

1 [Urging Zuckerberg San Francisco General Hospital and Trauma Center to Improve Hospital  
2 Staff and Standards of Patient Care]

3 **Resolution urging the Zuckerberg San Francisco General Hospital administration to**  
4 **demonstrate a commitment to patient care by increasing Attending Physicians and**  
5 **Non-Resident Providers to focus 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 results in inconsistent treatment of ZSFGH  
12 patients and increases the odds of physician 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, Solutions including additional Attending physician and other staff have  
4 been requested by both the Residents and Departments to the hospital administration; and

5 WHEREAS, An agreed staffing increase is defined legally as an agreement or labor  
6 contract between an employer and one or more unions which set forth the terms of  
7 employment for the employees who are members of that labor union, including but not limited  
8 to terms governing wages, vacation time, working conditions, health insurance benefits, and  
9 due process provisions; and

10 WHEREAS, Resident physicians within CIR-SEIU and nurses of SEIU 1021 are the  
11 primary caregivers for the thousands of individuals who seek medical care from ZSFGH; and

12 WHEREAS, The Board of Supervisors has an important interest in ensuring consistent  
13 and appropriate delivery of medical care to ZSFGH patients from any frontline healthcare  
14 provider; and

15 WHEREAS, Fixing the issues with patient care can best be done when Residents and  
16 nurses, who are providing frontline care, have a voice in the process; now, therefore, be it

17 RESOLVED, That the Board of Supervisors strongly urge the administration of  
18 Zuckerberg San Francisco General Hospital and Trauma Center act expeditiously to enhance  
19 the non-resident provider team, provide Resident physicians, nurses, and other frontline  
20 medical staff a voice in resolving patient care issues, and collaboratively address the issues  
21 the hospital has with providing the proper level of care to its patients; and, be it

22 FURTHER RESOLVED, That the Board of Supervisors hereby directs the Clerk of the  
23 Board to transmit copies of this Resolution to Zuckerberg San Francisco General Hospital  
24 accordingly.

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