BOARD of SUPERVISORS

City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

July 3, 2019

Ms. Aimee Alden, MPP
Director, Local and State Government Relations
University of California, San Francisco
3333 California Street, Suite 103
San Francisco, CA 94118

Re: Board of Supervisors Resolution No. 296-19

Dear Ms. Alden:

On June 18, 2019, the Board of Supervisors of the City and County of San Francisco adopted Resolution No. 296-19 (Urging the University of California San Francisco to Demonstrate Labor Harmony Conditions), which was enacted on June 28, 2019.

The Board of Supervisors directs the Clerk of the Board to forward the following document to your attention:

- One courtesy copy of Resolution No. 296-19 (File No. 190694)

If you have any questions or require additional information, please contact the Office of the Clerk of the Board at (415) 554-5184, or by e-mail: board.of.supervisors@sfgov.org.

Sincerely,

Angela Calvillo
Clerk of the Board

c. Members of the Board of Supervisors, Supervisors Norman Yee, Gordon Mar, Vallie Brown, Aaron Peskin, Hillary Ronen, Ahsha Safai, Shamann Walton, Rafael Mandelman
Sophia Kittler, Mayor's Liaison to the Board of Supervisors
Andres Power, Mayor's Policy Director
Rebecca Peacock, Mayor's Office

City and County of San Francisco

Certified Copy

Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

190694 **[Urging the University of California San Francisco to Demonstrate Labor Harmony Conditions]**

Sponsors: Yee; Mar, Brown, Peskin, Ronen, Safai, Walton and Mandelman

Resolution urging the University of California San Francisco to demonstrate a commitment to labor harmony by including contract language that allows Resident Physicians due process as part of any collective bargaining agreement.

6/18/2019 Board of Supervisors - ADOPTED

Ayes: 10 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Ronen, Stefani, Walton and Yee

Absent: 1 - Safai

6/28/2019 Mayor - RETURNED UNSIGNED

STATE OF CALIFORNIA
CITY AND COUNTY OF SAN FRANCISCO

CLERK'S CERTIFICATE

I do hereby certify that the foregoing Resolution is a full, true, and correct copy of the original thereof on file in this office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the offical seal of the City and County of San Francisco.

July 02, 2019
Date

Angela Calvillo
Clerk of the Board

FILE NO. 190694 RESOLUTION NO. 296-19

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

Resolution urging the University of California San Francisco to demonstrate a commitment to labor harmony by including contract language that allows Resident Physicians due process as part of any collective bargaining agreement.

WHEREAS, The University of California, San Francisco (UCSF), in conjunction with the Committee of Interns and Residents - Service Employees International Union (CIR-SEIU), collectively bargains and enters into fact-finding for their first collective bargaining agreement contract; and

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

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

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

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

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

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

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

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

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

City and County of San Francisco
Tails
Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 190694 **Date Passed:** June 18, 2019

Resolution urging the University of California San Francisco to demonstrate a commitment to labor harmony by including contract language that allows Resident Physicians due process as part of any collective bargaining agreement.

June 18, 2019 Board of Supervisors - ADOPTED

Ayes: 10 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Ronen, Stefani, Walton and Yee
Absent: 1 - Safai

File No. 190694

I hereby certify that the foregoing Resolution was ADOPTED on 6/18/2019 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

Unsigned
London N. Breed
Mayor

6/28/19
Date Approved

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without her approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

for Angela Calvillo
Clerk of the Board

7/2/2019
Date