

From: [Samuel Phang](#)
To: [ClerkoftheBoard](#)
Subject: Public comment BOS 10/8/24 Agenda Item #54
Date: Monday, October 7, 2024 9:26:49 AM

WARNING: If you believe this message may be malicious use the Phish Alert Button to report it or forward the message to Email.Security@ventura.org.

Dear County Supervisors,

Thank you for your continued support throughout our negotiations. I encourage you to approve this Memorandum of Agreement. I am delighted that our general pediatricians will be compensated equally as the other primary care physicians. I am also pleased that after Ambulatory Care Administration unilaterally changed our schedule templates resulting in an Unfair Labor Practice charge, the County complied with the PERB decision, and we were able to bargain over our schedule templates. However, I was disappointed that throughout our negotiations, County treated us as the opposing side, instead of collaborating to find solutions to our healthcare system. County's abrupt Last, Best, and Final Offer did not exemplify a spirit of collaboration. The physicians, on the other hand, did accept that offer to avoid impasse so that we can move forward. We as physicians are your employees, constituents, taxpayers, and also leaders of our communities. We hope to be treated as collaborators, so we can stand side-by-side with the County, to achieve the goals of keeping our County healthy and sustainable. Thank you.

Samuel Phang, MD
Family Physician

My statement as a private citizen does not necessarily reflect the view of the HCA or the County of Ventura Government, or UAPD and its other members.