

**SIDE LETTER OF AGREEMENT
BETWEEN
THE COUNTY OF VENTURA
AND
THE UNION OF AMERICAN PHYSICIANS AND DENTISTS**

In March of 2020, the County of Ventura's ("County") Board of Supervisors declared a natural disaster, per section 1804 of the County's "Personnel Rules and Regulations," in response to the 2019 Novel Coronavirus (COVID-19) pandemic. In conjunction with that declaration, the County and its Departments/Agencies have approved teleworking for employees whose Department/Agency's operational requirements may accommodate teleworking and whose primary duties may be performed from home.

Since the transition of the current Ambulatory Care Clinics to the operational control of the County Health Care Agency, Union of American Physicians and Dentists ("UAPD") represented physicians working in the clinics have generally been allowed to telework on an 80/20 basis (80% in office, 20% telework). This practice has been in place to reduce possible exposure to COVID-19 in response to the pandemic.

Based on the above, the parties mutually agree to continue Ambulatory Care's practice of extending the option of teleworking on an 80/20 basis to all UAPD represented physicians for the duration it is financially reimbursed by insurance providers.

Additionally, the parties agree that should operational requirements or business circumstances change, Ambulatory Care management may alter or revoke telework schedules subject to the provisions of the "Ambulatory Care Teleworking Guidelines" document, regardless of whether or not there is a declared natural disaster. Examples of changes in operational requirements/business circumstances include, but are not limited to:

- Patient demand for telehealth appointments;
- Reimbursement by Insurance Providers for telehealth appointments is reduced to less than 100% of in-office visits

Upon revocation of the natural disaster declaration by the Board of Supervisors, Ambulatory Care management may cease the practice of offering "80/20" teleworking schedules to all UAPD represented physicians at its discretion.

Agreed to this 16th day of November, 2022

For the County:



Mike Curnow
Labor Relations Manager

For the UAPD:



Digitally signed by Bryan Toledano
Date: 2022.12.30 11:07:55 -08'00'

Bryan Toledano
Labor Representative