

File No. 200426

Committee Item No. _____

Board Item No. 18

COMMITTEE/BOARD OF SUPERVISORS

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Committee: _____
Board of Supervisors Meeting

Date: _____
Date: May 5, 2020

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- Committee of Interns and Residents/SEIU Letter
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Prepared by: Lisa Lew
Prepared by: _____

Date: May 1, 2020
Date: _____

1 [Urging Accreditation Council of Graduate Medical Education to Take Action and Support
2 Resident Physicians During COVID-19]

3 **Resolution urging the Accreditation Council of Graduate Medical Education to take**
4 **action and demonstrate partnership with the Committee of Interns and Residents/SEIU**
5 **to protect Resident Physicians during COVID-19.**

6
7 WHEREAS, Nationwide, Resident Physicians are on the frontline of our hospital
8 systems, testing, treating and saving the lives of our communities that have been diagnosed
9 with the novel coronavirus or COVID-19; and

10 WHEREAS, Resident Physicians are medical school graduates who are participating in
11 training in a specialized area of medicine; and

12 WHEREAS, Hospital systems were widely unprepared with sufficient Personal
13 Protective Equipment (PPE) or proper safety procedures and protocols to keep Resident
14 Physicians safe during this global pandemic; and

15 WHEREAS, The Accreditation Council for Graduate Medical Education (ACGME),
16 according to its website, “sets standards for US graduate medical education (residency and
17 fellowship) programs and the institutions that sponsor them,” and that “[t]hrough accreditation,
18 innovations, and initiatives, the ACGME strives to ensure that residents and fellows train in
19 educational environments that support patient safety, resident and fellow education, and
20 physician well-being;” and

21 WHEREAS, The ACGME, through its accreditation authority, holds the leverage to
22 ensure hospitals and employers are taking appropriate precautions to keep Resident
23 Physicians safe while they are treating COVID-19 patients; and

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25

1 WHEREAS, The Committee of Interns and Residents/SEIU (CIR/SEIU) the union that
2 represents 17,000 Resident Physicians nationally, strives to improve the working conditions of
3 Resident Physicians who are both unionized and nonunionized; and

4 WHEREAS, In the absence of clear directives to protect the health and safety of
5 Resident Physicians at the onset of the COVID-19 crisis, CIR/SEIU released an “Open Letter
6 to the ACGME;” and

7 WHEREAS, The “Open Letter to the ACGME” asked for 10 points to be enacted to
8 ensure that hospitals put measures in place that promote safe and healthy working conditions
9 so that Resident Physicians can continue to care for patients and communities, including:

- 10 1) Instructing hospitals to provide paid leave time for COVID-19 exposure quarantine
11 and/or illness and for anyone who is the caretaker of a person with COVID-19
12 illness, and
- 13 2) Ensuring that resident physicians are appropriately working within their scope of
14 practice and at the top of their licenses; by ensuring residents are not doing triage
15 or nursing work we can maximize physician capacity in this time of crisis, and
- 16 3) Guaranteeing that any changes in rotation or missed time due to COVID-19 will not
17 result in the extension of residency training; and

18 WHEREAS, From the 10 points in the letter, it is also important to highlight the need for
19 child care, mental health services without repercussions, paid leave for Resident Physicians
20 that get sick, as well as, disability insurance and protections for especially vulnerable Resident
21 Physicians that may be medically vulnerable themselves; and

22 WHEREAS, The Board of Supervisors has an important interest in ensuring the safety
23 of Resident Physicians that deliver medical care to community members and visitors
24 throughout the city of San Francisco; and
25

1 WHEREAS, There is a substantial risk to our communities and healthcare providers if
2 ACGME does not work with CIR/SEIU to weigh in on these 10 points and create a safe
3 working environment for Resident Physicians; now, therefore, be it

4 RESOLVED, That the Board of Supervisors strongly urge the ACGME to create
5 standards that address the 10 points in the CIR/SEIU "Open Letter" and work with CIR/SEIU
6 to ensure the safety of Resident Physicians; and, be it

7 FURTHER RESOLVED, That the Clerk of the Board to transmit a copy of the
8 Resolution to the ACGME.

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Committee of Interns and Residents

SEIUHealthcare®

Dear ACGME and ABMS,

As you are likely aware, the Committee of Interns and Residents (CIR-SEIU) represents over 17,000 house staff across the nation. We continually strive to improve the working conditions of our members--truly all house staff--regardless of their status as union members. COVID-19 is a pandemic that will test the limits of our already strained healthcare system. This public health crisis also presents the opportunity to exemplify true leadership when it comes to supporting those on the frontline of this national emergency.

We at CIR are asking you to partner with us in addressing the needs of our frontline healthcare providers. As the accrediting body for graduate medical education, hospitals and programs will look to you for direction during this pandemic. We urge you to make statements and develop guidelines that are in the best interests of the 140,000 interns, residents and fellows across the nation, and ultimately in the best interest of the patients we are serving.

As it stands, neither the statement released by the ACGME on March 11, 2020 nor the statement released by the ABMS on March 13, 2020 sufficiently addresses the need for residency programs to provide protections for resident physicians in this time of increased work-related risk. Therefore, we urge you to mandate the following ten actions immediately in order to ensure that hospitals put measures in place that promote safe and healthy working conditions so that house staff can continue to care for the individuals and communities we serve:

1. Require hospitals to include the needs of house staff when purchasing necessary personal protective equipment such as masks, respirators, gowns, gloves, etc.
2. Instruct hospitals that under no circumstances should they force house staff to use our already limited personal, vacation, and/or sick time for leave due to COVID-19 exposure quarantine and/or illness. They should instead develop non-punitive leave policies that follow public health guidance.
3. Instruct hospitals to provide paid leave time for COVID-19 exposure quarantine and/or illness and for anyone who is the caretaker of a person with COVID-19 illness.
4. Require that hospitals adhere to a protocol that ensures minimizing the risk of exposure of house staff to patients under investigation (PUI) or COVID-19 confirmed patients.

5. Ensure that resident physicians are appropriately working within their scope of practice and at the top of their licenses; by ensuring residents are not doing triage or nursing work we can maximize physician capacity in this time of crisis.
6. Ensure that emergency childcare services and/or stipend are available for resident physicians who are parents affected by emergency school closure decisions.
7. All house staff considered high risk due to older age, chronic medical conditions (e.g. heart disease, diabetes, lung disease, etc.), and/or pregnant or breastfeeding should receive an N95 mask to use at all times, regardless of direct contact with patients under investigation (PUI) or COVID-19 confirmed patients.
8. Guarantee that any changes in rotation or missed time due to COVID-19 will not result in the extension of residency training.
9. Direct hospitals and residency programs to provide temporary disability accommodations for house staff who are experiencing a partial or full relapse of psychiatric illness due to the stress of practicing in the current COVID-19 pandemic. This may include, but is not limited to flexible scheduling, non-punitive leave policy, modified break schedule, working remotely, support person or on-site mentoring, or telepresence at meetings.
10. Do not take punitive action for failing to obtain a healthcare provider's note, as healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely way.

We are encouraged to see a number of specialty boards have already announced similar parameters and we will continue to [track](#) those that have not yet published statements. Frontline healthcare providers, including resident physicians, need these protections now more than ever. The above actions will help ease fears and stress stemming from the uncertainty in which we are currently practicing and living.

Sincerely,

CIR Executive Board

Introduction Form

By a Member of the Board of Supervisors or Mayor

Time stamp
or meeting date

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):

Haney

Subject:

Urging the Accreditation Council of Graduate Medical Education (ACGME) to take action and support Resident Physicians during COVID-19

The text is listed:

Resolution urging the Accreditation Council of Graduate Medical Education to take action and demonstrate partnership with CIR/SEIU to protect Resident Physicians during COVID-19.

Signature of Sponsoring Supervisor: /s/ Matt Haney

For Clerk's Use Only