

1 [Urging the Department of Public Health to Respond to Concerns and Demands of the  
2 Zuckerberg San Francisco General Hospital Registered Nurses]

3 **Resolution urging the administrative staff of the Department of Public Health to include**  
4 **frontline Registered Nurses and Resident Physicians in their decision-making process;**  
5 **to implement, to the extent possible, an expedited hiring process to less than 90-days**  
6 **from receipt of application; to cease supplementing staffing requirements with**  
7 **Contract Registered Nurses by implementing, to the extent possible, a ceiling of 5% or**  
8 **less of total staff; to provide annual violence prevention and disaster-preparedness**  
9 **training for all staff; and to support its bilingual staff.**

10  
11 WHEREAS, Registered Nurses at the Zuckerberg San Francisco General Hospital  
12 (“ZSFGH” or “Hospital”) and the Department of Public Health (“DPH” or “Department”) have  
13 been engaged in a years-long disagreement with ZSFGH and the Department over issues  
14 relating to staffing and increased workloads; and

15 WHEREAS, San Francisco is a global city with many languages spoken and, as such,  
16 Registered Nurses and ancillary staff who are bilingual should be supported by the Hospital  
17 and the Department; and

18 WHEREAS, Registered Nurses have expressed concern over the percentage of hours  
19 in the Hospital being performed by Contract Registered Nurses; and

20 WHEREAS, The Nurse Staffing and Hiring Side Letter agreed to between the City and  
21 County of San Francisco and the Registered Nurses’ union, the Service International  
22 Employees Union Local 1021 (“S.E.I.U. Local 1021”), states that the city “will work with the  
23 Department of Human Resources to identify and prioritize filling budgeted, approved nurse  
24 vacancies. Actions may include, but shall not be limited to, immediately identifying and  
25 remediating sources of delays in hiring”; and

1           WHEREAS, In late 2019, over 530 Resident doctors and medical professionals from  
2 the Committee of Interns and Residents (“CIR”), a local of Service Employees International  
3 Union (“S.E.I.U.”), at ZSFGH signed a petition demanding that the Hospital’s administration  
4 prioritize patient care and increase staffing at all levels; and

5           WHEREAS, The Board of Supervisors urges the Hospital to respond to these concerns  
6 and demands; now, therefore, be it

7           RESOLVED, That the Board of Supervisors urges the ZSFGH, to the extent possible,  
8 to implement a policy that expedites the hiring of Registered Nurses to less than 90 days from  
9 receipt of any application; and, be it

10          FURTHER RESOLVED, That the Board of Supervisors urges the Hospital to provide  
11 annual violence prevention training appropriate for the needs of the population served by  
12 CalOsha regulations and disaster-preparedness training for all staff; and, be it

13          FURTHER RESOLVED, That the Board of Supervisors urges the Hospital and the  
14 Department to support its bilingual staff at all levels by removing obstacles that hinder this  
15 need; and, be it

16          FURTHER RESOLVED, That the Board of Supervisors urges the Hospital to  
17 implement, to the extent possible, a ceiling of 5% of total union covered employees for  
18 Contract Registered Nurses so that these temporary staffers not exceed regular staff at each  
19 shift on a daily basis; and, be it

20          FURTHER RESOLVED, That the Board of Supervisors urges the administrative staff at  
21 the ZSFGH and the Department to include frontline Registered Nurses and Resident  
22 Physicians in the dialogue on advisory and planning committees and boards, including, but  
23 not limited to, the Health Commission and Joint Conference committees; and, be it

1 FURTHER RESOLVED, That the Board of Supervisors urges the ZSFGH to increase  
2 hiring of Nurse Practitioner and Physician staff based on a staffing plan that meets the current  
3 patient needs and reduces resident work hours; and, be it

4 FURTHER RESOLVED, That the Board of Supervisors urges the Department of Public  
5 Health to illustrate how each of its departments' existing staffing plan is aligned with the  
6 California Code of Regulations by current population and department census needs; and, be it

7 FURTHER RESOLVED, That the Board of Supervisors is willing to make any  
8 legislative changes to assist the ZSFGH implement, to the extent possible, any or all of the  
9 above-noted recommendations; and, be it

10 FURTHER RESOLVED, That the Board of Supervisors hereby directs the Clerk of the  
11 Board to forward copies of this Resolution to the respective administrative staff of the  
12 Department of Public Health, the ZSFGH, Laguna Honda Hospital, Behavioral Health Centers,  
13 Jail Health Services and Clinics.



City and County of San Francisco  
Tails  
Resolution

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

File Number: 200030

Date Passed: March 17, 2020

Resolution urging the administrative staff of the Department of Public Health to include frontline Registered Nurses and Resident Physicians in their decision-making process; to implement, to the extent possible, an expedited hiring process to less than 90-days from receipt of application; to cease supplementing staffing requirements with Contract Registered Nurses by implementing, to the extent possible, a ceiling of 5% or less of total staff; to provide annual violence prevention and disaster-preparedness training for all staff; and to support its bilingual staff.

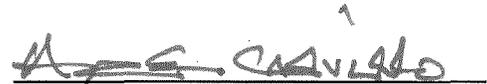
March 05, 2020 Government Audit and Oversight Committee - RECOMMENDED

March 17, 2020 Board of Supervisors - ADOPTED

Ayes: 11 - Fewer, Haney, Mandelman, Mar, Peskin, Preston, Ronen, Safai, Stefani, Walton and Yee

File No. 200030

I hereby certify that the foregoing Resolution was ADOPTED on 3/17/2020 by the Board of Supervisors of the City and County of San Francisco.

  
Angela Calvillo  
Clerk of the Board

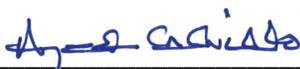
UNSIGNED

London N. Breed  
Mayor

3/27/2020

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.

  
Angela Calvillo  
Clerk of the Board

3/27/2020

Date