

1 [Urging St. Mary’s Medical Center and Dignity Health to Negotiate in Good Faith]

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3 **Resolution urging St. Mary's Medical Center and Dignity Health to return to the**  
4 **bargaining table in order to negotiate contract language that protects the rights of**  
5 **resident physicians and attracts medical students to San Francisco to complete their**  
6 **residency.**

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8 WHEREAS, The Committee of Interns and Residents - Service Employees  
9 International Union (CIR-SEIU) represents resident physicians at St. Mary’s Medical Center,  
10 which is an affiliate of Dignity Health, and are currently engaged in contract negotiations; and

11 WHEREAS, Resident Physicians within CIR-SEIU have been on the frontlines of the  
12 COVID-19 pandemic and are the primary caregivers for the sick, the vulnerable, the acute and  
13 other disenfranchised constituents across the City and County of San Francisco; and

14 WHEREAS, St. Mary’s Medical Center’s resident physicians are experiencing high  
15 rates of stress and burnout that are only exacerbated by financial anxiety caused by the high  
16 cost of housing in San Francisco, accelerated inflation, and increasing student debt, which  
17 averages a quarter million dollars per resident physician; and

18 WHEREAS, The physician shortage in California and San Francisco is worsening and  
19 there are estimates of a statewide shortfall of 4,700 primary care providers and an additional  
20 4,100 providers by the year 2030; and

21 WHEREAS, In the most recent academic year, St. Mary's Medical Center was unable  
22 to attract a full complement of medical students who ranked this program among their  
23 possible residency options, suggesting a lack of competitive pay and benefits; and

24 WHEREAS, Data shows that a physician is 55% more likely to stay in a community  
25 where they conduct their residency; and

1           WHEREAS, San Francisco has become the most expensive place to live in the state of  
2 California, and one of the most expensive in the United States; and

3           WHEREAS, St. Mary's Medical Center is the lowest paid residency program in San  
4 Francisco and the East Bay; and

5           WHEREAS, Collective bargaining is the most effective way for resident physicians at  
6 St. Mary's Medical Center to secure safe working conditions and salaries and benefits that  
7 allow them to live and work in San Francisco and continue to provide high quality patient care;  
8 and

9           WHEREAS, A labor dispute involving Resident Physicians at St. Mary's and their  
10 employer will likely result in the disruption of necessary patient care and life saving medical  
11 treatments for San Francisco residents; and

12           WHEREAS, A strong collective bargaining agreement can be a tool to attract the best  
13 and brightest medical students from across the country to complete their residency in San  
14 Francisco; now, therefore, be it; now, therefore, be it

15           RESOLVED, That the Board of Supervisors of the City and County of San Francisco  
16 urges St. Mary's Medical Center and, by extension, Dignity Health to immediately return to the  
17 bargaining table and negotiate contract language that protects the rights of resident  
18 physicians and attracts medical students to San Francisco to complete their residency.