Resolution urging St. Mary's Medical Center and Dignity Health to return to the bargaining table in order to negotiate contract language that protects the rights of resident physicians and attracts medical students to San Francisco to complete their residency.

WHEREAS, The Committee of Interns and Residents - Service Employees International Union (CIR-SEIU) represents resident physicians at St. Mary's Medical Center, which is an affiliate of Dignity Health, and are currently engaged in contract negotiations; and

WHEREAS, Resident Physicians within CIR-SEIU have been on the frontlines of the COVID-19 pandemic and are the primary caregivers for the sick, the vulnerable, the acute and other disenfranchised constituents across the City and County of San Francisco; and

WHEREAS, St. Mary's Medical Center's resident physicians are experiencing high rates of stress and burnout that are only exacerbated by financial anxiety caused by the high cost of housing in San Francisco, accelerated inflation, and increasing student debt, which averages a quarter million dollars per resident physician; and

WHEREAS, The physician shortage in California and San Francisco is worsening and there are estimates of a statewide shortfall of 4,700 primary care providers and an additional 4,100 providers by the year 2030; and

WHEREAS, In the most recent academic year, St. Mary's Medical Center was unable to attract a full complement of medical students who ranked this program among their possible residency options, suggesting a lack of competitive pay and benefits; and

WHEREAS, Data shows that a physician is 55% more likely to stay in a community where they conduct their residency; and
WHEREAS, San Francisco has become the most expensive place to live in the state of California, and one of the most expensive in the United States; and

WHEREAS, St. Mary's Medical Center is the lowest paid residency program in San Francisco and the East Bay; and

WHEREAS, Collective bargaining is the most effective way for resident physicians at St. Mary's Medical Center to secure safe working conditions and salaries and benefits that allow them to live and work in San Francisco and continue to provide high quality patient care; and

WHEREAS, A labor dispute involving Resident Physicians at St. Mary's and their employer will likely result in the disruption of necessary patient care and life saving medical treatments for San Francisco residents; and

WHEREAS, A strong collective bargaining agreement can be a tool to attract the best and brightest medical students from across the country to complete their residency in San Francisco; now, therefore, be it; now, therefore, be it

RESOLVED, That the Board of Supervisors of the City and County of San Francisco urges St. Mary's Medical Center and, by extension, Dignity Health to immediately return to the bargaining table and negotiate contract language that protects the rights of resident physicians and attracts medical students to San Francisco to complete their residency.
Resolution urging St. Mary's Medical Center and Dignity Health to return to the bargaining table in order to negotiate contract language that protects the rights of resident physicians and attracts medical students to San Francisco to complete their residency.

June 14, 2022 Board of Supervisors - ADOPTED
Ayes: 10 - Chan, Dorsey, Mandelman, Mar, Melgar, Peskin, Preston, Ronen, Safai and Walton
Excused: 1 - Stefani

I hereby certify that the foregoing Resolution was ADOPTED on 6/14/2022 by the Board of Supervisors of the City and County of San Francisco.

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.

Angela Calvillo
Clerk of the Board

06/24/2022
Date Approved