

1 [Urging the University of California San Francisco to Demonstrate Labor Harmony Conditions]

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3 **Resolution urging the University of California San Francisco to demonstrate a**
4 **commitment to labor harmony by including contract language that allows Resident**
5 **Physicians due process as part of any collective bargaining agreement.**
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7 WHEREAS, The University of California, San Francisco (UCSF), in conjunction with the
8 Committee of Interns and Residents - Service Employees International Union (CIR-SEIU),
9 collectively bargains and enters into fact-finding for their first collective bargaining agreement
10 contract; and

11 WHEREAS, A collective bargaining agreement is defined legally as an agreement or
12 labor contract between an employer and one or more unions which set forth the terms of
13 employment for the employees who are members of that labor union, including but not limited
14 to terms governing wages, vacation time, working conditions, health insurance benefits, and
15 due process provisions; and

16 WHEREAS, The California Future Health Workforce Commission, chaired by
17 University of California's president, Janet Napolitano, and CommonSpirit Health CEO, Lloyd
18 Dean, spent more than a year analyzing the workforce shortages in California in the
19 healthcare field and found that there will be an estimated shortfall statewide of 4,700 primary
20 care providers and over 4,100 additional providers by the year 2030; and

21 WHEREAS, Resident Physicians within CIR-SEIU are the primary caregivers for the
22 thousands of individuals who seek medical care from UCSF; and

23 WHEREAS, Currently, Resident Physicians can be disciplined by a physician with
24 supervisory power over any Resident Physician on the grounds of failure to meet academic,
25 clinical, or professionalism standards; and

1 WHEREAS, Resident Physicians disciplined because of a failure to meet
2 professionalism standards can be terminated from their medical residency and result in the
3 end of their medical career but currently have no avenue to object or appeal these decisions;
4 and

5 WHEREAS, Resident Physicians are seeking to include due process provisions that
6 would establish a system of grievance and arbitration for disciplinary actions imposed on the
7 basis of an alleged failing to meet professionalism standards; and

8 WHEREAS, The Board of Supervisors has an important interest in ensuring no
9 disruption to the delivery of medical care to its residents and visitors from any of its healthcare
10 providers, including UCSF; and

11 WHEREAS, There is a substantial risk of disruption in the event of a labor dispute
12 between Resident Physicians and UCSF which would result in the interruption of vital medical
13 treatment and patient care provided in the City and County of San Francisco; now, therefore,
14 be it

15 RESOLVED, That the Board of Supervisors strongly urge UCSF to adopt contract
16 language that would afford Resident Physicians due process and demonstrate a commitment
17 to labor harmony as part of the first collective bargaining agreement with Resident Physicians.