLA /ADA.

Perhaps, Ms. Hughes' premature death could have been prevented had she been granted rights and protections afforded to her under the FMLA and ADA.

Denying her these rights not only violated federal law but also undermines the principles of fairness and equality that our nation strives to uphold.

Also it is imperative that the Board of Supervisors investigate misappropriation of Public Health funds paid by restaurant owners, landfills, mobile food trucks, wholesale food facilities, apartment owners, and many other facilities. LA County Superior Court ordered the Environmental Health Division to segregate monies collected from restaurant and market owners, the (SK7 Environmental Health Trust Fund).

Also, the misappropriation of Public Health funds paid by restaurant owners, landfills, mobile food trucks, wholesale food facilities,

Environmental Health Inspectors have experience 50% vacancy in budgeted positions and more than 40% turnover.

I am highly recommending that the Board of Supervisors immediately implement a DPH - Environmental Health Oversight Commission as a civilian and Union oversight body that advises the Department of Public and the Board of Supervisors. This commission will monitor all staffing levels including the SK7 Trust fund monies and Environmental Health's progress on systemic reform.

The commission will consist of members of DPH, Restaurant and Market owners, and the Teamsters Union Local 911. This commission will be known as the DPH Joint Labor EH Reform Implementation Team.

The Joint Labor Oversight Commission has the authority and duty to:

- Review departmental policies, procedures, and practices;
- Conduct inspections in order to ensure the physical safety and welfare of youth and adults in Probation custody;
- Investigate critical matters brought to the Commission's attention;
- Receive and review grievances;
- Compel data, real evidence, and direct testimony including the power to subpoena necessary information from the Probation Department; and
- Engage the public through robust and transparent reporting and regular meetings.

As a representative entrusted with the well-being of your constituents and colleagues, I

implore you to take swift and decisive action to investigate this matter thoroughly. Your intervention is crucial in ensuring that Heather Hughes receives the justice she rightfully deserves and that such violations are not repeated in the future.

Thank you for your attention to this matter. I eagerly await your response and trust that you will take the necessary steps to address these issues.

These and more DPH Directors must be investigated and be charged with Heather Hughes sudden death.

Dr. Barbara Ferrer

Dr. Nichole Quick

Liza Frias

Brenda Lopez

Scott Abbott

Michelle Le Cavalier

Graceline Shin

Peter Keshishian

Sincerely,
Zena Horn



SAN FRANCISCO PRETRIAL DIVERSION PROJECT

March 11, 2024

Los Angeles County Board of Supervisors:
Supervisor Mitchell
Supervisor Solis
Supervisor Horvath
Supervisor Hahn
Supervisor Barger

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

Via email: executiveoffice@bos.lacounty.gov
Sent via email

Re: Cancel the JCOD Accenture Contract

Act Now to Cancel the JCOD Accenture Contract

San Francisco Pretrial Diversion Project joins [the many community organizations and stakeholders](#) who are voicing their concern with Los Angeles County's multi-million dollar contract with management consultancy firm, Accenture, for the implementation of pretrial services.

Throughout 2019 and 2020, a historic coalition of community-based organizations in Los Angeles came together [to organize in favor of Measure J](#), a measure that allocated funds to be dedicated to community-based alternatives to incarceration. The measure passed with 57% of the vote.

The Board had previously asked county leaders and community stakeholders to create a report of recommendations for alternatives to incarceration and pretrial services. The resulting report, [Care First, Jails Last](#), recommends creating a pretrial services entity situated outside of law enforcement that can promote community-based alternatives. The Board of Supervisors approved and adopted the report.

LA community stakeholders have built partnerships with agencies like ours that have direct experience operating robust and successful pretrial services agencies in California. In addition to Santa Clara County, LA stakeholders have access to nationally recognized pretrial models with local expertise and the information and support they need to create a pretrial system responsive to community needs and stakeholders, local criminal justice partners and public safety.

But despite the County's stated and approved vision, the will of the voters, and the advice of stakeholders, LA County signed an illegal backroom deal with surveillance giant, Accenture, to develop a pretrial strategy for LA County.

Accenture is an unaccountable global consultant firm infamous for [its expansion and implementation of the surveillance state](#), working with [CBP](#), [ICE](#), and local police to collect biometric data on and target migrants and 'risky' travelers, and subcontracting with firms responsible for war crimes like the [administration of Abu Ghraib](#) and [the manufacturing of cluster munitions](#).

[Accenture's staff](#) have profited off the prison industrial complex, like former prosecutors, probation officers, and police superintendents. The experience and networks of Accenture's project staff will bias them in favor of carceral and surveillance solutions and against the community-based alternatives for which Los Angelenos have fought for years to win approval and establish funding.

We know that if Accenture is allowed to play a pivotal role in redesigning pretrial services, we will end up with more surveillance technology, like the use of [Electronic Monitoring Devices](#), partnerships with ICE and local police that result in more predictive policing, increased profiling, and more frequent deportations, and the funneling of city funds away from proven community-based alternatives and into the hands of the companies that have long profited off the prison industrial complex.

Already, we have seen that Accenture's "[Summary of the Justice System](#)" recommends Electronic Monitoring as an "Alternative to Incarceration."

We cannot accept that after so much consultation, organizing, and consensus-building, the implementation of this crucial piece of our criminal justice system would be handed off to an unaccountable global consulting firm with no local ties and a predisposition for surveillance and empowering police and ICE.

Luckily, LA County's \$8.6 million contract with Accenture is cancellable. It's not too late to correct course and redirect money from unaccountable global consulting firms to proven community-based alternatives.

San Francisco Pretrial Diversion Project is calling upon the Board of Supervisors to immediately cancel Accenture's contract for designing pretrial services and reinvest the money into community-based alternatives instead.

We appreciate your consideration.

Sincerely,

David Mauroff

David Mauroff
CEO, San Francisco Pretrial Diversion Project
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