

1 [Urging Zuckerberg San Francisco General Hospital and Trauma Center to Collaborate with
2 Resident Physicians and Nurses to Improve Hospital Staff and Standards of Patient Care]

3 **Resolution urging the Zuckerberg San Francisco General Hospital administration to**
4 **demonstrate a commitment to patient care by increasing Attending Physicians to focus**
5 **on Resident Physician and Nurse wellness.**

6
7 WHEREAS, Zuckerberg San Francisco General Hospital and Trauma Center (ZSFGH)
8 faces an extreme staffing shortage as patient numbers increase; and

9 WHEREAS, A burgeoning patient census forces Resident physicians at ZSFGH to
10 work in excess of 80 hours per week, increasing physician burnout; and

11 WHEREAS, Overworking Residents and nurses results in inconsistent treatment of
12 ZSFGH patients and increases the odds of burnout;

13 WHEREAS, Overworking Residents results in inconsistent treatment of ZSFGH
14 patients and increases the odds of physician burnout; and

15 WHEREAS, inadequate services and staffing could lead to patient safety issues and
16 negative impacts on the quality of physician training; and

17 WHEREAS, Protestations made by Resident physicians and nurses at ZSFGH,
18 represented by the Committee of Interns and Residents - Service Employees International
19 Union (CIR-SEIU) and SEIU 1021 respectively, concerning Resident and nurse wellness and
20 patient care have not been addressed; and

21 WHEREAS, Section 98 of the 2017 Collective Bargaining Agreement between the City
22 and County of San Francisco and the Committee of Interns and Residents/SEIU states: "In
23 the event that appropriate work schedules and hours cannot be maintained at current staffing
24 levels, in the judgment of the University and Department, the Department shall request
25 additional funds for staffing for the appropriate job tasks from the Mayor and Board of

1 Supervisors which shall make a good faith attempt to obtain and appropriate funds for
2 additional staffing”; and

3 WHEREAS, The Nurse Staffing and Hiring Side Letter agreed to between the City and
4 County of San Francisco and the SEIU, Local 1021, Staff and Per Diem Nurses states the city
5 “will work with DHR to identify and prioritize filling budgeted, approved nurse vacancies.
6 Actions may include, but shall not be limited to, identifying and remediating sources of delays
7 in hiring.”; and

8 WHEREAS, Solutions including additional Attending physician and other staff have
9 been requested by both the Residents and Departments to the hospital administration; and

10 WHEREAS, An agreed staffing increase is defined legally as an agreement or labor
11 contract between an employer and one or more unions which set forth the terms of
12 employment for the employees who are members of that labor union, including but not limited
13 to terms governing wages, vacation time, working conditions, health insurance benefits, and
14 due process provisions; and

15 WHEREAS, Resident physicians within CIR-SEIU and nurses of SEIU 1021 are the
16 primary caregivers for the thousands of individuals who seek medical care from ZSFGH; and

17 WHEREAS, The Board of Supervisors has an important interest in ensuring consistent
18 and appropriate delivery of medical care to ZSFGH patients from any frontline healthcare
19 provider; and

20 WHEREAS, Fixing the issues with patient care can best be done when Residents and
21 nurses, who are providing frontline care, have a voice in the process; now, therefore, be it

22 RESOLVED, That the Board of Supervisors strongly urge the administration of
23 Zuckerberg San Francisco General Hospital and Trauma Center to act expeditiously to
24 enhance the non-resident provider team, address hiring delays, provide Resident physicians,
25 nurses, and other frontline medical staff a voice in resolving patient care issues, and

1 collaboratively address the issues the hospital has with providing the proper level of care to its
2 patients; and, be it

3 FURTHER RESOLVED, That the Board of Supervisors hereby directs the Clerk of the
4 Board to transmit copies of this Resolution to Zuckerberg San Francisco General Hospital
5 accordingly.

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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: 191271

Date Passed: December 17, 2019

Resolution urging the Zuckerberg San Francisco General Hospital administration to demonstrate a commitment to patient care by increasing Attending Physicians to focus on Resident Physician and Nurse wellness.

December 17, 2019 Board of Supervisors - AMENDED, AN AMENDMENT OF THE
WHOLE BEARING NEW TITLE


Ayes: 10 - Fewer, Haney, Mandelman, Mar, Peskin, Preston, Safai, Stefani,
Walton and Yee
Excused: 1 - Ronen

December 17, 2019 Board of Supervisors - ADOPTED AS AMENDED

Ayes: 10 - Fewer, Haney, Mandelman, Mar, Peskin, Preston, Safai, Stefani,
Walton and Yee
Excused: 1 - Ronen

File No. 191271

I hereby certify that the foregoing
Resolution was ADOPTED AS AMENDED
on 12/17/2019 by the Board of Supervisors
of the City and County of San Francisco.



Angela Calvillo
Clerk of the Board

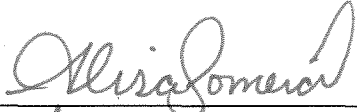
Unsigned

London N. Breed
Mayor

12/20/19

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.



f Angela Calvillo
Clerk of the Board

12/20/2019

Date

File No.
191271