1   [Urging Zuckerberg San Francisco General Hospital and Trauma Center to Collaborate with
    Resident Physicians and Nurses to Improve Hospital Staff and Standards of Patient Care]

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3   **Resolution urging the Zuckerberg San Francisco General Hospital administration to**

4   **demonstrate a commitment to patient care by increasing Attending Physicians to focus**

5   **on Resident Physician and Nurse wellness.**

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7   WHEREAS, Zuckerberg San Francisco General Hospital and Trauma Center (ZSFGH)

8   faces an extreme staffing shortage as patient numbers increase; and

9   WHEREAS, A burgeoning patient census forces Resident physicians at ZSFGH to

10 work in excess of 80 hours per week, increasing physician burnout; and

11   WHEREAS, Overworking Residents and nurses results in inconsistent treatment of

12 ZSFGH patients and increases the odds of burnout;

13   WHEREAS, Overworking Residents results in inconsistent treatment of ZSFGH

14 patients and increases the odds of physician burnout; and

15   WHEREAS, inadequate services and staffing could lead to patient safety issues and

16 negative impacts on the quality of physician training; and

17   WHEREAS, Protestations made by Resident physicians and nurses at ZSFGH,

18 represented by the Committee of Interns and Residents - Service Employees International

19 Union (CIR-SEIU) and SEIU 1021 respectively, concerning Resident and nurse wellness and

20 patient care have not been addressed; and

21   WHEREAS, Section 98 of the 2017 Collective Bargaining Agreement between the City

22 and County of San Francisco and the Committee of Interns and Residents/SEIU states: "In

23 the event that appropriate work schedules and hours cannot be maintained at current staffing

24 levels, in the judgment of the University and Department, the Department shall request

25 additional funds for staffing for the appropriate job tasks from the Mayor and Board of

1 Supervisors which shall make a good faith attempt to obtain and appropriate funds for

2 additional staffing"; and

3 　　　　WHEREAS, The Nurse Staffing and Hiring Side Letter agreed to between the City and

4 County of San Francisco and the SEIU, Local 1021, Staff and Per Diem Nurses states the city

5 "will work with DHR to identify and prioritize filling budgeted, approved nurse vacancies.

6 Actions may include, but shall not be limited to, identifying and remediating sources of delays

7 in hiring."; and

8 　　　　WHEREAS, Solutions including additional Attending physician and other staff have

9 been requested by both the Residents and Departments to the hospital administration; and

10 　　　　WHEREAS, An agreed staffing increase is defined legally as an agreement or labor

11 contract between an employer and one or more unions which set forth the terms of

12 employment for the employees who are members of that labor union, including but not limited

13 to terms governing wages, vacation time, working conditions, health insurance benefits, and

14 due process provisions; and

15 　　　　WHEREAS, Resident physicians within CIR-SEIU and nurses of SEIU 1021 are the

16 primary caregivers for the thousands of individuals who seek medical care from ZSFGH; and

17 　　　　WHEREAS, The Board of Supervisors has an important interest in ensuring consistent

18 and appropriate delivery of medical care to ZSFGH patients from any frontline healthcare

19 provider; and

20 　　　　WHEREAS, Fixing the issues with patient care can best be done when Residents and

21 nurses, who are providing frontline care, have a voice in the process; now, therefore, be it

22 　　　　RESOLVED, That the Board of Supervisors strongly urge the administration of

23 Zuckerberg San Francisco General Hospital and Trauma Center to act expeditiously to

24 enhance the non-resident provider team, address hiring delays, provide Resident physicians,

25 nurses, and other frontline medical staff a voice in resolving patient care issues, and

1   collaboratively address the issues the hospital has with providing the proper level of care to its

2   patients; and, be it

3   FURTHER RESOLVED, That the Board of Supervisors hereby directs the Clerk of the

4   Board to transmit copies of this Resolution to Zuckerberg San Francisco General Hospital

5   accordingly.

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