

Settlement Agreement

UNAC/UHCP and SCPMG

Primary Care RN Message Management

1. Committee mission: To plan for appropriate coverage of scheduled time off for Primary Care RNs who actively handle messages and advice.
2. The Committees, referred to as the Primary Care Message RN Committee, will be formed at the following identified Medical Center MOBs:
 - a. Baldwin Park Medical Center Family Medicine
 - b. Fontana Medical Center Internal Medicine
 - c. San Diego-Vandever MOB Primary Care
 - d. West Los Angeles Medical Center Family Medicine and Internal Medicine
3. Committee membership: Local Committee for each identified department, noted in section 2, will consist of the following:
 - a. Up to three SCPMG management individuals, one of which is a management RN if the AMCA/AMGA or DA of the module is not an RN.
 - b. A UNAC/UHCP staff representative, UNAC/UHCP affiliate officer, and department RN selected by UNAC/UHCP.
4. By September 1, 2012, each committee will be educated jointly by Team members from SCPMG and UNAC/UHCP about the Primary Care Message Management Recommendations and Resource Guide.
5. Committee assessment, findings, action plan, and monitoring will be reported to the local Ambulatory Care Practice Leader (ACPL), who will in turn report up to the Regional Ambulatory Care Practice Committee (ACPC). Issues not resolved at the local level will be escalated to the Regional MGA/SCPMG Nursing Leader and Ken Deitz, UNAC/UHCP President, to resolve identified issues.
6. Staff compensation: RNs participating on the Committee will be kept whole and meetings will be scheduled during regular work hours with appropriate coverage for the participating RNs.
7. Timeline: Committees will be formed by September 1, 2012 and convene for a period of up to 6 months. The number of meetings will be at the discretion of each local group with a commitment to meet at least monthly, unless the issues are resolved prior to March 1, 2013. Continuation of the Committee will be subject to extension by mutual agreement of the parties.

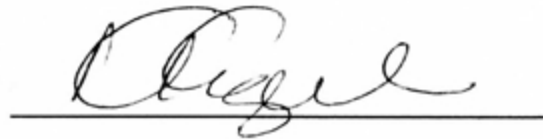


8. Between March 1, 2013 and June 1, 2013, UNAC/UHCP may request to the Assistant Director of Labor Relations to discuss issues within the scope of this agreement arising in other SCPMG Primary Care departments (not listed in Section 2). Application of this agreement to other SCPMG Primary Care departments will be subject to mutual agreement between Labor Relations and UNAC/UHCP. Upon mutual agreement, the Primary Care Message RN Committee will be formed and begin work within 60 days.
9. In exchange for the above, UNAC/UHCP will withdraw the regional grievances related to message management filed March 18, 2008 and December 18, 2007.
10. This agreement contains the entire agreement of the parties with regard to Primary Care RN message management and supersedes any prior oral or written agreement related to this issue.
11. This agreement is not subject to the grievance and arbitration procedure of the local agreement between the parties. Any dispute related to the implementation of this agreement will be reviewed and addressed by the Assistant Director of Labor Relations and UNAC/UHCP President.

Date: June 5, 2012

A handwritten signature in black ink, appearing to read 'Ken Deitz', written over a horizontal line.

Ken Deitz, UNAC/UHCP President

A handwritten signature in black ink, appearing to read 'Kathy Kigerl', written over a horizontal line.

Kathy Kigerl, RN, SCPMG Regional MGA