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**Department of Health Services  
Los Angeles County - University of Southern California  
Medical Center**

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SCHOOL OF PHARMACY

MEMORANDUM

Date: May 6, 1994  
To: Sol Bernstein, MD  
From: David Cundiff, MD *D. Cundiff*  
Re: Our meeting May 5, 1994

Thank you very much for meeting with me yesterday about a variety of issues. For the record I want to document the points of our discussion, so that all can be resolved.

\* I still request that three impartial members of the internal medicine faculty be assigned to review my performance and submit independent evaluations.

\* I ask for your assistance in providing two full-time staff physician items and a physician assistant item for the Cancer Pain Service (CPS) in preparation for my departure in January 1995. If the CPS does not dissolve in my absence, we can accept an NCI grant to study assessment and treatment of cancer pain in minority populations. This would provide a half-time fellow position for four years. The PA position could involve rotating the 5P21 PAs through the CPS on a three monthly basis. Elliot Johnson, 5P21 administrator has "the money but not the [physician] item" to replace me as the CPS director. The family medicine department is rumored to be adding staff to meet primary care teaching requirements. Family medicine would be a logical department to takeover the CPS.

The petition requesting these three positions is still circulating throughout the hospital, but hundreds of employees have already signed. One way or another, I'm sure you know how to make the system work in everyone's favor in this regard.

We did not discuss nursing but it too is relevant to our staffing shortage. Although nursing has a task force on pain and a cancer pain patient education pilot study underway, it declines to give us another clinical nurse specialist. The internal medicine nursing director, Nancy Hogenbaur, also could be encouraged by you to provide the CPS another full-time item.

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\* My time schedule of working eight hours per day, five days per week unless overtime is pre-approved results in me not being fairly compensated for my time. In the past 15 months with this system, my records show that 285 hours of my professional time has not appeared on my time card. As you know, I have no USC compensation and no outside practice. This unfair schedule has taken a significant toll on me and my family. I do not request overtime paid for this time but I would like those hours to be entered on the books as overtime accrued. Subsequently, I should be on a more flexible time schedule reflecting the nature of my CPS duties (i.e., on call 24-hours per day seven-days per week).

\* My physical medicine physician, Dr. John Hong, advised me not to undertake more than 40 hours per week at the hospital because of my left hip bursitis. Dr. Goldstein has ordered me to work overtime against my physician's advise. Unless the hospital overrules Dr. Goldstein's directive, the hospital is also responsible for the consequences of his directive. One resolution to this problem is to provide the additional staffing for the CPS requested above.

Again let me thank you for your patience in hearing me out on these issues. In your remaining weeks as medical director of this hospital, you can leave a positive and lasting legacy by using your diplomatic skills to expand the role of the CPS.

Best wishes in your retirement.

Sincerely,



David Cundiff, MD