

File No. 240482

Committee Item No. \_\_\_\_\_

Board Item No. 26

# COMMITTEE/BOARD OF SUPERVISORS

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Committee: \_\_\_\_\_

Date: \_\_\_\_\_

Board of Supervisors Meeting

Date: May 14, 2024

### Cmte Board

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### OTHER

- CPMC and CIR-SEIU Background \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
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- \_\_\_\_\_
- \_\_\_\_\_

Prepared by: Lisa Lew

Date: May 10, 2024

Prepared by: \_\_\_\_\_

Date: \_\_\_\_\_

1 [Urging Collaboration Between CPMC and CIR-SEIU for Safe Working Conditions and  
2 Provider Retention]

3 **Resolution urging the California Pacific Medical Center (CPMC) and the Committee of**  
4 **Interns and Residents (CIR-SEIU) to adopt contract language that achieves safe**  
5 **conditions for resident physicians, patients and allows San Francisco residency**  
6 **programs to stay competitive in California.**

7  
8 WHEREAS, The well-being of workers and patients is fundamental to the delivery of  
9 high-quality healthcare; and

10 WHEREAS, Ensuring safe working conditions for resident physicians is paramount for  
11 their professional growth and the delivery of safe patient care; and

12 WHEREAS, Resident physicians at CPMC have publicly reported workplace violent  
13 incidents that resulted in significant injuries; and

14 WHEREAS, There are known records of CPMC not legally reporting physical assaults  
15 and other injuries to the California Division of Occupational Safety and Health (CAL/OSHA) to  
16 prevent occupational injuries for its employees and patients; and

17 WHEREAS, In 2014, California legislators passed one of the nation’s most robust state  
18 workplace violence regulations for healthcare facilities, Senate Bill (SB) 1299, required  
19 hospitals to develop comprehensive workplace violence prevention plans, and it mandated  
20 strict reporting requirements for acute care settings; and

21 WHEREAS, The resident physicians make invaluable contributions to the healthcare  
22 system, including their dedication to patient care, medical education, and research; and

23 WHEREAS, Acknowledging the critical role that fair compensation plays in retaining  
24 high-quality healthcare providers, it is also a testament to the commitment of CPMC and CIR-  
25 SEIU to ensuring continuity of care and maintaining high standards of patient care; and

1           WHEREAS, Promoting adequate sick leave policies is vital not only for the well-being of  
2 healthcare providers but also for preventing the spread of illness and maintaining a healthy patient  
3 population; and

4           WHEREAS, Collaboration between healthcare institutions and labor unions is essential  
5 for addressing challenges and fostering productive dialogue; now, therefore, be it

6           RESOLVED, That the San Francisco Board of Supervisors urge CPMC to commit to  
7 collaborating and bargaining in good faith with the CIR-SEIU to address concerns related to  
8 safe working conditions for resident physicians and patients; and, be it

9           FURTHER RESOLVED, That the San Francisco Board of Supervisors urge CPMC to  
10 acknowledge the importance of fair compensation and benefits in retaining high-quality  
11 healthcare providers, thus ensuring continuity of care and preserving the quality of patient  
12 care; and, be it

13           FURTHER RESOLVED, That this Resolution be communicated to all relevant  
14 stakeholders within CPMC and CIR-SEIU and be implemented promptly and effectively to  
15 ensure the establishment of safe working conditions for resident physicians and the promotion  
16 of optimal patient care outcomes.

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**Background:**

California Pacific Medical Center (CPMC) resident physicians unionized with the Committee of Interns and Residents (SEIU/CIR) last year because they were tired of the unsafe working conditions they experience and of the way it impacts their patients. There are 114 of them split across 3 programs. They are currently bargaining their first contract with Sutter Health.

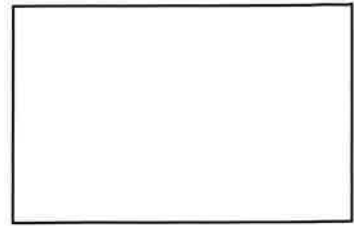
Those in Psychiatry regularly experience violence on the inpatient ward. Given the nature of their work, where they are caring for several patients dealing with severe mental health crises at any given moment, incidents of aggression towards both staff and other patients are not uncommon. Many of them have [sustained injuries while on the job](#) because they lack security personnel in the Psychiatric Unit, however, [reporting from KQED](#) found that their experiences with workplace violence have not been reported to Cal/OSHA, which violates Senate Bill 1299 (2014).

As such, they are bargaining for 24/7 security trained in de-escalation tactics for the unit, but they have only encountered resistance from CPMC management during negotiations. In response to their safety proposal, CPMC has instructed them to file a grievance if they experience violence in the workplace. But a grievance won't help them when they need it most. They are also asking for 14% salary increases because they're significantly behind other programs in the area. For example, UCSF makes \$11,000 more a year. Lastly, they are asking for a fair sick leave policy that complies with California state law. They currently have 0 to 3 sick days depending on the program. Management has either refused these proposals, or they have yet to respond.

As physicians, their role is to provide healthcare treatment. They go above and beyond to make sure their patients, who are often experiencing profound emotional and psychological distress, are always safe and receive the compassionate care they deserve. The residents are simply asking their employer to agree to reasonable safety provisions so they can do their jobs without the fear of injury; to a fair salary so they can afford to live where they work; and to a sick leave policy that doesn't endanger the health of their patients and coworkers.

## Introduction Form

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



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 \_\_\_\_\_ inquires..."
- 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 \_\_\_\_\_

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):

Supervisor Ahsha Safai

Subject:

Urging Collaboration Between CPMC and CIR-SEIU for Safe Working Conditions and Provider Retention

Long Title or text listed:

Resolution urging the California Pacific Medical Center (CPMC) and the Committee of Interns and Residents (CIR-SEIU) to adopt contract language that achieves safe conditions for resident physicians, patients and allows San Francisco residency programs to stay competitive in California.

Signature of Sponsoring Supervisor: