

BOARD of SUPERVISORS



City Hall
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MEMORANDUM

TO: Dr. Grant Colfax, Director, Department of Public Health
Micki Callahan, Director, Department of Human Resources

FROM: John Carroll, Assistant Clerk,
Government Audit and Oversight Committee, Board of Supervisors

DATE: January 15, 2020

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Supervisor Safaí on January 7, 2020:

File No. 200030

Resolution urging the administrative staff of the Department of Public Health to include frontline Registered Nurses and Resident Physicians in their decision-making process; to implement, to the extent possible, an expedited hiring process to less than 90-days from receipt of application; to cease supplementing staffing requirements with Contract Registered Nurses by implementing, to the extent possible, a ceiling of 5% or less of total staff; to provide annual violence prevention and disaster-preparedness training for all staff; and to support its bilingual staff.

If you have any additional comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c: Greg Wagner, Department of Public Health
Dr. Naveena Bobba, Department of Public Health
Sneha Patil, Department of Public Health
Mawuli Tugbenyoh, Department of Human Resources

1 [Urging the Department of Public Health to Respond to Concerns and Demands of the
2 Zuckerberg San Francisco General Hospital Registered Nurses]

3 **Resolution urging the administrative staff of the Department of Public Health to include**
4 **frontline Registered Nurses and Resident Physicians in their decision-making process;**
5 **to implement, to the extent possible, an expedited hiring process to less than 90-days**
6 **from receipt of application; to cease supplementing staffing requirements with**
7 **Contract Registered Nurses by implementing, to the extent possible, a ceiling of 5% or**
8 **less of total staff; to provide annual violence prevention and disaster-preparedness**
9 **training for all staff; and to support its bilingual staff.**

10
11 WHEREAS, Registered Nurses at the Zuckerberg San Francisco General Hospital
12 (“ZSFGH” or “Hospital”) and the Department of Public Health (“DPH” or “Department”) have
13 been engaged in a years-long disagreement with ZSFGH and the Department over issues
14 relating to staffing and increased workloads; and

15 WHEREAS, San Francisco is a global city with many languages spoken and, as such,
16 Registered Nurses and ancillary staff who are bilingual should be supported by the Hospital
17 and the Department; and

18 WHEREAS, Registered Nurses have expressed concern over the percentage of hours
19 in the Hospital being performed by Contract Registered Nurses; and

20 WHEREAS, The Nurse Staffing and Hiring Side Letter agreed to between the City and
21 County of San Francisco and the Registered Nurses’ union, the Service International
22 Employees Union Local 1021 (“S.E.I.U. Local 1021”), states that the city “will work with the
23 Department of Human Resources to identify and prioritize filling budgeted, approved nurse
24 vacancies. Actions may include, but shall not be limited to, immediately identifying and
25 remediating sources of delays in hiring”; and

1 WHEREAS, In late 2019, over 530 Resident doctors and medical professionals from
2 the Committee of Interns and Residents (“CIR”), a local of Service Employees International
3 Union (“S.E.I.U.”), at ZSFGH signed a petition demanding that the Hospital’s administration
4 prioritize patient care and increase staffing at all levels; and

5 WHEREAS, The Board of Supervisors urges the Hospital to respond to these concerns
6 and demands; now, therefore, be it

7 RESOLVED, That the Board of Supervisors urges the ZSFGH, to the extent possible,
8 to implement a policy that expedites the hiring of Registered Nurses to less than 90 days from
9 receipt of any application; and, be it

10 FURTHER RESOLVED, That the Board of Supervisors urges the Hospital to provide
11 annual violence prevention training appropriate for the needs of the population served by
12 CalOsha regulations and disaster-preparedness training for all staff; and, be it

13 FURTHER RESOLVED, That the Board of Supervisors urges the Hospital and the
14 Department to support its bilingual staff at all levels by removing obstacles that hinder this
15 need; and, be it

16 FURTHER RESOLVED, That the Board of Supervisors urges the Hospital to
17 implement, to the extent possible, a ceiling of 5% of total union covered employees for
18 Contract Registered Nurses so that these temporary staffers not exceed regular staff at each
19 shift on a daily basis; and, be it

20 FURTHER RESOLVED, That the Board of Supervisors urges the administrative staff at
21 the ZSFGH and the Department to include frontline Registered Nurses and Resident
22 Physicians in the dialogue on advisory and planning committees and boards, including, but
23 not limited to, the Health Commission and Joint Conference committees; and, be it

1 FURTHER RESOLVED, That the Board of Supervisors urges the ZSFGH to increase
2 hiring of Nurse Practitioner and Physician staff based on a staffing plan that meets the current
3 patient needs and reduces resident work hours; and, be it

4 FURTHER RESOLVED, That the Board of Supervisors urges the Department of Public
5 Health to illustrate how each of its departments' existing staffing plan is aligned with the
6 California Code of Regulations by current population and department census needs; and, be it

7 FURTHER RESOLVED, That the Board of Supervisors is willing to make any
8 legislative changes to assist the ZSFGH implement, to the extent possible, any or all of the
9 above-noted recommendations; and, be it

10 FURTHER RESOLVED, That the Board of Supervisors hereby directs the Clerk of the
11 Board to forward copies of this Resolution to the respective administrative staff of the
12 Department of Public Health, the ZSFGH, Laguna Honda Hospital, Behavioral Health Centers,
13 Jail Health Services and Clinics.

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2020 JAN -7 PM 2:20
Time stamp AK
or meeting date

Introduction Form

By a Member of the Board of Supervisors or Mayor

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee. (An Ordinance, Resolution, Motion or Charter Amendment).
- 2. Request for next printed agenda Without Reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning : "Supervisor [] inquiries"
- 5. City Attorney Request.
- 6. Call File No. [] from Committee.
- 7. Budget Analyst request (attached written motion).
- 8. Substitute Legislation File No. []
- 9. Reactivate File No. []
- 10. Topic submitted for Mayoral Appearance before the BOS on []

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission
- Youth Commission
- Ethics Commission
- Planning Commission
- Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use the Imperative Form.

Sponsor(s):

Yes
Supervisors Safai, Walton, Stefani

Subject:

Urging the San Francisco Department of Public Health to respond to the Zuckerberg San Francisco General Hospital (ZSFGH) Registered Nurses concerns and demands regarding understaffing, safety, and nurse-to-patient ratio.

The text is listed:

Resolution urging the administrative staff of the San Francisco Department of Public Health to include frontline Registered Nurses and Resident Physicians in their decision-making process; to implement, to the extent possible, an expedited hiring process to less than 90-days from receipt of application; to cease supplementing staffing requirements with Contract Registered Nurses by implementing, to the extent possible, a ceiling of 5% or less of total staff; to provide annual violence prevention and disaster-preparedness training for all staff; and to support its bilingual staff.

Signature of Sponsoring Supervisor: []

