

Appendix #54

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Los Angeles County
University of Southern California
Medical Center



LAC+USC

1200 North State Street
Los Angeles, CA 90033

Jerry L. Buckingham
Executive Director

County of Los Angeles
Department of Health Services

Phone: [213]

Sol Bernstein, M.D.
Chief of Staff

April 19, 1993

226-6501

Fotine D. O'Connor, R.N.
Director, Nursing Services
and Education

David Cundiff, M.D.
319 Grand Avenue
Long Beach, CA 90814

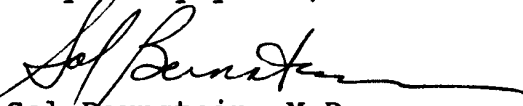
Dear Dr. Cundiff:

This is in response to your third step grievance hearing which was held on April 8, 1993 and at which you were represented by Patric Mayers, Patric Mayers and Company.

At the hearing you alleged that the time scheduling limitations imposed upon you were disparate in treatment as the decision to impose the limitations were arbitrary, discriminatory and capricious. After carefully considering the information you presented at your hearing, I find that overtime is being prescribed within the provisions of the Medical Center policy on this subject and without disparity. Your grievance on this issue is denied.

With regard to the change of office location I find that sufficient advance notification was given to you regarding the change of office locations and I find no merit to your allegation of prejudicial treatment. Therefore, this portion of the grievance is also denied.

Very truly yours,


Sol Bernstein, M.D.
Chief of Staff

SB:cc

cc Ralph Jung, M.D.
David Goldstein, M.D.
Patric Mayers
Robert Navarro
Debbie Jackson

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In my 13 years in County service, I have donated considerable time to further the care of patients. I have never been paid for overtime accumulated doing my regular clinical duties. USC School of Medicine has never supplemented my income for my teaching duties as it has most other members of my department.

In the last six months, Dr. Goldstein's directives have cost me over \$6,000 in uncompensated time. My attorney's fees thus far have amounted to \$3,500. In the course of my subsequent career in the County this will add up to enough money to send my three daughters to college.

I complain about this situation because it is part of a pattern of using LA County resources (in this case my professional services) for the financial benefit of USC University Hospital. I work under administrators whose top priorities are the success of the USC Hospital, the USC private practice program and fundable research studies. Dr. Goldstein's transparent scheme to confiscate a portion of my livelihood is supported by upper level USC administrators all of whom have a conflict of interest in dealing with LAC physician employees.

The grievance about moving my office is another example of discrimination of me as a LAC employee versus the favored USC employees.

My attorney, Patric Mayers, and I would be happy to discuss this with you further at your convenience.

Sincerely,



David Cundiff, MD
Director, Cancer Pain Service
LAC-USC Medical Center