

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

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

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

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

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

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

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

15 WHEREAS, Campus CSWs earn on average 31% less than their Medical Center
16 colleagues, despite treating patients with substantially higher needs that require specialized
17 care due to severe trauma and being exposed to high instances of workplace violence
18 committed by patients, including physical assault and injury; 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,
21 Campus CSWs experience dangerously high turnover rates, perpetuating a cyclical pattern of
22 increased caseloads that significantly increase patient wait times, resulting in unsustainable
23 clinician-to-patient ratios, which inevitably exacerbate clinician turnover; and

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

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

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

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

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

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

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

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

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

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

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