

**AMENDMENT TO THE MEMORANDUM OF AGREEMENT  
BETWEEN  
THE COUNTY OF VENTURA  
AND  
THE UNION OF AMERICAN PHYSICIANS AND DENTISTS**

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the Union of American Physicians and Dentists ("UAPD") which sets forth the terms and conditions of employment of all employees of the County represented by UAPD for the period between June 27, 2021 through June 30, 2024.

The County and the UAPD agree to amend the 2021-2024 MOA as follows:

- **Add new Section 605, "State Disability Insurance (SDI)," to the MOA, as follows:**

"The parties agree to participate in the employee paid State Disability Insurance Program (SDI) pursuant to applicable State regulations and the following provisions:

- A. For purposes of this Section only, the term "employee" shall include regular employees assigned to County classifications. This inclusion in the SDI program will not confer any representation rights to temporary help employees or alter in any way the definition of "employee" in the County's Personnel Rules and Regulations or current Memorandum of Agreement.
- B. If a bargaining unit chooses to withdraw from SDI after the required two (2) years, UAPD must present a petition signed by a majority of the bargaining unit members indicating such desire.
- C. This program shall be administered by the County.
- D. The employee shall pay all costs of the program.
- E. Per State regulations, benefits for employees not previously covered by SDI shall become effective approximately five (5) to seven (7) months after enrollment, depending on the processing time of the State of California Employment Development Department (EDD)."

- **Revise Section 708, "Loan Repayment Programs," as follows: (TENTATIVE AGREEMENT)**

~~"1. For Physicians covered by this MOA, who were hired pursuant to the Clinic-Integration Plan Agreement as of June 27, 2021, who were participating in the California State Loan Repayment Program (SLRP) at that time and continue to participate in the program, the County will comply with all terms and conditions of the SLRP, to include making any required matching contribution. For loan repayment programs for which no dollar match is required of the County, the County shall verify employment as required."~~

~~2. The parties shall continue to negotiate over prospective provisions concerning loan repayment programs, including the issue of matching contributions by the County. The parties agree to committing themselves to reaching an agreement that can be implemented by no later than June 1, 2022.~~

Employees covered by this agreement shall be eligible to participate in any loan repayment program not requiring County contribution/participation, including but not limited to the following:

- CalHealthCares
- National Health Service Corps Loan Repayment Program
- Steven M. Thompson Loan Repayment Program
- Public Service Loan Forgiveness

For employees who apply for, and are participating in, any loan repayment program, the County shall provide all verification, as required by the specific loan repayment program, upon notification to the Ventura County Health Care Agency (HCA) by the employee of participation in the program.

The employee may also be eligible to participate in the California State Loan Repayment Program ("SLRP"). The SLRP, unlike the other loan repayment programs, requires matching contributions by the County. Any matching contributions by the County are subject to approval by the CEO Ambulatory Care, and the County's total participation in the SLRP for all eligible members under this agreement shall not exceed \$125,000 per fiscal year. Priority shall be given to employees who have applied to other loan repayment programs but have been denied and/or deemed ineligible for other loan repayment programs.

Approval of participation in the SLRP by the County may be based on employee work performance, which will include consideration, among other things, of employee performance evaluations and any history of work performance problems or disciplinary action.

Once the County's maximum participation amount is reached, additional applications may be conditionally approved pending reduction of the County's participation to an amount below the maximum set forth above. Once the County's participation falls below the maximum, priority shall be given to employees who were conditionally approved by the County for participation in the SLRP. If there is more than one such eligible employee, priority shall be given based on County conditional approval date."

Agreed to this 16<sup>th</sup> day of November, 2022, by:

For the County:



Mike Curnow  
Labor Relations Manager

For UAPD:



Bryan Toledano  
Labor Representative

Digitally signed by Bryan  
Toledano  
Date: 2023.01.03 12:33:13 -08'00'