BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place
Room 244
San Francisco, CA 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

October 29, 2025

Sam Hawgood Chancellor University of California, San Francisco 550 16th Street, 7th Floor San Francisco, CA 94143

Re: Board of Supervisors Resolution No. 476-25

Dear Chancellor Hawgood:

On October 7, 2025, the Board of Supervisors of the City and County of San Francisco adopted Resolution No. 476-25 (Supporting Equitable Compensation for UPTE-CWA 9119 Clinical Social Workers at UCSF), which was enacted on October 17, 2025.

The Board of Supervisors directs the Clerk of the Board to forward the following document to your attention:

• One copy of Resolution No. 476-25 (File No. 250988)

If you have any questions or require additional information, please contact the Office of the Clerk of the Board at (415) 554-5184, or by e-mail: <u>board.of.supervisors@sfgov.org</u>.

Sincerely,

Angela Calvillo Clerk of the Board

ll:jw:ak:ams

c. Members of the Board of Supervisors, Supervisors Jackie Fielder, Myrna Melgar, Bilal Mahmood, Shamann Walton, Connie Chan, Matt Dorsey, Rafael Mandelman, Chyanne Chen Adam Thongsavat, Liaison to the Board of Supervisors, Mayor's Office Aly Bonde, Policy Director, Mayor's Office

[Supporting Equitable Compensation for UPTE-CWA 9119 Clinical Social Workers at UCSF]

Resolution urging the University of California, San Francisco (UCSF) to support equitable compensation for the University Professional and Technical Employees Communications Workers of America Local 9119 (UPTE-CWA 9119) Clinical Social Workers at UCSF and end the two-tiered mental health system between the University's Medical Center Clinical Social Workers (CSWs) and "Campus" Clinical Social Workers, resulting in Campus CSWs earning 31% less on average than their Medical Center counterparts.

WHEREAS, UCSF is integral to the City and County's behavioral health infrastructure, providing high-quality behavioral health services to Bay Area residents of all socioeconomic classes, including well-insured and underinsured patients; and

WHEREAS, The San Francisco Board of Supervisors has allocated substantial public dollars pre- and post-pandemic to address the county's mental health crisis through the lens of equity, affordability, and access, creating grant programs and funding opportunities for healthcare providers like UCSF to enhance mental and behavioral health services; and

WHEREAS, UCSF offers an expansive array of behavioral health services at their Medical Centers, in addition to a multitude of highly specialized clinics located offsite (referred to as "Campus" locations, which also include the Zuckerberg San Francisco General Hospital and Trauma Center) through the Citywide Case Management Programs, Trauma Recovery Center, UCSF Alliance Health Project - and others, serving patients with serious mental illness, substance use disorders, and various forms of severe trauma, many of whom are underinsured or may be experiencing housing insecurity, housing displacement, or houselessness, as a result of gentrification and compounding systemic inequities; and

WHEREAS, These behavioral health professionals who have dedicated years to obtain specialized credentials and advanced degrees, who selflessly commit themselves to serve the Bay Area's most vulnerable, and in many cases, historically marginalized communities, are the Clinical Social Workers (CSWs) employed at UCSF's Campus clinics and the Zuckerberg San Francisco General Hospital and Trauma Center, represented by the University Professional and Technical Employees Communications Workers of America Local 9119 (UPTE-CWA 9119), and collectively serve over 10,000 patients annually; and

WHEREAS, UCSF created, and actively advances, a two-tiered mental health care system through a concerted worker classification apparatus that systematically classifies Campus CSWs– individuals who work with marginalized and underinsured populations and who possess identical experience, licensure, and education in comparison to their counterparts at the Medical Centers– into lower steps of the same title and lower social worker titles which substantially prevent equitable career progression and advancement in these essential programs; and

WHEREAS, Campus CSWs earn on average 31% less than their Medical Center colleagues, despite treating patients with substantially higher needs that require specialized care due to severe trauma and being exposed to high instances of workplace violence committed by patients, including physical assault and injury; and

WHEREAS, UCSF's pay inequities of Campus CSWs are driving broader, more substantial barriers to mental health access for historically marginalized communities, Campus CSWs experience dangerously high turnover rates, perpetuating a cyclical pattern of increased caseloads that significantly increase patient wait times, resulting in unsustainable clinician-to-patient ratios, which inevitably exacerbate clinician turnover; and

WHEREAS, UPTE-represented UCSF workers have gone on strike four times over seven days dating back to November 2024 in repudiation of UC's unwillingness to fairly

collectively bargain over the issues of reclassification, and the multitude of factors underpinning UC's short-staffing crisis, including UC's systemic underinvestment in their front-line workforce, especially for mental and behavioral health practitioners; and

WHEREAS, For UCSF Campus CSWs, many clients were unable to access services and treatment throughout four Unfair Labor Practice Strikes, as replacement workers were not contracted (and likely not prioritized by UCSF) to fill these positions, group therapy, 1-on-1 therapy, case management tasks, in addition to various inpatient and outpatient services have been disrupted, postponed, or terminated across the continuum of UCSF behavioral health as UC continues to provoke strikes; and

WHEREAS, On March 19th, 2025, the University of California announced a systemwide hiring freeze - without due process or notice to UC Employee Represented Organizations (Unions) - which will undoubtedly exacerbate UC's short-staffing crisis and likely accelerate turnover in UCSF's Campus mental and behavioral health programs, thereby extending patient wait times further which can lead to increased patient attrition; now, therefore, be it

RESOLVED, That the San Francisco Board of Supervisors recognize the invaluable contributions of UCSF's Campus CSWs who work tirelessly to treat San Franciscans and Bay Area residents with serious mental illness, substance use disorders, and severe traumas with high-quality, specialized care, and that these programs are vital to bridging generational inequities in mental health access for historically marginalized communities; and, be it

FURTHER RESOLVED, That the San Francisco Board of Supervisors urges UCSF to address the claims of UPTE-CWA 9119 represented Campus CSWs, which state that UCSF has created and advanced, through systematic worker misclassifications and placements on the CSW pay scales, a two-tiered mental-health system, resulting in Campus CSWs receiving

significantly less compensation than their Medical Center colleagues despite having the same or higher qualifications for CSW titles and steps; and, be it

FURTHER RESOLVED, That the San Francisco Board of Supervisors urges UCSF to thoroughly examine the stated concerns and implement corrective measures to ensure equitable hiring, worker classification, reclassification, and step-placement practices for Campus CSWs, which have contributed to disparities in compensation compared to their Medical Center colleagues; and, be it

FURTHER RESOLVED, That the San Francisco Board of Supervisors fully supports UPTE CSWs employed at UCSF and urges UCSF to immediately undergo the necessary procedures to reclassify existing CSWs in accordance with the step and placement on the pay scales that are commensurate with their merits, and to adopt a uniform hiring and classification policy across all mental and behavioral health titles at UCSF; and be it

FURTHER RESOLVED, That the Clerk of the San Francisco Board of Supervisors shall transmit copies of the codified resolution upon its passage to UCSF Chancellor Sam Hawgood, UCSF Health President and CEO Suresh Gunasekaran, and the University of California Office of the President (UCOP).



City and County of San Francisco Tails

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Resolution

File Number: 250988 Date Passed: October 07, 2025

Resolution urging the University of California, San Francisco (UCSF) to support equitable compensation for the University Professional and Technical Employees Communications Workers of America Local 9119 (UPTE-CWA 9119) Clinical Social Workers at UCSF and end the two-tiered mental health system between the University's Medical Center Clinical Social Workers (CSWs) and "Campus" Clinical Social Workers, resulting in Campus CSWs earning 31% less on average than their Medical Center counterparts.

October 07, 2025 Board of Supervisors - ADOPTED

Ayes: 10 - Chan, Chen, Dorsey, Engardio, Fielder, Mahmood, Mandelman, Melgar,

Sauter and Sherrill Absent: 1 - Walton

File No. 250988

I hereby certify that the foregoing Resolution was ADOPTED on 10/7/2025 by the Board of Supervisors of the City and County of San Francisco.

> Angela Calvillo Clerk of the Board

Unsigned	10-17-25
Daniel Lurie Mayor	Date Approved

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board

10-17-25 Date

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October 29, 2025

Suresh Gunasekaran President & CEO UCSF Health 505 Parnassus Avenue P.O. Box 0296 San Francisco, CA 94143-0296

Re: Board of Supervisors Resolution No. 476-25

Dear Mr. Gunasekaran:

On October 7, 2025, the Board of Supervisors of the City and County of San Francisco adopted Resolution No. 476-25 (Supporting Equitable Compensation for UPTE-CWA 9119 Clinical Social Workers at UCSF), which was enacted on October 17, 2025.

The Board of Supervisors directs the Clerk of the Board to forward the following document to your attention:

One copy of Resolution No. 476-25 (File No. 250988)

If you have any questions or require additional information, please contact the Office of the Clerk of the Board at (415) 554-5184, or by e-mail: <u>board.of.supervisors@sfgov.org</u>.

Sincerely,

Angela Calvillo
Clerk of the Board

ll:jw:ak:ams

c. Members of the Board of Supervisors, Supervisors Jackie Fielder, Myrna Melgar, Bilal Mahmood, Shamann Walton,
Connie Chan, Matt Dorsey, Rafael Mandelman, Chyanne Chen
Adam Thongsavat, Liaison to the Board of Supervisors, Mayor's Office
Aly Bonde, Policy Director, Mayor's Office

[Supporting Equitable Compensation for UPTE-CWA 9119 Clinical Social Workers at UCSF]

Resolution urging the University of California, San Francisco (UCSF) to support equitable compensation for the University Professional and Technical Employees Communications Workers of America Local 9119 (UPTE-CWA 9119) Clinical Social Workers at UCSF and end the two-tiered mental health system between the University's Medical Center Clinical Social Workers (CSWs) and "Campus" Clinical Social Workers, resulting in Campus CSWs earning 31% less on average than their Medical Center counterparts.

WHEREAS, UCSF is integral to the City and County's behavioral health infrastructure, providing high-quality behavioral health services to Bay Area residents of all socioeconomic classes, including well-insured and underinsured patients; and

WHEREAS, The San Francisco Board of Supervisors has allocated substantial public dollars pre- and post-pandemic to address the county's mental health crisis through the lens of equity, affordability, and access, creating grant programs and funding opportunities for healthcare providers like UCSF to enhance mental and behavioral health services; and

WHEREAS, UCSF offers an expansive array of behavioral health services at their Medical Centers, in addition to a multitude of highly specialized clinics located offsite (referred to as "Campus" locations, which also include the Zuckerberg San Francisco General Hospital and Trauma Center) through the Citywide Case Management Programs, Trauma Recovery Center, UCSF Alliance Health Project - and others, serving patients with serious mental illness, substance use disorders, and various forms of severe trauma, many of whom are underinsured or may be experiencing housing insecurity, housing displacement, or houselessness, as a result of gentrification and compounding systemic inequities; and

WHEREAS, These behavioral health professionals who have dedicated years to obtain specialized credentials and advanced degrees, who selflessly commit themselves to serve the Bay Area's most vulnerable, and in many cases, historically marginalized communities, are the Clinical Social Workers (CSWs) employed at UCSF's Campus clinics and the Zuckerberg San Francisco General Hospital and Trauma Center, represented by the University Professional and Technical Employees Communications Workers of America Local 9119 (UPTE-CWA 9119), and collectively serve over 10,000 patients annually; and

WHEREAS, UCSF created, and actively advances, a two-tiered mental health care system through a concerted worker classification apparatus that systematically classifies Campus CSWs– individuals who work with marginalized and underinsured populations and who possess identical experience, licensure, and education in comparison to their counterparts at the Medical Centers– into lower steps of the same title and lower social worker titles which substantially prevent equitable career progression and advancement in these essential programs; and

WHEREAS, Campus CSWs earn on average 31% less than their Medical Center colleagues, despite treating patients with substantially higher needs that require specialized care due to severe trauma and being exposed to high instances of workplace violence committed by patients, including physical assault and injury; and

WHEREAS, UCSF's pay inequities of Campus CSWs are driving broader, more substantial barriers to mental health access for historically marginalized communities, Campus CSWs experience dangerously high turnover rates, perpetuating a cyclical pattern of increased caseloads that significantly increase patient wait times, resulting in unsustainable clinician-to-patient ratios, which inevitably exacerbate clinician turnover; and

WHEREAS, UPTE-represented UCSF workers have gone on strike four times over seven days dating back to November 2024 in repudiation of UC's unwillingness to fairly

collectively bargain over the issues of reclassification, and the multitude of factors underpinning UC's short-staffing crisis, including UC's systemic underinvestment in their front-line workforce, especially for mental and behavioral health practitioners; and

WHEREAS, For UCSF Campus CSWs, many clients were unable to access services and treatment throughout four Unfair Labor Practice Strikes, as replacement workers were not contracted (and likely not prioritized by UCSF) to fill these positions, group therapy, 1-on-1 therapy, case management tasks, in addition to various inpatient and outpatient services have been disrupted, postponed, or terminated across the continuum of UCSF behavioral health as UC continues to provoke strikes; and

WHEREAS, On March 19th, 2025, the University of California announced a systemwide hiring freeze - without due process or notice to UC Employee Represented Organizations (Unions) - which will undoubtedly exacerbate UC's short-staffing crisis and likely accelerate turnover in UCSF's Campus mental and behavioral health programs, thereby extending patient wait times further which can lead to increased patient attrition; now, therefore, be it

RESOLVED, That the San Francisco Board of Supervisors recognize the invaluable contributions of UCSF's Campus CSWs who work tirelessly to treat San Franciscans and Bay Area residents with serious mental illness, substance use disorders, and severe traumas with high-quality, specialized care, and that these programs are vital to bridging generational inequities in mental health access for historically marginalized communities; and, be it

FURTHER RESOLVED, That the San Francisco Board of Supervisors urges UCSF to address the claims of UPTE-CWA 9119 represented Campus CSWs, which state that UCSF has created and advanced, through systematic worker misclassifications and placements on the CSW pay scales, a two-tiered mental-health system, resulting in Campus CSWs receiving

significantly less compensation than their Medical Center colleagues despite having the same or higher qualifications for CSW titles and steps; and, be it

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FURTHER RESOLVED, That the San Francisco Board of Supervisors fully supports UPTE CSWs employed at UCSF and urges UCSF to immediately undergo the necessary procedures to reclassify existing CSWs in accordance with the step and placement on the pay scales that are commensurate with their merits, and to adopt a uniform hiring and classification policy across all mental and behavioral health titles at UCSF; and be it

FURTHER RESOLVED, That the Clerk of the San Francisco Board of Supervisors shall transmit copies of the codified resolution upon its passage to UCSF Chancellor Sam Hawgood, UCSF Health President and CEO Suresh Gunasekaran, and the University of California Office of the President (UCOP).



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Resolution

File Number: 250988 Date Passed: October 07, 2025

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October 07, 2025 Board of Supervisors - ADOPTED

Ayes: 10 - Chan, Chen, Dorsey, Engardio, Fielder, Mahmood, Mandelman, Melgar,

Sauter and Sherrill Absent: 1 - Walton

File No. 250988

I hereby certify that the foregoing Resolution was ADOPTED on 10/7/2025 by the Board of Supervisors of the City and County of San Francisco.

> Angela Calvillo Clerk of the Board

Unsigned	10-17-25
Daniel Lurie Mayor	Date Approved

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board

10-17-25 Date

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October 29, 2025

James Milliken University of California Office of the President 1111 Franklin Street Oakland, CA 94607

Re: Board of Supervisors Resolution No. 476-25

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Angela Calvillo Clerk of the Board

ll:jw:ak:ams

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Ayes: 10 - Chan, Chen, Dorsey, Engardio, Fielder, Mahmood, Mandelman, Melgar,

Sauter and Sherrill Absent: 1 - Walton

File No. 250988

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> Angela Calvillo Clerk of the Board

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Angela Calvillo
Clerk of the Board

10-17-25 Date