

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

3 **Resolution urging the California Pacific Medical Center (CPMC) and the Committee of**  
4 **Interns and Residents (CIR-SEIU) to adopt contract language that achieves safe**  
5 **conditions for resident physicians, patients and allows San Francisco residency**  
6 **programs to stay competitive in California.**

7  
8 WHEREAS, The well-being of workers and patients is fundamental to the delivery of  
9 high-quality healthcare; and

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

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

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

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

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

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

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

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

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

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

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



City and County of San Francisco  
Tails  
Resolution

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

File Number: 240482

Date Passed: May 14, 2024

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.

May 14, 2024 Board of Supervisors - ADOPTED

Ayes: 10 - Chan, Dorsey, Engardio, Mandelman, Peskin, Preston, Ronen, Safai, Stefani and Walton  
Excused: 1 - Melgar

File No. 240482

I hereby certify that the foregoing Resolution was ADOPTED on 5/14/2024 by the Board of Supervisors of the City and County of San Francisco.

f Angela Calvillo  
Clerk of the Board

Unsigned

London N. Breed  
Mayor

5/24/2024

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

5/24/2024

Date