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

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.

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

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

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

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

Supervisors Safai; Walton, Yee, Stefani, Ronen, Mar, Preston
BOARD OF SUPERVISORS
WHEREAS, In late 2019, over 530 Resident doctors and medical professionals from the Committee of Interns and Residents ("CIR"), a local of Service Employees International Union ("S.E.I.U."), at ZSFGH signed a petition demanding that the Hospital’s administration prioritize patient care and increase staffing at all levels; and

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

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

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

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

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

FURTHER RESOLVED, That the Board of Supervisors urges the administrative staff at the ZSFGH and the Department to include frontline Registered Nurses and Resident Physicians in the dialogue on advisory and planning committees and boards, including, but not limited to, the Health Commission and Joint Conference committees; and, be it
FURTHER RESOLVED, That the Board of Supervisors urges the ZSFGH to increase hiring of Nurse Practitioner and Physician staff based on a staffing plan that meets the current patient needs and reduces resident work hours; and, be it

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

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

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

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Angela Calvillo
Clerk of the Board

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.

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Angela Calvillo
Clerk of the Board

City and County of San Francisco
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Printed at 10:12 am on 3/18/20