

## HEALTH COMMISSION

CITY AND COUNTY OF SAN FRANCISCO

RESOLUTION NO. 9-94

### ESTABLISHING THE POLICY OF THE HEALTH COMMISSION CONCERNING 1994 LABOR NEGOTIATIONS WITH REGISTERED NURSES, PHYSICIANS AND DENTISTS

WHEREAS, the Mayor's Office will soon begin labor negotiations with several bargaining units, including the staff nurse and per diem nurse, bargaining unit (Unit 8-D) represented by SEIU Local 790 (approximately 1200 staff nurses and several hundred per diem nurses); the supervisory nurse bargaining unit (Unit 11-B) represented by Teamsters Local 856 (approximately 200 employees); and the physicians and dentists bargaining units (Units 8-CC and 11-AA) represented by the Union of American Physicians and Dentists (approximately 230 full-time equivalent employees), and other bargaining units; and

WHEREAS, these negotiations will determine salary and benefit compensation for these groups of employees for fiscal year 1994-95 and perhaps beyond. Due to significant improvements in the salary and benefit compensation packages for registered nurses and physicians over the past four years, the Department no longer experiences severe recruitment and retention problems in these classes of employment; and,

WHEREAS, the Department must contain costs and reduce the cost of units of service in order to compete in a managed care environment, and increased competition for patients will require both public and private health care institutions to reduce costs, and the Department presently has higher costs than private competitors; and,

WHEREAS, the Department's strategic direction for organizational restructuring to prepare for health care reform describes various cost reduction methodologies, containing costs of labor which can be achieved through labor negotiations; and,

WHEREAS, the Department's proposed 1994-95 budget does not include additional funds for salary and benefit increases for those groups of employees whose labor contracts are open for negotiations for next fiscal year; now, therefore, be it

RESOLVED, that the Health Commission establishes as its policy that new labor agreements with registered nurses, physicians and dentists should not include increases in salary and benefit compensation; and, be it

FURTHER RESOLVED, that the Health Commission urges the Mayor to insure that new labor agreements with these groups of employees do not include increases in salary and benefit compensation; and, be it


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RESOLUTION NO. 9-94 (Cont'd.)

FURTHER RESOLVED, that in the event the Mayor and Board of Supervisors agree to provide salary and benefit compensation increases, the City will need to develop a plan to accommodate such compensation increases.

I hereby certify that the foregoing resolution was adopted by the Health Commission at its meeting of Tuesday, March 1, 1994.



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Sandy Ouye Mori  
Executive Secretary to  
the Health Commission