

1 [Supporting University of California Patient Care and Service Employees in Contract  
2 Negotiations]

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4 **Resolution Supporting University of California Low-wage Patient Care and Service**  
5 **Employees and the Findings of *Failing California's Communities: How the University of***  
6 ***California's Low Wages Affect Surrounding Cities and Neighborhoods.***

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8 WHEREAS, The University of California (UC) public education and health care system  
9 is one of the state's largest employers, and the University of California San Francisco (UCSF)  
10 is the second largest employer in the City and County of San Francisco; and

11 WHEREAS, UC employs 11,300 UC patient care employees who are vocational  
12 nurses, ultrasound technologists, pharmacy technicians and other frontline hospital workers  
13 who assist in surgeries, draw blood, take vital signs, help patients with bathing and eating,  
14 safely transport patients to and from medical tests and surgeries, and UC employs 9,000 UC  
15 service workers who perform a variety of jobs including cleaning dorms, offices and hospitals,  
16 cooking and serving food, maintaining buildings and grounds, and providing parking services;  
17 and

18 WHEREAS, 2,300 UC patient care employees and 1,000 UC service employees are  
19 employed at the UCSF campuses, medical centers, clinics and administrative offices; and

20 WHEREAS, A study entitled, "Failing California's Communities," jointly produced by  
21 the Center for Labor & Community Research and the Partnership for Working Families, found  
22 that UC patient care and service workers live in areas that are most in need of greater  
23 economic development and opportunity because they are clustered in cities and  
24 neighborhoods where income is 15% lower and poverty is 50% higher than in the surrounding  
25 counties; and

1           WHEREAS, the study found that UC fails these low-income communities when  
2 comparable hospitals and colleges pay on average 25% more than UC; and

3           WHEREAS, an economic impact analysis in the study found that if UC paid the same  
4 livable wages as other hospitals and colleges, the statewide impact would include \$147  
5 million more spending on local goods and services; \$23 million in additional local business  
6 earnings; \$9 million in increased state and local tax revenue; and nearly 900 new jobs; and

7           WHEREAS, in San Francisco, the Inner and Outer Mission districts; Visitation Valley;  
8 and other low-income neighborhoods where UC's lowest paid workers are concentrated,  
9 would receive the greatest benefit from these impacts; and

10          WHEREAS, A substantial number of UC patient care and service workers earn such  
11 below-market wages in areas with such a high cost of living that they live on the edge of  
12 poverty, have to work two jobs, and sometimes end up on public assistance; and

13          WHEREAS, the UC patient care and service workers are represented by the American  
14 Federation of State, County, and Municipal Employees (AFSCME) Local 3299, and have the  
15 opportunity in contract negotiations to improve their standard of living and help raise their  
16 families and communities out of poverty; and

17          WHEREAS, UC patient care and service workers need market-rate wages, a statewide  
18 minimum wage of \$15/hour, and \$16/hour for certified or licensed workers, as well as an  
19 automatic "step" system whereby workers are guaranteed a wage increase for every year of  
20 loyal service; and

21          WHEREAS, UC patient care and service workers also need UC to guarantee an end to  
22 health care benefit cost increases and to provide a transparent, joint employee-management  
23 board of trustees for UC retirement plans similar to what all other state workers have; and  
24  
25

1           WHEREAS, after months of bargaining, UC, one of the richest public universities in the  
2 country, has offered virtually nothing to address the severely below-market wages and the  
3 resulting high turnover for frontline patient care and service workers; and

4           WHEREAS, UC has a diverse and varied source of funding, and the largest funding  
5 source for the UC patient care and worker salaries is revenues from the profitable and  
6 growing medical centers, while only 8.6% of funding comes from the State general fund; now,  
7 therefore, let it be

8           RESOLVED, that the San Francisco Board of Supervisors support the findings of the  
9 study, "Failing California's Communities"; and, let it be

10          FURTHER RESOLVED, that the San Francisco Board of Supervisors urge the UC  
11 Administration to provide greater economic development and opportunity to the City and  
12 County of San Francisco, especially the low-income neighborhoods, by paying UC patient  
13 care and service workers the same livable wages paid by other hospitals and community  
14 colleges, along with affordable benefits, so that workers don't have to receive public  
15 assistance, can support their families, and can live in with dignity and respect in healthier  
16 communities.



City and County of San Francisco

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Tails

Resolution

File Number: 080355

Date Passed:

Resolution supporting University of California low-wage patient care and service employees and the findings of Failing California's Communities: How the University of California's Low Wages Affect Surrounding Cities and Neighborhoods.

March 18, 2008 Board of Supervisors — ADOPTED

Ayes: 11 - Alioto-Pier, Ammiano, Chu, Daly, Dufty, Elsbernd, Maxwell, McGoldrick, Mirkarimi, Peskin, Sandoval

File No. 080355

I hereby certify that the foregoing Resolution was ADOPTED on March 18, 2008 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo  
Clerk of the Board

3.24.08

Date Approved

Mayor Gavin Newsom