

1 [Urging UCSF to Address Work Conditions and Classification of Clinical Social Workers,
2 Represented by University Professional & Technical Employees (UPTE)-CWA 9119]

3 **Resolution urging the University of California San Francisco (UCSF) to address the**
4 **wage, benefit, and advancement inequities between their Clinical Social Workers,**
5 **represented by the University Professional & Technical Employees (UPTE)-CWA 9119,**
6 **stationed at the UCSF's medical centers, versus UCSF's "Campus" clinics associated**
7 **with Zuckerberg San Francisco General Hospital and other community clinics; and**
8 **urging UCSF to stop the implementation of a two-tiered mental health system between**
9 **these workers, which further exacerbates existing injustices in the workplace.**

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11 WHEREAS, the University of California San Francisco (UCSF) is integral to the city
12 and county's behavioral health infrastructure, providing high-quality behavioral health services
13 to Bay Area residents of all socioeconomic classes, including well-insured and underinsured
14 patients; and

15 WHEREAS, The San Francisco Board of Supervisors has historically and consistently
16 approved hundreds of millions of dollars in funding for programs that address the county's
17 mental health crisis; and

18 WHEREAS, Since the pandemic, the Board of Supervisors has prioritized programs
19 that address mental and behavioral health through the lens of equity, affordability, and
20 access; creating grant programs and funding opportunities for healthcare providers like UCSF
21 to enhance mental and behavioral health services particularly for underserved or hard to
22 access communities; and

23 WHEREAS, UCSF offers an expansive range of behavioral health services at their
24 Medical Centers, in addition to a multitude of highly specialized clinics located offsite (referred
25 to as "Campus" locations, which include the Zuckerberg San Francisco General Hospital and

1 Trauma Center) through the Citywide Case Management Programs, Trauma Recovery
2 Center, UCSF Alliance Health Project - and others, serving patients with serious mental
3 illness, substance use disorders, and various forms of severe trauma, many of whom are
4 underinsured and/or may be unhoused; and

5 WHEREAS, These behavioral health professionals who have dedicated years to obtain
6 specialized credentials and advanced degrees, who selflessly commit themselves to serve the
7 Bay Area's most vulnerable, and in many cases, historically marginalized communities, are
8 the Clinical Social Workers (CSWs) employed at UCSF's Campus clinics and the Zuckerberg
9 San Francisco General Hospital and Trauma Center, represented by University Professional
10 & Technical Employees (UPTe)-CWA 9119, and collectively serve over 10,000 patients
11 annually; and

12 WHEREAS, UCSF created, and actively advances, an inequitable two-tiered mental
13 health care system through a concerted worker classification apparatus that systematically
14 classifies Campus CSWs - individuals who work with marginalized and underinsured
15 populations and who possess identical experience, licensure, and education in comparison to
16 their counterparts at the Medical Centers - into lower steps of the same title and lower social
17 worker titles, thus substantially preventing equitable career progression and advancement in
18 these essential programs; and

19 WHEREAS, UCSF's pay inequities of Campus CSWs are driving broader, more
20 substantial barriers to mental health access for historically marginalized communities; and

21 WHEREAS, Campus CSWs earn on average 31% less than their Medical Center
22 colleagues despite treating patients with substantially higher needs that require specialized
23 care due to severe trauma; and

1 WHEREAS, Not only are campus CSWs regularly exposed to instances of workplace
2 violence committed by patients including physical assault, injury, and trauma, but they are
3 also not offered adequate respite for trauma recovery after workplace trauma occurs; and

4 WHEREAS, Campus CSWs experience consistently high turnover rates, perpetuating
5 a cyclical pattern of increased caseloads that increase patient wait times, resulting in
6 unsustainable clinician-to-patient ratios, which inevitably exacerbates clinician turnover; now,
7 therefore, be it

8 RESOLVED, That the San Francisco Board of Supervisors recognizes the invaluable
9 contributions of UCSF's Campus CSWs who work tirelessly to treat San Franciscans and Bay
10 Area residents with serious mental illness, substance use disorders, and severe traumas with
11 high-quality, specialized care; and, be it

12 FURTHER RESOLVED, That the San Francisco Board of Supervisors recognizes
13 these programs are vital to bridging generational inequities in mental health access for
14 historically marginalized communities; and, be it

15 FURTHER RESOLVED, That the San Francisco Board of Supervisors urges UCSF to
16 address the claims of UPTE-CWA 9119 represented, Campus CSWs, which state that UCSF
17 has created, and advanced, through systematic worker misclassifications and placements on
18 the CSW pay scales, a two-tiered mental health system, resulting in Campus CSWs receiving
19 significantly less compensation than their Medical Center colleagues despite having the same
20 or higher qualifications for CSWs titles/steps; and, be it

21 FURTHER RESOLVED, That the San Francisco Board of Supervisors urges UCSF to
22 correct this practice of inequitable hiring, worker classification, reclassification, and step
23 placement on the CSWs pay scales for Campus CSWs; and, be it

24 FURTHER RESOLVED, That the San Francisco Board of Supervisors fully supports
25 UPTE CSWs employed at UCSF and urge UCSF to immediately undergo the necessary

1 procedures to reclassify existing CSWs in accordance with the step and placement, on the
2 pay scales that are commensurate with their merits, and to adopt a uniform hiring and
3 classification policy across all mental and behavioral health titles at UCSF; and be it

4 FURTHER RESOLVED, That the Clerk of the San Francisco Board of Supervisors
5 shall transmit copies of the codified resolution upon its passage to UCSF Chancellor Sam
6 Hawgood, UCSF Health President and CEO Suresh Gunasekaran, and the President of the
7 University of California Michael Drake.

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City and County of San Francisco

Tails
Resolution

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

File Number: 240910

Date Passed: September 24, 2024

Resolution urging the University of California San Francisco (UCSF) to address the wage, benefit, and advancement inequities between their Clinical Social Workers, represented by the University Professional & Technical Employees (UPTE)-CWA 9119, stationed at the UCSF's medical centers, versus UCSF's "Campus" clinics associated with Zuckerberg San Francisco General Hospital and other community clinics; and urging UCSF to stop the implementation of a two-tiered mental health system between these workers, which further exacerbates existing injustices in the workplace.

September 24, 2024 Board of Supervisors - ADOPTED

Ayes: 9 - Chan, Dorsey, Engardio, Mandelman, Melgar, Ronen, Safai, Stefani and Walton
Excused: 2 - Peskin and Preston

File No. 240910

I hereby certify that the foregoing Resolution was ADOPTED on 9/24/2024 by the Board of Supervisors of the City and County of San Francisco.

Handwritten signature of Angela Calvillo
Angela Calvillo
Clerk of the Board

Unsigned

10-3-24

London N. Breed
Mayor

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.

Handwritten signature of Angela Calvillo
Angela Calvillo
Clerk of the Board

10-3-24

Date