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

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.

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

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

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

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

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

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

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

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

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

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

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

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