

File No. 240910

Committee Item No. _____

Board Item No. 28

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: _____

Date: _____

Board of Supervisors Meeting

Date: September 24, 2024

Cmte Board

- Motion
- Resolution
- Ordinance
- Legislative Digest
- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- MOU
- Grant Information Form
- Grant Budget
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- Award Letter
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- Public Correspondence

OTHER

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Prepared by: Jocelyn Wong

Date: September 20, 2024

Prepared by: _____

Date: _____

1 [Urging UCSF to Address Work Conditions and Classification of Clinical Social Workers,
2 Represented by University Professional & Technical Employees (UPTE)-CWA 9119]

3 **Resolution urging the University of California San Francisco (UCSF) to address the**
4 **wage, benefit, and advancement inequities between their Clinical Social Workers,**
5 **represented by the University Professional & Technical Employees (UPTE)-CWA 9119,**
6 **stationed at the UCSF's medical centers, versus UCSF's "Campus" clinics associated**
7 **with Zuckerberg San Francisco General Hospital and other community clinics; and**
8 **urging UCSF to stop the implementation of a two-tiered mental health system between**
9 **these workers, which further exacerbates existing injustices in the workplace.**

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11 WHEREAS, the University of California San Francisco (UCSF) is integral to the city
12 and county's behavioral health infrastructure, providing high-quality behavioral health services
13 to Bay Area residents of all socioeconomic classes, including well-insured and underinsured
14 patients; and

15 WHEREAS, The San Francisco Board of Supervisors has historically and consistently
16 approved hundreds of millions of dollars in funding for programs that address the county's
17 mental health crisis; and

18 WHEREAS, Since the pandemic, the Board of Supervisors has prioritized programs
19 that address mental and behavioral health through the lens of equity, affordability, and
20 access; creating grant programs and funding opportunities for healthcare providers like UCSF
21 to enhance mental and behavioral health services particularly for underserved or hard to
22 access communities; and

23 WHEREAS, UCSF offers an expansive range of behavioral health services at their
24 Medical Centers, in addition to a multitude of highly specialized clinics located offsite (referred
25 to as "Campus" locations, which include the Zuckerberg San Francisco General Hospital and

1 Trauma Center) through the Citywide Case Management Programs, Trauma Recovery
2 Center, UCSF Alliance Health Project - and others, serving patients with serious mental
3 illness, substance use disorders, and various forms of severe trauma, many of whom are
4 underinsured and/or may be unhoused; and

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

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

19 WHEREAS, UCSF's pay inequities of Campus CSWs are driving broader, more
20 substantial barriers to mental health access for historically marginalized communities; and

21 WHEREAS, Campus CSWs earn on average 31% less than their Medical Center
22 colleagues despite treating patients with substantially higher needs that require specialized
23 care due to severe trauma; and

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1 WHEREAS, Not only are campus CSWs regularly exposed to instances of workplace
2 violence committed by patients including physical assault, injury, and trauma, but they are
3 also not offered adequate respite for trauma recovery after workplace trauma occurs; and

4 WHEREAS, Campus CSWs experience consistently high turnover rates, perpetuating
5 a cyclical pattern of increased caseloads that increase patient wait times, resulting in
6 unsustainable clinician-to-patient ratios, which inevitably exacerbates clinician turnover; now,
7 therefore, be it

8 RESOLVED, That the San Francisco Board of Supervisors recognizes the invaluable
9 contributions of UCSF’s Campus CSWs who work tirelessly to treat San Franciscans and Bay
10 Area residents with serious mental illness, substance use disorders, and severe traumas with
11 high-quality, specialized care; and, be it

12 FURTHER RESOLVED, That the San Francisco Board of Supervisors recognizes
13 these programs are vital to bridging generational inequities in mental health access for
14 historically marginalized communities; and, be it

15 FURTHER RESOLVED, That the San Francisco Board of Supervisors urges UCSF to
16 address the claims of UPTC-CWA 9119 represented, Campus CSWs, which state that UCSF
17 has created, and advanced, through systematic worker misclassifications and placements on
18 the CSW pay scales, a two-tiered mental health system, resulting in Campus CSWs receiving
19 significantly less compensation than their Medical Center colleagues despite having the same
20 or higher qualifications for CSWs titles/steps; and, be it

21 FURTHER RESOLVED, That the San Francisco Board of Supervisors urges UCSF to
22 correct this practice of inequitable hiring, worker classification, reclassification, and step
23 placement on the CSWs pay scales for Campus CSWs; and, be it

24 FURTHER RESOLVED, That the San Francisco Board of Supervisors fully supports
25 UPTC CSWs employed at UCSF and urge UCSF to immediately undergo the necessary

1 procedures to reclassify existing CSWs in accordance with the step and placement, on the
2 pay scales that are commensurate with their merits, and to adopt a uniform hiring and
3 classification policy across all mental and behavioral health titles at UCSF; and be it

4 FURTHER RESOLVED, That the Clerk of the San Francisco Board of Supervisors
5 shall transmit copies of the codified resolution upon its passage to UCSF Chancellor Sam
6 Hawgood, UCSF Health President and CEO Suresh Gunasekaran, and the President of the
7 University of California Michael Drake.

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Introduction Form

(by a Member of the Board of Supervisors or the Mayor)

BOARD OF SUPERVISORS
SAN FRANCISCO

2024 SEP 17 PM 2:10

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

- 1. For reference to Committee (Ordinance, Resolution, Motion or Charter Amendment)
- 2. Request for next printed agenda (For Adoption Without Committee Reference)
(Routine, non-controversial and/or commendatory matters only)
- 3. Request for Hearing on a subject matter at Committee
- 4. Request for Letter beginning with "Supervisor _____ inquiries..."
- 5. City Attorney Request
- 6. Call File No. _____ from Committee.
- 7. Budget and Legislative Analyst Request (attached written Motion)
- 8. Substitute Legislation File No. _____
- 9. Reactivate File No. _____
- 10. Topic submitted for Mayoral Appearance before the Board on _____

RZ

The proposed legislation should be forwarded to the following (please check all appropriate boxes):

- Small Business Commission Youth Commission Ethics Commission
- Planning Commission Building Inspection Commission Human Resources Department

General Plan Referral sent to the Planning Department (proposed legislation subject to Charter 4.105 & Admin 2A.53):

- Yes No

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

Sponsor(s):

Ronen, Preston, Walton, Chan, Melgar

Subject:

[Urging University of California San Francisco (UCSF) to address work conditions and classification of Clinical Social Workers represented by University Professional & Technical Employees (UPTe)-CWA 9119]

Long Title or text listed:

Resolution urging the University of California San Francisco (UCSF) to address the wage, benefit, and advancement inequities between their Clinical Social Workers (CSWs) stationed at the UCSF's medical centers, versus UCSF's "Campus" clinics associated with SF General Hospital and other community clinics, and urging UCSF to stop the implementation of a two-tiered mental health system between these workers, which further exacerbates existing injustices in the workplace.

Signature of Sponsoring Supervisor: /s/Hillary Ronen