THIS ITEM IS NOT YET AGENDIZED AND MAY OR MAY NOT BE ACCEPTED FOR THE AGENDA AS A LATE ITEM, SUBJECT TO THE CITY COUNCIL'S DISCRETION ACCORDING TO BROWN ACT RULES

Meeting Date: June 24, 2025

Item Description: A resolution calling for the protection of healthcare workers' rights and delaying UCSF Health's integration plan at Children's Hospital Oakland pending legal resolution.

This item is submitted pursuant to the provision checked below:

☐ Emergency Situation (54954.2(b)(1) - majority vote required)
Determination by a majority vote of the legislative body that an emergency situation exists, as defined in Section 54956.5.

☒ Immediate Action Required (54954.2(b)(2) - two-thirds vote required)
There is a need to take immediate action and the need for action came to the attention of the local agency subsequent to the agenda for this meeting being posted.

Once the item is added to the agenda (Consent or Action) it must be passed by the standard required vote threshold (majority, two-thirds, or 7/9).

Facts supporting the addition of the item to the agenda under Section 54954.2(b) and Chapter III.C.5 of the Rules of Procedure:

This matter first came to the attention of the Berkeley City Council on or around June 16, 2025, following the publication of the June 24, 2025, Berkeley City Council agenda. The item is time-bound, as it pertains to a matter that is scheduled to conclude on July 6, 2025. Consequently, the June 24, 2025, regular meeting provides the sole opportunity for the Berkeley City Council to take action on the matter.

Igor Tregub, Councilmember, District 4
Adena Ishii, Mayor
Terry Taplin, Councilmember, District 2
Ben Bartlett, Councilmember, District 3

To: Honorable Mayor and Members of the City Council

From: Councilmember Igor Tregub (Author), Mayor Adena Ishii (Co-Author),
           Councilmember Ben Bartlett (Co-Author), and Councilmember Terry
           Taplin (Co-Author)

Subject: A resolution calling for the protection of healthcare workers' rights and
           delaying UCSF Health's integration plan at Children's Hospital Oakland
           pending legal resolution.

RECOMMENDATION
1) Adopt a Resolution calling on the University of California of San Francisco (UCSF)
   Health, the University of California, and the University of California (UC) Board of
   Regents to delay implementation of the proposed July 6, 2025 "integration plan" at
   UCSF Benioff Children's Hospital Oakland until all legal proceedings are resolved
   and the rights and protections of East Bay healthcare workers are fully upheld; and,
   in addition,
2) Refer any further potential informational discussions on the above-referenced
   matter to the Berkeley City Council Health, Life Enrichment, Equity & Community
   Committee.

BACKGROUND
UCSF Benioff Children's Hospital Oakland is a pediatric acute care hospital located in
North Oakland and serves many patients from Berkeley and the greater Northern
California. The hospital has 191 beds and provides comprehensive pediatric
specialties and subspecialties to infants, children, teens and young adults aged 0–21.
It also features a Level 1 Pediatric Trauma Center, one of five in California. Its
affiliated research organization, the Children's Hospital Oakland Research Institute, is
involved in research and treatment for a variety of children's health issues, including
pediatric obesity, cancers, sickle cell disease, AIDS/HIV, hemophilia, and cystic
fibrosis.

UCSF Health plans to reclassify over 1,300 healthcare workers at UCSF Benioff
Children's Hospital Oakland, currently employed by the hospital and represented by
the National Union of Healthcare Workers (NUHW), as UCSF Health employees.
While this proposed "integration" does not change the hospital's license, ownership,
or funding structure, it represents a significant shift in labor conditions, worker
representation, and community impact.

Despite UCSF's stated intentions, the plan raises serious legal, financial, and ethical concerns, and lacks demonstrable benefit to East Bay families, patients, or workers. This plan not only undermines longstanding contract protections but also imposes unnecessary financial burdens on a workforce that has been essential to the East Bay's pediatric care for decades.

CURRENT SITUATION AND ITS EFFECTS

If implemented, UCSF Health's plan would:

- Strip workers of their current union representation and contract protections under NUHW;
- Force more than 1,200 employees to switch unions without consent, despite a recent third-party election where 98% of participants voted to remain with NUHW;
- Result in average annual take-home pay cuts of $10,000 and, in some cases, exceeding $30,000, due to higher healthcare premiums and reduced retirement benefits;
- Erode worker morale and retention, leading to potential early retirements, resignations, and a diminished pool of experienced caregivers; and
- Threaten pediatric healthcare access for East Bay residents by making it easier for UCSF to centralize services in San Francisco.

This resolution aligns with the City of Berkeley's commitment to supporting labor rights, equitable healthcare, and protecting community-serving institutions in the East Bay.

FISCAL IMPACTS OF RECOMMENDATION

Limited staff time is required to communicate the City's position to State representatives.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

CONTACT PERSON

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ATTACHMENTS

Resolution

RESOLUTION NO. ##,###-N.S.

URGING UCSF HEALTH, THE UNIVERSITY OF CALIFORNIA, AND THE UC BOARD OF REGENTS TO HALT THE JULY 6, 2025, INTEGRATION PLAN AT CHILDREN'S HOSPITAL OAKLAND UNTIL LEGAL REVIEW IS COMPLETE AND WORKERS' RIGHTS ARE PROTECTED

WHEREAS, University of California of San Francisco (UCSF) Benioff Children's Hospital Oakland is a pediatric acute care hospital located in North Oakland which serves many patients from Berkeley and the greater Northern California; and

WHEREAS, the hospital has 191 beds and provides comprehensive pediatric specialties and subspecialties to infants, children, teens and young adults aged 0–21. It also features a Level 1 Pediatric Trauma Center, one of five in California; and

WHEREAS, the hospital's affiliated research organization, the Children's Hospital Oakland Research Institute, is involved in research and treatment for a variety of children's health issues, including pediatric obesity, cancers, sickle cell disease, AIDS/HIV, hemophilia, and cystic fibrosis.

WHEREAS, UCSF Health intends to implement an "integration plan" on July 6, 2025, that would reclassify more than 1,300 healthcare workers currently direct employees of UCSF Benioff Children's Hospital Oakland and represented by the National Union of Healthcare Workers (NUHW) as UCSF Health employees; and

WHEREAS, although this plan does not change the hospital's license, ownership, or nonprofit status, it effectively shifts decision-making power and operational control away from a vital East Bay institution to UCSF's broader health system; and

WHEREAS, while this integration is being presented as an administrative consolidation, in actuality it would impose significant financial burdens on frontline caregivers, including increased healthcare and retirement costs that would reduce average annual take-home pay by $10,000, with some workers facing annual losses exceeding $30,000; and

WHEREAS, many of these workers, including respiratory therapists, technicians, clerical staff, therapists, and housekeepers, would be forced to absorb these losses in an already challenging economic climate marked by rising costs of living in the Bay Area; and

WHEREAS, UCSF's plan would override existing labor agreements, violating the collective bargaining agreement between NUHW and Children's Hospital Oakland by triggering unauthorized subcontracting, prompting a legal grievance and resulting in ongoing federal litigation; and

WHEREAS, UCSF Health declined to participate in contractually required arbitration and instead advanced with a plan that would strip dozens of NUHW-represented workers of their union protections and reclassify them as at-will employees; and

WHEREAS, more than 1,200 healthcare workers would be forcibly moved into different unions without their consent, despite a recent independent hospital-wide election in which 98% of participating workers voted to remain with NUHW; and

WHEREAS, Children's Hospital Oakland workers are not only essential caregivers, but have been active contributors to the broader health of the East Bay community supporting local ballot measures like Alameda County Measure C and securing provisions to maintain services in our region; and

WHEREAS, these caregivers have worked tirelessly, especially over the past five years, through the COVID-19 pandemic and ongoing staffing shortages, and deserve stability, respect, and fair compensation – not diminished benefits or job insecurity; and

WHEREAS, weakening the local workforce and increasing the likelihood of resignations and early retirements, which would threaten the hospital's capacity to deliver consistent, lifesaving pediatric care and could accelerate the centralization of services in San Francisco, creating new barriers to access for East Bay families; and

WHEREAS, this plan undermines both the long-term stability of Children's Hospital Oakland and the City of Berkeley's broader commitments to labor rights, equitable access to healthcare, and the preservation of essential community-serving institutions;

NOW, THEREFORE, BE IT RESOLVED, that the City of Berkeley urges UCSF Health, the University of California, and the UC Board of Regents to immediately halt implementation of the July 6, 2025 "integration plan" until all legal proceedings are resolved, and to engage in transparent, good-faith negotiations with NUHW and the affected healthcare workers to ensure that East Bay patients and providers are not left behind in this process.