



CITY OF LONG BEACH **R-27**

DEPARTMENT OF HUMAN RESOURCES

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802

October 9, 2007

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt the attached Resolutions approving the Memorandums of Understanding with the Long Beach Police Officers Association and Long Beach Firefighters Association, allowing for implementation of a workers' compensation alternative dispute resolution process. (Citywide)

DISCUSSION

In April 2004, the Governor signed SB 899, the Workers' Compensation Reform Bill, into law. A key provision of SB 899 was the ability given to cities to enter into labor-management agreements for alternative dispute resolution of workers' compensation claims. Prior to SB 899, only the construction industry had the ability to develop labor-management agreements for alternative dispute resolution of workers' compensation claims. The City of Long Beach will be the first city to formally adopt a labor-management agreement under Labor Code Section 3201.7, taking an innovative approach to solve some of the issues affecting both the employees and the City in the current workers' compensation system.

The current workers' compensation claim resolution process, as supported by the State regulations, is filled with delays for both the City and employee. There are currently two pathways for a workers' compensation claim to be resolved under State regulations: non-litigated cases are resolved through a Qualified Medical Examiner (QME) and litigated cases may be resolved using an Agreed Medical Examiner (AME) or a QME. QME's are assigned by the State through a complicated process that allows the employee to choose from a State panel of physicians. The State randomly assigns this panel of physicians by specialty and consideration is not given to the proximity of the employee's home or work location. On average, it currently takes approximately three to five months from the time a QME is requested for the employee and the City to receive a report on the particular issues of the claim. This delay causes many claims to be denied pending receipt of the medical opinion. When a case is litigated, the two parties may agree to use an AME to resolve outstanding issues or use a QME. On average, it currently takes approximately six months or more for an employee to be seen by an AME because of the full calendars of these physicians and three

additional months for the City to receive a report on the particular issues of the claim. This type of delay causes claim costs to rise while affecting the morale and care of employees.

In February 2006, the Long Beach Police Officers Association (LBPOA) and Long Beach Firefighters Association (LBFFA) approached City management to discuss many of the problems faced by their membership, which include delay in treatment and benefits. It was decided by City management to research the possibility of entering into a labor-management agreement for alternative dispute resolution in an effort to expedite the process to improve care of employees and reduce long-term costs to the City. In November 2006, the City applied to the State for permission to negotiate a labor-management agreement. In December 2006, permission was granted by the State through the Administrative Director of the Division of Workers' Compensation to begin negotiations with the LBPOA and LBFFA and conclude the negotiations within one-year.

City, LBPOA and LBFFA representatives have held meet and confer sessions over the last six months regarding implementation of a workers' compensation alternative dispute resolution process. These meetings have resulted in an agreement that provides a new Memorandum of Understanding (MOU) that will provide active LBPOA and LBFFA employees with an expedited procedure to handle disputes, resulting in a one-year pilot program. The agreement includes workers' compensation disputes that arise from questions of causation, nature and extent of injury, nature and extent of permanent disability and apportionment, work restrictions, ability to return to work, and utilization review. The major provisions of the agreement are summarized in Attachment A. The members of the LBPOA and LBFFA have ratified the MOUs.

The City is prepared to enter into contracts with various physicians to serve as Independent Medical Examiners (IME) for this program. The City, the LBPOA, and the LBFFA have agreed on a list of physicians based on their ability to be impartial and on their ability to write thorough reports. A total of 86 physicians were approached in various specialties, with 56 physicians responding that they were interested in participating in the program. The contract will require the IME to complete the process of seeing the employee within 30 days of receiving the request and writing a report 30 days after the exam date.

At the conclusion of the one-year pilot, the City will work with the LBPOA and LBFFA to evaluate the impact of the program, including cost to the City and care of injured employees. If the pilot is successful, staff will recommend an extension of the MOUs and possibly expanding the process to other employee associations.

This matter was reviewed by Deputy City Attorney Christina Checél and Manager of Budget and Performance Management David Wodynski on October 3, 2007.

TIMING CONSIDERATIONS

City Council action is requested on October 9, 2007 to ensure implementation of the MOU provisions by December 1, 2007.

FISCAL IMPACT

The alternative dispute resolution program is expected to generate savings to the City through decreased litigation and quicker resolution of workers' compensation claims while improving service to our injured employees. The City will evaluate costs of this pilot program at the end of one year. Costs associated with this program are paid through the Insurance Fund (IS390). In Fiscal Year 07, total medical and indemnity costs for Police and Fire totaled \$8.2 million.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



SUZANNE R. MASON
DIRECTOR OF HUMAN RESOURCES

SRM:MA

Attachments

APPROVED:



PATRICK H. WEST
CITY MANAGER

Major Provisions of Workers' Compensation Alternative Dispute Resolution Agreement

Purpose of Agreement:

1. To provide active employees claiming compensable injuries under Division 4 of the California Labor Code ("Workers' Compensation Law") with an expedited procedure to resolve medical disputes in accordance with Article IV, Section D of this Agreement to facilitate their prompt return to work;
2. To provide retirees claiming a presumptive injury as defined by California Labor Code (hereinafter "Labor Code") section 3212 et seq. with an expedited procedure to resolve medical disputes.
3. To reduce the number and severity of disputes between the City and covered employees, when those disputes relate to workers' compensation; and
4. To provide workers' compensation coverage in a way that improves labor management relations, improves organizational effectiveness, and reduces costs to the City.

Term of the Agreement: One (1) Year as a pilot program

Scope:

1. Applies to members of the Long Beach Police Officers Association (LBPOA) and Long Beach Firefighters Association (LBFFA).
2. Applies to active employees within the unions noted above and retirees who claim a presumptive injury within five (5) years of retirement.

Independent Medical Examiners

1. The City, the LBPOA, and the LBFFA have agreed to independent medical examiners (IME) to resolve disputes arising as part of a claimed injury.
2. The exclusive list of medical providers contains physicians from many different specialties.
3. An IME shall be used for all medical disputes that arise in connection with a workers' compensation claim including but not limited to determination of causation, the nature and extent of an injury, the nature and extent of permanent disability and apportionment, work restrictions, ability to return to work, including transitional duty, future medical care, and resolution of all disputes arising from utilization review, including need for spinal surgery pursuant to Labor Code

section 4062(b). The parties will use the originally chosen IME for all subsequent disputes under this agreement.

4. The IME process will be triggered when either party gives written notice of an objection or dispute.
5. The IME's will not be used for treatment of the employee's injury.

LABOR-MANAGEMENT WORKERS' COMPENSATION
SUPPLEMENTAL DISPUTE RESOLUTION AGREEMENT
BETWEEN CITY OF LONG BEACH AND
LONG BEACH POLICE OFFICER'S ASSOCIATION

THIS LABOR-MANAGEMENT WORKERS' COMPENSATION SUPPLEMENTAL DISPUTE RESOLUTION AGREEMENT ("Agreement") entered into by and between the City of Long Beach ("City") and the Long Beach Police Officer's Association ("LBPOA"). This Agreement is created pursuant to California Labor Code Section 3201.7(a)(3)(c).

Nothing in this agreement diminishes the entitlement of an employee to compensation payments for total or partial disability, temporary disability, or medical treatment fully paid by the employer as otherwise provided in Division 4 of the Labor Code. Nothing in this agreement denies to any employee the right to representation by counsel at all stages during the alternative dispute resolution process.

Article I. Purpose.

The purposes of this Agreement are:

1. to provide active employees claiming compensable injuries under Division 4 of the California Labor Code ("Workers' Compensation Law") with an expedited procedure to resolve medical disputes in accordance with Article IV, Section D of this Agreement to facilitate their prompt return to work;
2. to provide retirees claiming a presumptive injury as defined by California Labor Code (hereinafter "Labor Code") section 3212 et seq. with an expedited procedure to resolve medical disputes in accordance with Article IV, Section D of this Agreement;

3. to reduce the number and severity of disputes between the City and covered employees, when those disputes relate to workers' compensation; and

4. to provide workers' compensation coverage in a way that improves labor management relations, improves organizational effectiveness, and reduces costs to the City.

These purposes will be achieved by utilizing an exclusive list of medical providers to be the sole and exclusive source of medical evaluations for disputed issues surrounding covered employees in accordance with California Labor Code Section 3201.7(c).

Now, therefore, in consideration of the mutual terms, covenants and conditions herein, the parties agree as follows:

Article II. Term of Agreement

The City and LBPOA enter into this Agreement with the understanding that the law authorizing this Agreement is new, untested and evolving. The parties further understand that this Agreement governs a pilot program and that it will become effective after it is executed by the parties, submitted to the Administrative Director of the State of California, Department of Industrial Relations, Division of Workers' Compensation in accordance with Title 8, California Code of Regulations, Section 10202(d), and accepted by the Administrative Director as evidenced by the Director's letter to the parties indicating approval of the Agreement. This Agreement shall be in effect for one year from the date of the Administrative Director's letter of acceptance to the parties. Thereafter, it shall continue and remain in force from year to year unless terminated by either party. Any claim arising from an industrial injury sustained before the termination of this Agreement shall continue to be covered by the terms of this

Agreement, until all medical issues related to the pending claim are resolved. Any medical issue resolved under this Agreement shall be final and binding.

The parties reserve the right to terminate this Agreement at any time for good cause, by mutual agreement or by act of the legislature. The terminating party must give thirty (30) days written notice to the other party. The parties agree to meet and confer in good faith to try and resolve the issues underlying the termination during the thirty day period prior to the termination of the agreement. Upon termination of this Agreement, the parties shall become fully subject to the provisions of the California law to the same extent as they were prior to the implementation of this Agreement, except as otherwise specified herein.

Article III. Scope of Agreement.

A. This Agreement applies only to injuries, as defined by Workers' Compensation Law, claimed by 1) active employees; 2) retirees who claim a presumptive injury as defined by California Labor Code Section 3212 et seq.; and 3) active employees who file a claim and subsequently retire before the claim is resolved. Retirees who filed claims while they were active employees are covered under this agreement only for the purposes of petitions to reopen a pre-existing claim unless covered under A(2). This Agreement does not apply to any other retired employees. This agreement does not cover post-retirement amendments to active claims.

B. Employees who are covered under this Agreement remain covered during the entire period of active employment.

C. Injuries occurring and claims filed after termination of this Agreement are not covered by this Agreement.

D. This Agreement is restricted to establishing an exclusive list of medical providers to be used for medical dispute resolution for the above-covered employees in accordance with California Labor Code Section 3201.7(c).

Article IV. Medical Provider

A. This Agreement does not constitute a Medical Provider Network ("MPN"). However, all employees must utilize the City's current MPN for treatment purposes during the time the City maintains and utilizes the MPN. The MPN is governed by Labor Code section 4616 et seq. Physicians who act as a covered employee's independent medical examiner ("IME") under this Agreement shall not act as the same employee's treating physician even if the physician has been (pre)designated as the employee's treating physician, unless otherwise mutually agreed by the parties. Predesignation of a physician must comply with the requirements set forth in Labor Code section 4600(d)(1).

B. All employees with a disputed medical issue as described below in Section D must be evaluated by an approved physician from the exclusive list of approved medical providers. Said physician will serve as an IME. Attached hereto as Exhibit A is an exclusive list of approved medical providers that was agreed upon by the City and the LBPOA. If the IME needs the opinion of a different specialist, the IME shall refer the employee to a physician of the IME's choice even if that doctor is not on the approved list or in the MPN.

C. The exclusive list of approved medical providers shall include the specialties as agreed upon by the parties.

D. An IME shall be used for all medical disputes that arise in connection with a workers' compensation claim including but not limited to determination of causation, the nature and extent of an injury, the nature and extent of permanent

disability and apportionment, work restrictions, ability to return to work, including transitional duty, future medical care, and resolution of all disputes arising from utilization review, including need for spinal surgery pursuant to Labor Code section 4062(b). The parties will use the originally chosen IME for all subsequent disputes under this agreement. In the event that said IME is no longer available, the parties shall utilize the next specialist on the list pursuant to Article IV G 5 (below).

The IME process will be triggered when either party gives the other written notice of an objection. Objections from the City will be sent to the employee with a copy to the employee's legal representative if represented and a copy to LBPOA. Objections from the employee or employee's legal representative will be sent to the employee's assigned claims examiner with a copy to the Claims Manager.

Objections will be sent within thirty days of receipt of a medical report or a utilization review decision. A letter delaying decision of the claim automatically creates a dispute. A subsequent acceptance of the claim and/or resolution of the disputed issue eliminates the need for completion of the dispute resolution process set forth in this agreement.

E. The exclusive list of approved medical providers shall serve as the exclusive source of medical-legal evaluations as well as all other disputed medical issues arising from a claimed injury.

F. The parties hereby agree that from time to time the exclusive list of approved medical providers may be amended. For either party to add an IME to the exclusive list of medical providers, the party must provide notice, in writing, to the other party of its intent to add a physician to the list. Absent a written objection to the other party within thirty (30) calendar days of receipt of the written proposal, the addition will be made. In the event there is an objection, the physician will not be added to the list.

A physician may only be deleted from the exclusive list of medical providers if s/he breaches the terms and conditions of the contract with the City or by mutual agreement of the parties.

G. Appointments.

1. The Claims section of the Workers' Compensation Division shall make appointment(s) with the IME within ten days of the date of the objection and/or notification of delay for employees covered under this Agreement.

2. The employee shall be responsible for providing the Claims section with his/her work schedule prior to an appointment being made so that appointments can be made during an employee's non working hours or the first or last hour of his/her workday in accordance with City policy 6.6.

3. Compensation for medical appointments under this Agreement shall be consistent with City policy.

4. Mileage reimbursement to covered employees shall be in accordance with Labor Code Section 4600 (e)(2), unless transportation is provided by the City.

5. For purposes of appointments, the Claims section will select the IME(s) by starting with the first name from the exclusive list of approved medical providers within the pertinent specialty, and continuing down the list, in order, until the list is exhausted, at which time Claims will resume using the first name on the list.

H. The City is not liable for the cost of any medical examination used to resolve the parties' disputes governed by this Agreement where said examination is furnished by a medical provider that is not authorized by this Agreement. Medical evaluations cannot be obtained outside of this Agreement for disputes covered by this agreement.

I. Both parties shall be bound by the opinions and recommendations of the IME selected in accordance with the terms of this Agreement.

Article V. Discovery

A. Employees covered by this Agreement shall provide the Claims section with fully executed medical, employment and financial releases and any other documents reasonably necessary for the City to resolve the employee's claim, when requested.

B. The parties agree they have met and conferred on the language of the medical/financial/employment releases to be used under this agreement. If said releases cause undue delay and/or unforeseen adverse impact(s) to the City, and/or the Association, and/or its members then either party may request a meet and confer regarding said undue delay and/or adverse impact(s). The parties shall meet and confer within 30 days of a party's request to meet and confer.

C. Employees shall co-operate in providing a statement.

D. This agreement does not preclude a formal deposition of the applicant or the physician when necessary. Attorney's fees for employee depositions shall be covered by Labor Code section 5710. There will be no attorney's fees for doctor's depositions.

Article VI. General Provisions

A. This Agreement constitutes the entire understanding of the parties and supersedes all other agreements, oral or written, with respect to the subject matter in this Agreement.

B. This Agreement shall be governed and construed pursuant to the laws of the State of California.

C. This Agreement, including all attachments and exhibits, shall not be amended, nor any provisions waived, except in writing signed by the parties which expressly refers to this Agreement.

D. If any portion of this agreement is found to be unenforceable or illegal the remaining portions shall remain in full force and effect.

E. Notice required under this Agreement shall be provided to the parties as follows:

City: Robert Johnson, Claims Manager
333 West Ocean Blvd., 8th Floor
Long Beach, Ca. 90802

LBPOA: Stuart D. Adams, Esq.
Adams, Ferrone & Ferrone
4333 Park Terrace Dr., Ste. 200
Westlake Village, Ca. 91361

F. In the event that there is any legal proceeding between the parties to enforce or interpret this Agreement or to protect or establish any rights or remedies hereunder, the prevailing party shall be entitled to its costs and expenses, including reasonable attorney's fees.

_____, 2007 LONG BEACH POLICE OFFICERS' ASSOCIATION

By _____
President, LBPOA
"LBPOA"

_____, 2007 CITY OF LONG BEACH, a municipal corporation

By _____
City Manager

"City"

This Agreement is approved as to form on _____, 2007.

ROBERT E. SHANNON, City Attorney

By _____
Deputy

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SUPPLEMENTAL DISPUTE RESOLUTION AGREEMENT
BETWEEN CITY OF LONG BEACH AND
LONG BEACH FIREFIGHTER'S ASSOCIATION

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by and between the City of Long Beach ("City") and the Long Beach Firefighter's
Association ("LBFFA"). This Agreement is created pursuant to California Labor Code
Section 3201.7(a)(3)(c).

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compensation payments for total or partial disability, temporary disability, or medical
treatment fully paid by the employer as otherwise provided in Division 4 of the Labor
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counsel at all stages during the alternative dispute resolution process.

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_____, 2007

LONG BEACH FIREFIGHTER'S ASSOCIATION

By _____
President, LBFFA
"LBFFA"

_____, 2007

CITY OF LONG BEACH, a municipal corporation

By _____
City Manager

"City"

This Agreement is approved as to form on _____, 2007.

ROBERT E. SHANNON, City Attorney

By _____
Deputy

1 RESOLUTION NO.

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH APPROVING A LABOR-
5 MANAGEMENT WORKERS' COMPENSATION
6 SUPPLEMENTAL DISPUTE RESOLUTION AGREEMENT
7 WITH LONG BEACH POLICE OFFICERS' ASSOCIATION,
8 AND AUTHORIZING AND DIRECTING THE CITY
9 MANAGER TO EXECUTE SUCH AGREEMENT AND
10 DIRECTING CERTAIN IMPLEMENTING AND RELATED
11 ACTIONS

12
13 WHEREAS, on the date of this resolution, the City Council has considered
14 a Labor-Management Workers' Compensation Supplemental Dispute Resolution
15 Agreement ("Agreement") between the City of Long Beach and Long Beach Police
16 Officers' Association; and

17 WHEREAS, it is the desire of the City Council to approve such an
18 Agreement and to provide for its implementation;

19 NOW, THEREFORE, the City Council of the City of Long Beach resolves as
20 follows:

21 Section 1. That the Labor-Management Workers' Compensation
22 Supplemental Dispute Resolution Agreement between the City of Long Beach and Long
23 Beach Police Officers' Association, which is hereby incorporated by reference in this
24 resolution as Exhibit "A", is hereby approved, and the City Manager is hereby authorized
25 to execute said Agreement on behalf of the City.

26 Section 2. The City Manager is also authorized and directed to cause the
27 preparation of amendments to said Agreement, if necessary, and to such other
28 documents as may be necessary.

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

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Section 3. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify the vote adopting this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 20__ by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

City Clerk

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

LABOR-MANAGEMENT WORKERS' COMPENSATION
SUPPLEMENTAL DISPUTE RESOLUTION AGREEMENT
BETWEEN CITY OF LONG BEACH AND
LONG BEACH POLICE OFFICER'S ASSOCIATION

THIS LABOR-MANAGEMENT WORKERS' COMPENSATION
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Nothing in this agreement diminishes the entitlement of an employee to
compensation payments for total or partial disability, temporary disability, or medical
treatment fully paid by the employer as otherwise provided in Division 4 of the Labor
Code. Nothing in this agreement denies to any employee the right to representation by
counsel at all stages during the alternative dispute resolution process.

Article I. Purpose.

The purposes of this Agreement are:

1. to provide active employees claiming compensable injuries under
Division 4 of the California Labor Code ("Workers' Compensation Law") with an
expedited procedure to resolve medical disputes in accordance with Article IV, Section
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California Labor Code (hereinafter "Labor Code") section 3212 et seq. with an expedited
procedure to resolve medical disputes in accordance with Article IV, Section D of this
Agreement;

3. to reduce the number and severity of disputes between the City and covered employees, when those disputes relate to workers' compensation; and

4. to provide workers' compensation coverage in a way that improves labor management relations, improves organizational effectiveness, and reduces costs to the City.

These purposes will be achieved by utilizing an exclusive list of medical providers to be the sole and exclusive source of medical evaluations for disputed issues surrounding covered employees in accordance with California Labor Code Section 3201.7(c).

Now, therefore, in consideration of the mutual terms, covenants and conditions herein, the parties agree as follows:

Article II. Term of Agreement

The City and LBPOA enter into this Agreement with the understanding that the law authorizing this Agreement is new, untested and evolving. The parties further understand that this Agreement governs a pilot program and that it will become effective after it is executed by the parties, submitted to the Administrative Director of the State of California, Department of Industrial Relations, Division of Workers' Compensation in accordance with Title 8, California Code of Regulations, Section 10202(d), and accepted by the Administrative Director as evidenced by the Director's letter to the parties indicating approval of the Agreement. This Agreement shall be in effect for one year from the date of the Administrative Director's letter of acceptance to the parties. Thereafter, it shall continue and remain in force from year to year unless terminated by either party. Any claim arising from an industrial injury sustained before the termination of this Agreement shall continue to be covered by the terms of this

Agreement, until all medical issues related to the pending claim are resolved. Any medical issue resolved under this Agreement shall be final and binding.

The parties reserve the right to terminate this Agreement at any time for good cause, by mutual agreement or by act of the legislature. The terminating party must give thirty (30) days written notice to the other party. The parties agree to meet and confer in good faith to try and resolve the issues underlying the termination during the thirty day period prior to the termination of the agreement. Upon termination of this Agreement, the parties shall become fully subject to the provisions of the California law to the same extent as they were prior to the implementation of this Agreement, except as otherwise specified herein.

Article III. Scope of Agreement.

A. This Agreement applies only to injuries, as defined by Workers' Compensation Law, claimed by 1) active employees; 2) retirees who claim a presumptive injury as defined by California Labor Code Section 3212 et seq.; and 3) active employees who file a claim and subsequently retire before the claim is resolved. Retirees who filed claims while they were active employees are covered under this agreement only for the purposes of petitions to reopen a pre-existing claim unless covered under A(2). This Agreement does not apply to any other retired employees. This agreement does not cover post-retirement amendments to active claims.

B. Employees who are covered under this Agreement remain covered during the entire period of active employment.

C. Injuries occurring and claims filed after termination of this Agreement are not covered by this Agreement.

D. This Agreement is restricted to establishing an exclusive list of medical providers to be used for medical dispute resolution for the above-covered employees in accordance with California Labor Code Section 3201.7(c).

Article IV. Medical Provider

A. This Agreement does not constitute a Medical Provider Network ("MPN"). However, all employees must utilize the City's current MPN for treatment purposes during the time the City maintains and utilizes the MPN. The MPN is governed by Labor Code section 4616 et seq. Physicians who act as a covered employee's independent medical examiner ("IME") under this Agreement shall not act as the same employee's treating physician even if the physician has been (pre)designated as the employee's treating physician, unless otherwise mutually agreed by the parties. Predesignation of a physician must comply with the requirements set forth in Labor Code section 4600(d)(1).

B. All employees with a disputed medical issue as described below in Section D must be evaluated by an approved physician from the exclusive list of approved medical providers. Said physician will serve as an IME. Attached hereto as Exhibit A is an exclusive list of approved medical providers that was agreed upon by the City and the LBPOA. If the IME needs the opinion of a different specialist, the IME shall refer the employee to a physician of the IME's choice even if that doctor is not on the approved list or in the MPN.

C. The exclusive list of approved medical providers shall include the specialties as agreed upon by the parties.

D. An IME shall be used for all medical disputes that arise in connection with a workers' compensation claim including but not limited to determination of causation, the nature and extent of an injury, the nature and extent of permanent

disability and apportionment, work restrictions, ability to return to work, including transitional duty, future medical care, and resolution of all disputes arising from utilization review, including need for spinal surgery pursuant to Labor Code section 4062(b). The parties will use the originally chosen IME for all subsequent disputes under this agreement. In the event that said IME is no longer available, the parties shall utilize the next specialist on the list pursuant to Article IV G 5 (below).

The IME process will be triggered when either party gives the other written notice of an objection. Objections from the City will be sent to the employee with a copy to the employee's legal representative if represented and a copy to LBPOA. Objections from the employee or employee's legal representative will be sent to the employee's assigned claims examiner with a copy to the Claims Manager.

Objections will be sent within thirty days of receipt of a medical report or a utilization review decision. A letter delaying decision of the claim automatically creates a dispute. A subsequent acceptance of the claim and/or resolution of the disputed issue eliminates the need for completion of the dispute resolution process set forth in this agreement.

E. The exclusive list of approved medical providers shall serve as the exclusive source of medical-legal evaluations as well as all other disputed medical issues arising from a claimed injury.

F. The parties hereby agree that from time to time the exclusive list of approved medical providers may be amended. For either party to add an IME to the exclusive list of medical providers, the party must provide notice, in writing, to the other party of its intent to add a physician to the list. Absent a written objection to the other party within thirty (30) calendar days of receipt of the written proposal, the addition will be made. In the event there is an objection, the physician will not be added to the list.

A physician may only be deleted from the exclusive list of medical providers if s/he breaches the terms and conditions of the contract with the City or by mutual agreement of the parties.

G. Appointments.

1. The Claims section of the Workers' Compensation Division shall make appointment(s) with the IME within ten days of the date of the objection and/or notification of delay for employees covered under this Agreement.

2. The employee shall be responsible for providing the Claims section with his/her work schedule prior to an appointment being made so that appointments can be made during an employee's non working hours or the first or last hour of his/her workday in accordance with City policy 6.6.

3. Compensation for medical appointments under this Agreement shall be consistent with City policy.

4. Mileage reimbursement to covered employees shall be in accordance with Labor Code Section 4600 (e)(2), unless transportation is provided by the City.

5. For purposes of appointments, the Claims section will select the IME(s) by starting with the first name from the exclusive list of approved medical providers within the pertinent specialty, and continuing down the list, in order, until the list is exhausted, at which time Claims will resume using the first name on the list.

H. The City is not liable for the cost of any medical examination used to resolve the parties' disputes governed by this Agreement where said examination is furnished by a medical provider that is not authorized by this Agreement. Medical evaluations cannot be obtained outside of this Agreement for disputes covered by this agreement.

I. Both parties shall be bound by the opinions and recommendations of the IME selected in accordance with the terms of this Agreement.

Article V. Discovery

A. Employees covered by this Agreement shall provide the Claims section with fully executed medical, employment and financial releases and any other documents reasonably necessary for the City to resolve the employee's claim, when requested.

B. The parties agree they have met and conferred on the language of the medical/financial/employment releases to be used under this agreement. If said releases cause undue delay and/or unforeseen adverse impact(s) to the City, and/or the Association, and/or its members then either party may request a meet and confer regarding said undue delay and/or adverse impact(s). The parties shall meet and confer within 30 days of a party's request to meet and confer.

C. Employees shall co-operate in providing a statement.

D. This agreement does not preclude a formal deposition of the applicant or the physician when necessary. Attorney's fees for employee depositions shall be covered by Labor Code section 5710. There will be no attorney's fees for doctor's depositions.

Article VI. General Provisions

A. This Agreement constitutes the entire understanding of the parties and supersedes all other agreements, oral or written, with respect to the subject matter in this Agreement.

B. This Agreement shall be governed and construed pursuant to the laws of the State of California.

C. This Agreement, including all attachments and exhibits, shall not be amended, nor any provisions waived, except in writing signed by the parties which expressly refers to this Agreement.

D. If any portion of this agreement is found to be unenforceable or illegal the remaining portions shall remain in full force and effect.

E. Notice required under this Agreement shall be provided to the parties as follows:

City: Robert Johnson, Claims Manager
333 West Ocean Blvd., 8th Floor
Long Beach, Ca. 90802

LBPOA: Stuart D. Adams, Esq.
Adams, Ferrone & Ferrone
4333 Park Terrace Dr., Ste. 200
Westlake Village, Ca. 91361

F. In the event that there is any legal proceeding between the parties to enforce or interpret this Agreement or to protect or establish any rights or remedies hereunder, the prevailing party shall be entitled to its costs and expenses, including reasonable attorney's fees.

_____, 2007 LONG BEACH POLICE OFFICERS' ASSOCIATION

By _____
President, LBPOA
"LBPOA"

_____, 2007 CITY OF LONG BEACH, a municipal corporation

By _____
City Manager

"City"

This Agreement is approved as to form on _____, 2007.

ROBERT E. SHANNON, City Attorney

By _____
Deputy

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING A LABOR-
MANAGEMENT WORKERS' COMPENSATION
SUPPLEMENTAL DISPUTE RESOLUTION AGREEMENT
WITH LONG BEACH FIREFIGHTERS' ASSOCIATION, AND
AUTHORIZING AND DIRECTING THE CITY MANAGER TO
EXECUTE SUCH AGREEMENT AND DIRECTING CERTAIN
IMPLEMENTING AND RELATED ACTIONS

WHEREAS, on the date of this resolution, the City Council has considered
a Labor-Management Workers' Compensation Supplemental Dispute Resolution
Agreement ("Agreement") between the City of Long Beach and Long Beach Firefighters'
Association; and

WHEREAS, it is the desire of the City Council to approve such an
Agreement and to provide for its implementation;

NOW, THEREFORE, the City Council of the City of Long Beach resolves as
follows:

Section 1. That the Labor-Management Workers' Compensation
Supplemental Dispute Resolution Agreement between the City of Long Beach and Long
Beach Firefighters' Association, which is hereby incorporated by reference in this
resolution as Exhibit "A", is hereby approved, and the City Manager is hereby authorized
to execute said Agreement on behalf of the City.

Section 2. The City Manager is also authorized and directed to cause the
preparation of amendments to said Agreement, if necessary, and to such other
documents as may be necessary.

Section 3. This resolution shall take effect immediately upon its adoption

1 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

2 I hereby certify that the foregoing resolution was adopted by the City
3 Council of the City of Long Beach at its meeting of _____, 20__ by the
4 following vote:

5 Ayes: Councilmembers: _____
6 _____
7 _____
8 _____

9 Noes: Councilmembers: _____
10 _____

11 Absent: Councilmembers: _____
12 _____
13 _____

14 _____
15 City Clerk

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

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LABOR-MANAGEMENT WORKERS' COMPENSATION
SUPPLEMENTAL DISPUTE RESOLUTION AGREEMENT
BETWEEN CITY OF LONG BEACH AND
LONG BEACH FIREFIGHTER'S ASSOCIATION

THIS LABOR-MANAGEMENT WORKERS' COMPENSATION SUPPLEMENTAL DISPUTE RESOLUTION AGREEMENT ("Agreement") entered into by and between the City of Long Beach ("City") and the Long Beach Firefighter's Association ("LBFFA"). This Agreement is created pursuant to California Labor Code Section 3201.7(a)(3)(c).

Nothing in this agreement diminishes the entitlement of an employee to compensation payments for total or partial disability, temporary disability, or medical treatment fully paid by the employer as otherwise provided in Division 4 of the Labor Code. Nothing in this agreement denies to any employee the right to representation by counsel at all stages during the alternative dispute resolution process.

Article I. Purpose.

The purposes of this Agreement are:

1. to provide active employees claiming compensable injuries under Division 4 of the California Labor Code ("Workers' Compensation Law") with an expedited procedure to resolve medical disputes in accordance with Article IV, Section D of this Agreement to facilitate their prompt return to work;
2. to provide retirees claiming a presumptive injury as defined by California Labor Code (hereinafter "Labor Code") section 3212 et seq. with an expedited

procedure to resolve medical disputes in accordance with Article IV, Section D of this Agreement;

3. to reduce the number and severity of disputes between the City and covered employees, when those disputes relate to workers' compensation; and

4. to provide workers' compensation coverage in a way that improves labor management relations, improves organizational effectiveness, and reduces costs to the City.

These purposes will be achieved by utilizing an exclusive list of medical providers to be the sole and exclusive source of medical evaluations for disputed issues surrounding covered employees in accordance with California Labor Code Section 3201.7(c).

Now, therefore, in consideration of the mutual terms, covenants and conditions herein, the parties agree as follows:

Article II. Term of Agreement

The City and LBFFA enter into this Agreement with the understanding that the law authorizing this Agreement is new, untested and evolving. The parties further understand that this Agreement governs a pilot program and that it will become effective after it is executed by the parties, submitted to the Administrative Director of the State of California, Department of Industrial Relations, Division of Workers' Compensation in accordance with Title 8, California Code of Regulations, Section 10202(d), and accepted by the Administrative Director as evidenced by the Director's letter to the parties indicating approval of the Agreement. This Agreement shall be in effect for one year from the date of the Administrative Director's letter of acceptance to the parties. Thereafter, it shall continue and remain in force from year to year unless terminated by either party. Any claim arising from an industrial injury sustained before the termination

of this Agreement shall continue to be covered by the terms of this Agreement, until all medical issues related to the pending claim are resolved. Any medical issue resolved under this Agreement shall be final and binding.

The parties reserve the right to terminate this Agreement at any time for good cause, by mutual agreement or by act of the legislature. The terminating party must give thirty (30) days written notice to the other party. The parties agree to meet and confer in good faith to try and resolve the issues underlying the termination during the thirty day period prior to the termination of the agreement. Upon termination of this Agreement, the parties shall become fully subject to the provisions of the California law to the same extent as they were prior to the implementation of this Agreement, except as otherwise specified herein.

Article III. Scope of Agreement.

A. This Agreement applies only to injuries, as defined by Workers' Compensation Law, claimed by 1) active employees; 2) retirees who claim a presumptive injury as defined by California Labor Code Section 3212 et seq.; and 3) active employees who file a claim and subsequently retire before the claim is resolved. Retirees who filed claims while they were active employees are covered under this agreement only for the purposes of petitions to reopen a pre-existing claim unless covered under A(2). This Agreement does not apply to any other retired employees. This agreement does not cover post-retirement amendments to active claims.

B. Employees who are covered under this Agreement remain covered during the entire period of active employment.

C. Injuries occurring and claims filed after termination of this Agreement are not covered by this Agreement.

D. This Agreement is restricted to establishing an exclusive list of medical providers to be used for medical dispute resolution for the above-covered employees in accordance with California Labor Code Section 3201.7(c).

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A. This Agreement does not constitute a Medical Provider Network ("MPN"). However, all employees must utilize the City's current MPN for treatment purposes during the time the City maintains and utilizes the MPN. The MPN is governed by Labor Code section 4616 et seq. Physicians who act as a covered employee's independent medical examiner ("IME") under this Agreement shall not act as the same employee's treating physician even if the physician has been (pre)designated as the employee's treating physician, unless otherwise mutually agreed by the parties. Predesignation of a physician must comply with the requirements set forth in Labor Code section 4600(d)(1).

B. All employees with a disputed medical issue as described below in Section D must be evaluated by an approved physician from the exclusive list of approved medical providers. Said physician will serve as an IME. Attached hereto as Exhibit A is an exclusive list of approved medical providers that was agreed upon by the City and the LBFFA. If the IME needs the opinion of a different specialist, the IME shall refer the employee to a physician of the IME's choice even if that doctor is not on the approved list or in the MPN.

C. The exclusive list of approved medical providers shall include the specialties as agreed upon by the parties.

D. An IME shall be used for all medical disputes that arise in connection with a workers' compensation claim including but not limited to determination of causation, the nature and extent of an injury, the nature and extent of permanent

disability and apportionment, work restrictions, ability to return to work, including transitional duty, future medical care, and resolution of all disputes arising from utilization review, including need for spinal surgery pursuant to Labor Code section 4062(b). The parties will use the originally chosen IME for all subsequent disputes under this agreement. In the event that said IME is no longer available, then the parties shall utilize the next specialist on the list pursuant to Article IV G 5 (below).

The IME process will be triggered when either party gives the other written notice of an objection. Objections from the City will be sent to the employee with a copy to the employee's legal representative if represented and a copy to LBFFA. Objections from the employee or employee's legal representative will be sent to the employee's assigned claims examiner with a copy to the Claims Manager.

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E. The exclusive list of approved medical providers shall serve as the exclusive source of medical-legal evaluations as well as all other disputed medical issues arising from a claimed injury.

F. The parties hereby agree that from time to time the exclusive list of approved medical providers may be amended. For either party to add an IME to the exclusive list of medical providers, the party must provide notice, in writing, to the other party of its intent to add a physician to the list. Absent a written objection to the other party within thirty (30) calendar days of receipt of the written proposal, the addition will be made. In the event there is an objection, the physician will not be added to the list.

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2. The employee shall be responsible for providing the Claims section with his/her work schedule prior to an appointment being made so that appointments can be made during an employee's nonworking hours or the first or last hour of his/her workday in accordance with City policy 6.6.

3. Compensation for medical appointments under this Agreement shall be consistent with City policy.

4. Mileage reimbursement to covered employees shall be consistent with City policy and in accordance with Labor Code Section 4600 (e)(2) unless transportation is provided by the City.

5. For purposes of appointments, the Claims section will select the IMEs by starting with the first name from the exclusive list of approved medical providers within the pertinent specialty, and continuing down the list, in order, until the list is exhausted, at which time Claims will resume using the first name on the list.

H. The City is not liable for the cost of any medical examination used to resolve the parties' disputes governed by this Agreement where said examination is furnished by a medical provider that is not authorized by this Agreement. Medical evaluations cannot be obtained outside of this Agreement for disputes covered by this agreement.

I. Both parties shall be bound by the opinions and recommendations of the IME selected in accordance with the terms of this Agreement.

Article V. Discovery

A. Employees covered by this Agreement shall provide the Claims section with fully executed medical, employment and financial releases and any other documents reasonably necessary for the City to resolve the employee's claim, when requested.

B. The parties agree they have met and conferred on the language of the medical/financial/employment releases to be used under this agreement. If said releases cause undue delay and/or unforeseen adverse impact(s) to the City and/or the Association and/or its members, then either party may request a meet and confer regarding said undue delay and/or adverse impact(s). The parties shall meet and confer within 30 days of a party's request to meet and confer.

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D. This agreement does not preclude a formal deposition of the applicant or the physician when necessary. Attorney's fees for employee depositions shall be covered by Labor Code section 5710. There will be no attorney's fees for doctor's depositions.

Article VI. General Provisions

A. This Agreement constitutes the entire understanding of the parties and supersedes all other agreements, oral or written, with respect to the subject matter in this Agreement.

B. This Agreement shall be governed and construed pursuant to the laws of the State of California.

C. This Agreement, including all attachments and exhibits, shall not be amended, nor any provisions waived, except in writing signed by the parties which expressly refers to this Agreement.

D. If any portion of this agreement is found to be unenforceable or illegal the remaining portions shall remain in full force and effect.

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333 West Ocean Blvd., 8th Floor
Long Beach, Ca. 90802

LBPOA: Stuart D. Adams, Esq.
Adams, Ferrone & Ferrone
4333 Park Terrace Dr., Ste. 200
Westlake Village, Ca. 91361

F. In the event that there is any legal proceeding between the parties to enforce or interpret this Agreement or to protect or establish any rights or remedies hereunder, the prevailing party shall be entitled to its costs and expenses, including reasonable attorney's fees.

_____, 2007

LONG BEACH FIREFIGHTER'S ASSOCIATION

By _____
President, LBFFA
"LBFFA"

_____, 2007

CITY OF LONG BEACH, a municipal corporation

By _____
City Manager

"City"

This Agreement is approved as to form on _____, 2007.

ROBERT E. SHANNON, City Attorney

By _____
Deputy