

**AGREEMENT BETWEEN UNION OF AMERICAN PHYSICIANS AND DENTISTS
AND
THE STATE OF CALIFORNIA, CALIFORNIA DEPARTMENT OF HUMAN RESOURCES AND
CALIFORNIA CORRECTIONAL HEALTH CARE SERVICES,
INTEGRATED SUBSTANCE USE DISORDER TREATMENT/MEDICATION ASSISTED TREATMENT**

This agreement represents the full and complete understanding reached by and between the parties at the conclusion of mediation on August 1, 2024, regarding the statewide implementation of Integrated Substance Use Disorder Treatment (ISUDT)/Medication Assisted Treatment (MAT) Program. This agreement becomes an addendum to the current State Bargaining Unit 16 Memorandum of Understanding, Article 17, Section 17.1 which expires on July 1, 2025.

ISUDT/MAT

- A. State agrees to follow 12.6 Professional Judgement.

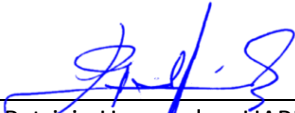
- B. Management agrees to:
 - 1. Continue to provide training to prepare physicians to manage patients with Opioid Use Disorder and Medication Assisted Treatment.
 - 2. Continue to provide guidance and training on Utox interpretation.
 - 3. Continue to provide guidance and training on on-going illicit suboxone misuse and abuse.
 - 4. Continue to provide guidance and training on polysubstances.
 - 5. Continue to provide guidance on diversion.
 - 6. Concerns related to a specific MAT patient's adherence to treatment or other treatment aspects may be discussed with local physician leadership or Addiction Medicine Central Team.
 - 7. Continue to offer a written informed consent for MAT. Number 7 is not grievable or arbitrable.
 - 8. Continue to provide access to alternative medications to treat Opioid Use Disorder via the standardized process.

- C. TRAINING/Orientation: CCHCS shall provide a minimum of 8 hours of ISUDT didactic training and up to three (3) workdays of shadowing an ISUDT practice to all newly hired employees. It is agreed that the training shall be during regular work hours with time specifically dedicated to these trainings. Additionally, no less than 4 hours of yearly ISUDT training shall be made available (e.g.

Brief Cognitive Behavioral Intervention; Motivational Interviewing; Rapid Induction; Induction; Difficult Case Management; Higher Risk; etc.)

- D. The parties recognize that compensation issues are appropriately raised at main table bargaining for the MOU expiring June 2025.
- E. BU16 P&S will have real time access to ISUDT co-consult and/or support to manage patients at point of care Monday through Friday during normal work hours, and the parties shall discuss consultation support during On-Call within 60 days of this agreement.
- F. The State and the UAPD shall establish a work group to review and provide written recommendations to the ISUDT Program. The workgroup shall consist of 6 members, three (3) union members selected by the Union, and three (3) selected by management. This total excludes notetakers and labor relations representatives of the State and Union. The workgroup may meet as needed but at least quarterly up to one year. The focus of the work group is to identify and make recommendations on workflow, processes, and/or additional training that could be offered to BU 16 employees. This is to enhance program success. Any recommendations from the quarterly workgroup meetings shall be submitted to the Deputy Director of Medical Services and Director of Health Care Services within 30 calendar days of each meeting. Union attendees shall attend without loss of compensation. Additional Subject Matter Experts may be permitted to attend the meetings with mutual agreement by both parties.
- G. Management agrees to continue to monitor the Primary Care Provider workload consistent with the requirements in 7.6 Hours of Work of the MOU.
- H. The Deputy Director of Medical Services shall review existing duty statements to ensure they reflect the current duties.

UNION



Patricia Hernandez, UAPD
Chief Negotiator

MANAGEMENT

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Patrick Gage

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Patrick Gage, CalHR
Senior Labor Relations Officer

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