

Human Resources

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www.ucsfhealth.org

Via Electronic Mail

May 26, 2020

RE: Courtesy Notice of UCSF Novel Coronavirus Response Efforts

Dear Union Leaders:

The purpose of this letter is to provide an update related to the outbreak of the respiratory illness caused by a novel coronavirus (COVID-19).

Attached is a UCSF Health COVID-19 General Update issued on May 22, 2020. Included within the communication is information on the Surgical Navigation Assistance Program (SNAP) being piloted in endocrine, colorectal, neurosurgery, thoracic, urology and OHNS. The SNAP Team is reaching out to patients to assess their readiness for surgery by listening to any concerns about coming to UCSF facilities, explaining UCSF's rigorous safety measures, and referring the patient to social work if needed. Also included is information on the consolidation of employee screening to a single entrance at Mission Bay effective May 25th.

Attached is the May 26, 2020 "daily digest" providing up-to-date COVID-19 information to Zuckerberg San Francisco General Hospital employees. Included within this "digest" is information on the updated masking guidance which indicated that isolation masks are the only approved masks to be worn in clinical areas where patients or the public are served. Also included are the ZSFGH visitation guidelines which were updated to extend to COVID-19+/PUI patients.

Attached is a May 26, 2020 communication to Zuckerberg San Francisco General Hospital employees from CEO Dr. Susan Ehrlich advising of budget cuts equivalent to ten percent of general fund spend between July 1, 2020 and June 30, 2021.

There is a COVID-19 Recovery Town Hall being held today, May 26th, from 4-5pm. Participants may join using the following information:

[Link](#)

Webinar ID: 973 7041 6860
Password: 338456

Or iPhone one-tap: 12133388477,,97370416860#,,,1#,338456# or
+16692192599,,97370416860#,,,1#,338456#

Or Telephone: +1 213 338 8477 or +1 669 219 2599 or +1 669 900 6833
Webinar ID: 973 7041 6860
Password: 338456

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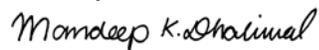
ZSFGH is hosting a virtual Town Hall on coping with Xenophobia and anti-Asian racism in the time of COVID-19 on May 27th from 11am-12pm. Participants may register in advance for the virtual Town Hall via the following [link](#).

The next UCSF Health and Campus COVID-19 Response Town Hall is scheduled for Friday, May 29, at 4 p.m. Participants may join the Town Hall via the following [link](#).

UCSF will continue to provide ongoing updates on its COVID-19 resource page found at this link: <https://coronavirus.ucsf.edu/>. In addition, to receive text alerts when updated UCSF guidance and information are available, text 333 111 and enter "UCSF".

We look forward to working with you in supporting our staff. Please contact our office if you have questions or concerns at this time.

Sincerely



Mandeep K. Dhaliwal, Labor and Employment Relations Consultant

cc: Shelley Patton, Director, Labor and Employee Relations
Ayesha Mahmood, Interim Manager, Labor and Employee Relations

Attachments:
Proof of Service
Health COVID General Update dated May 22, 2020
ZSFGH Daily Digest dated May 26, 2020
ZSFGH CEO Communication dated May 26, 2020

PROOF OF SERVICE

I, Seva Cuevas, declare that I am over the age of eighteen years, not a party to this action, and I am employed in the county of San Francisco, State of California. My business address is 3360 Geary Blvd. Suite 301, San Francisco, CA 94118-3324.

On May 26, 2020, I served the attached letter regarding
Courtesy Notice of UCSF Novel Coronavirus Response Efforts

to the parties listed below by the checked applicable method or methods:

- placing a true copy thereof enclosed and delivery by the United States Postal Service following ordinary business practice with postage or other costs prepaid
- electronic mail delivery (e-mail)

Name and Address of the parties served:

American Federation of State, County and Municipal Employees, Local 3299
Nicolas Monteiro Lead Organizer, nmonteiro@afscme3299.org
1360 Ninth Avenue #240 San Francisco, CA 94122

CIR-SEIU Committee of Interns & Residents
Alex Bush, abush@cirseiu.org
Seneca Scott (sscott@cirseiu.org, CIR/SEIU)
1050 Marina Village Pkwy, Suite 201
Alameda, CA 94501

California Nurses Association
Ben Elliott, Lead Organizer, belliott@calnurses.org
Vero Stead-Mendez, Rep, vstead-mendez@calnurses.org
Rosa Villarroel rosavillarroel81@yahoo.com
Ashley Vernon ashleybernon.cna@gmail.com

155 Grand Avenue, 2nd Floor
Oakland CA 94612

Federated University Police Officers Association
Darren Miller, President, darren@fupoa.org
5753 E. Santa Ana Canyon Road, Suite G448
Anaheim CA 92807

San Francisco Building & Construction Trades Council
Tim Paulson Tim@sfbuildingtradesCouncil.org
1188 Franklin Street, Suite 203
San Francisco CA 94109

I declare under penalty of perjury that the foregoing is true and correct and that this declaration was executed on
May 26, 2020, at San Francisco, California.

Seva Cuevas

Name (Printed or Typed)

Seva Cuevas

(Signature)

Digitally signed by Seva
Cuevas
Date: 2020.05.26
15:04:40 -07'00'

From: UCSF Health employees <UCSFHEALTH-ALL@LISTSRV.UCSF.EDU> **On Behalf Of** COVID19 UCSF Health
Sent: Friday, May 22, 2020 6:00 PM
To: UCSF Health - All <UCSFHealth-All@listsrv.ucsf.edu>
Subject: COVID-19 General Update - March 22, 2020



May 22, 2020

As we turn our attention to recovery, our updates will reflect work across the health system to reset and reopen safely, as well as continuing information about COVID-19. We remain committed to continuing regular and transparent communications about our recovery so that we can work united in this next phase.

COVID-19 RECOVERY UPDATES

UCSF Health is resuming care for patients most in need and will balance our ability to do so safely over the coming months. This requires strategically growing back our volume of patients – in particular those who need the unique specialty care that only we can offer – aligning capacity with services and leveraging our network of partners and alternative sites of care. Our 2025 strategic priorities, UCSF Health Network, Complex Care Leadership, Innovation at Scale, remain the same, although how we will achieve them will look different from before the pandemic's start.

As we reopen, we also have an opportunity to reset expectations and work differently, including finding ways to reduce costs. We were facing financial challenges prior to the pandemic, which has amplified them significantly.

Many groups across UCSF Health have begun their recovery planning, and we will share updates in these bulletins.

RECOVERY: OUR CURRENT LANDSCAPE

[These slides](#) show how much patient volume, and the resulting revenue, that we have lost as we delayed care preparing for patients with COVID-19. They also demonstrate how hard work and innovation among our departments is starting to attract patients back to our facilities.

SNAP TEAM

As part of our efforts to bring back high-priority patients for surgical care, UCSF Health Experience is piloting the Surgical Navigation Assistance Program (SNAP) in endocrine, colorectal, neurosurgery, thoracic, urology and OHNS. The team is reaching out to patients to assess their readiness for surgery by listening to any concerns about coming to our facilities, explaining our rigorous safety measures, and referring the patient to social work if needed. For some patients, there is a fear of contracting COVID-19,

and child and recovery care also can be issues. The restrictive visitor policy continues to be a concern for patients and families. There currently are 102 patients in the queue for the SNAP team to contact.

MISSION BAY ENTRANCES AND SCREENING

We are consolidating employee screening to a single entrance at Mission Bay starting Monday, May 25th at 0600. All employees will need to enter exclusively through the Adult Hospital entrance at 1855 4th St. for screening. Employees may still exit through the BCH Lobby or the Gateway Building, but the Adult Hospital will remain employee-only for both online pre-screening and manual screening. Only patients, visitors, and vendors will be able to use the Children's Hospital and Gateway lobbies as entrances.

- MB Emergency Department staff will continue to use the ED entrance along with ED patients. No other staff should be entering through the ED entrance.
- 3rd St. and 16th St. entrances will remain closed until further notice.
- Staff are strongly encouraged to use the online screening tool to expedite screening. Start the online process by texting "Screen" to 83973.
- The Adult Hospital entrance will be open every day from 0600-2000. After 2000 and until 0600, the BCH lobby will be the only entrance open for all staff, patients, and visitors.
- At all times each day, patients, visitors, and vendors will not be able to enter at the Adult Hospital and will be redirected to the Children's Hospital or the Gateway entrance as per current state.

Please direct any questions/concerns to Valerie.Bednar@ucsf.edu

WELL BEING: LIVE MUSIC PERFORMANCE

Virtually join the Back to Bach musicians who are voluntarily providing a free performance for UCSF Health on **Wednesday, May 27 from 1-2 PM**. You can access the music at this Zoom link:

<https://ucsf.zoom.us/j/93774676081?pwd=RGQ1b1MzU3BLSHZIK0luWldHVUhwWdz09>

Additionally, there will be screens/speakers set up in the Moffitt cafeteria for people to enjoy as they eat.

REMINDERS

- In the last bulletin, we provided information about Health and Dependent care Flexible Spending Accounts. Due to the fluidity of the COVID-19 situation and evolving regulations and rules impacting these accounts, some information may be changing. We encourage you to check this [website](#) periodically for updates. Questions about the details or how to initiate a change, may be directed to your benefits office:
 - Health: MCBenefits@ucsf.edu 415-353-4545, Option 2
 - Campus: Benefits@ucsf.edu, 415-476-1400

QUESTIONS AND ANSWERS

I've heard COVID-19 can be spread via HVAC systems. is UCSF looking into our buildings?

Facilities services at campus and health is taking precautions to minimize the possibility of the virus spreading via building ventilation. The majority of UCSF campus building ventilation systems use 100% outside air (OSA). Introducing fresh outside air minimizes the risk of infection from the air distribution system. These systems have filtration components exceeding industry standards for indoor air quality. Laboratory spaces and their support areas are provided with 100% OSA. Spaces that normally use partially recirculated air, are being temporarily adjusted to maximize outside air and reduce recirculation. Facilities, in partnership with the UCSF Office of Environment, Health and Safety (EH&S), is conducting a building by building assessment and will provide specific recommendations for certain areas with limited ventilation. More information can be found at the UCSF facilities website.

How can patients access Remdesivir?

Based on clinical trial data demonstrating benefit of Remdesivir, this drug has recently become available through FDA expanded use access, though in very limited amounts being allocated to the city of SF and to UCSF. There are currently 4 ways patients can receive Remdesivir at UCSF:

1. NIH Adaptive Clinical Treatment Trial (ACTT2). If eligible, all patients who opt to enroll in the trial will get Remdesivir and then will be randomized to receive Baricitinib or placebo. Important exclusions: Those with serious non-COVID infections, severe immunosuppression, and certain lab abnormalities
2. Gilead Compassionate Use Program for Pediatric and Obstetric patients
3. Gilead Expanded Access Program for patients who are intubated and on 0-1 vasopressor (this program will end 5/29).
4. FDA Emergency Use Authorization program for patients who have moderate to severe COVID-19 infection. Due to the limited availability through this program, a process is being established for allocation and will continue to be adjusted as needed.

Mt. Zion is not yet an ACTT2 location but is expected to be shortly as the regulatory pieces are put in place. In the meantime, adjustments are being made to how patients are triaged in order to optimize access to Remdesivir.

Questions? Send to: emer.mgt@ucsf.edu

Subscription to this UCSF Listserv list is based on affiliation, appointment, employment or registration at UCSF. Membership is updated every 24-hours. Individuals cannot be manually removed.

From: "Andrew, Brent (DPH)" <brent.andrew@sfdph.org>

Date: May 26, 2020 at 9:01:59 AM PDT

Subject: TO ALL STAFF: Covid-19 Daily Digest - May 26, 2020



Stay up to date with Covid-19 Information

DAILY DIGEST

May 26, 2020

[Click here for Staff & Provider Screening](#)

QUICKLINKS

- [Weekly Shortage Report - 5/21/20](#)

- [Updated Universal Masking Guidance](#) as of May 20, 2020.
- [Acceptable Face Coverings](#) as of May 20, 2020.
- [Visitor Restrictions and Expectations](#) as of May 20, 2020.
- [ZSFG's Updated Visitation Guidelines](#) as of May 19, 2020.
- [Weekly Community Wellness Zoom WOW Classes](#) updated with stretches!
- If you've received a golden star on your screening sticker, don't forget to email Nykole Baltazar at nykole.baltazar@sfdph.org to receive your prize!
- Learn more about COVID-19 by following our [ZSFG COVID-19 Communications page](#).

Covid 19 Situation Report

as of May 25, 2020

Worldwide: 5,467,945 Cases
/ 344,731 Deaths ([Johns Hopkins CSSE](#))

US: 1,657,441 Cases
/ 98,034 Deaths ([Johns Hopkins CSSE](#))

CA: 94,558 Cases / 3,795 Deaths
([CDPH](#))

of Positive ZSFG Patients: 12
(6 in ICU, 6 on 6th floor)

of ZSFG PUI: 3

SF: 2,386 Cases / 40 Deaths ([SFDPH DOC](#))

For the latest information, click on this link to access the [SF COVID-19 Data Tracker](#)



STAFF SHOUTOUT

"Shout out to the Epic build team for making sure that COVID-19 related items / fields in our EHR is up-to-date!"

"Leslie Holpit has been a constant support for our med-surg units! Thank you for all that you do!"

"Shout out to the many Epic team members who donated blood this week (I ran into 4 Epic team members during my donation slot)! "

"Thank you to Jenn, Floyd, and Diane- our INCREDIBLE palliative care team!! You truly are amazing. We are all so fortunate to have your support every day. "

Check out our [Staff Shout-Outs page](#) to see the rest of your fellow staff's submissions.

To submit a staff shout-out click the button below!
[#LoveforZSFG](#)

[Give a Shout-Out Here!](#)

Congratulations to our 2020 Graduating Residents!

UCSF Pediatric Residency 2020 Graduates



Annie Berens



David Blair



Blanca Rocio Cendejas



Howard Chao



Aditi Dasgupta



Gabriel Devlin



Claire Gibson



Brennan Higgins

UCSF Pediatric Residency 2020 Graduates



Allison Hyland



Zarah Iqbal



Matt Kan



Kayla Karvonen



Taylor LaFlam



Rob Lindquist



Melody Lun



Jennifer Menjivar

UCSF Pediatric Residency 2020 Graduates



Mo Mertaban



Becca Olveda



Perseus Patel



Phil Pauerstein



Mary Rolfes



Sanober Sadiq



Priya Shankar



Mike Smith

UCSF Pediatric Residency 2020 Graduates



Martin Thelin



Daron Vandeleur



Alex Werne

UCSF Pediatric Residency 2020 Graduates



Liat Bird
ZSFG



Abi Dairo
Mission Bay



Anne Lyon
Mission Bay



Shamita Punjabi
ZSFG

Thank You Chiefs!!

U.S. COVID-19 Statistics Update

San Francisco is the second densest City in the US, behind New York City. This is a reason for us as San Franciscans to be proud and to celebrate our actions as a community.

Source: Data provided by DOC

City	County	State	Cases/1000	Deaths/100,000	Tests/1000
San Francisco	San Francisco	CA	2.5	4.2	1.57
Los Angeles	Los Angeles	CA	3.8	17.6	1.06
Seattle	King	WA	3.4	23.5	
Denver	Denver	CO	7.9	47.7	
Atlanta	Fulton	GA	3.6	16.4	
Miami	Miami-dade	FL	5.9	21.7	
Boston	Suffolk	MA	21.1	100.4	
DC	DC	DC	10.7	57.9	
Baltimore	Baltimore City	MD	5.0	26.0	
Philadelphia	Philadelphia	PA	12.9	72.7	0.95
New York City	New York City	NY	23.2	249.2	1.43



Gloves Disposal Reminder

There have been ongoing concerns about gloves being disposed of in recycling containers, rather than in regular waste containers. This is a friendly reminder to please deposit gloves into the trash after use.

Updated Visitation Guidelines

As Shelter-in-Place provisions are eased, we will be looking to the Department of Public Health for guidance on loosening restrictions. Visitors are still only permitted to accompany patients in certain situations, outlined in the [Visitation Guidelines](#). **These situations now extend to COVID-19+/PUI patients.**



- **In-patient visiting hours are Monday through Friday 8AM-8PM and Saturday and Sunday 9AM-5PM.** Visitation outside those hours is not permitted unless it is an end of life situation.
- All visitors undergo symptom screening at the hospital entrance. Visitors with positive symptoms are not permitted entry.
- All visitors must wear a mask for the duration of their visit.
- Visitors must agree to and comply with the [Visitation Expectations](#). Failure to do so will result in termination of the visit.
- Family, friends, and loved ones are encouraged to use electronic devices and applications to connect with patients (e.g., smartphones, tablets, FaceTime, Skype,

etc.). In addition, iPads and Google tablets are available on select inpatient units for Video Visits.



All Staff Giveaway Tomorrow!



We welcome you to stop by the Wells Fargo Plaza, between Bldgs. 5 & 25, tomorrow, 5/27, starting at 7:00am to pick up some healthy snacks! This giveaway will be first come, first serve, with one treat per person.

*****Night shift staff, please be sure to stop by right after your shift ends at 7:00am*****

#LoveforZSFG



San Francisco Suicide Prevention Self Care Resources for Essential Workers

During this crisis, all our staff have been working tremendously hard and are handling a very stressful situation. As ZSFG's most important asset, please remember to take care of yourselves and call SFSP at (415)781-0500 anytime you need support.

OOF, tough shift?

With everything on your plate, it can be hard to remember to take care of yourself!
BUT...
Your well-being matters too!

We came up with a few ideas to help you relax after your shift.
Can you think of 1 more?

- Plan a virtual hangout sesh with friends
- Take a break from the news and social media and go for a walk outside
- Call SFSP at (415) 781-0500 anytime you need some support

In honor of Asian Pacific American Heritage Month

Virtual Town Hall

Coping with Xenophobia and Anti-Asian Racism in the time of COVID-19
May 27 at 11am-12pm PST

You are invited to join this virtual town hall meeting to learn more about:

1. Xenophobia and Anti-Asian Racism during COVID-19.
2. Actions Asians and Asian allies can take.
3. How to better engage victims through community outreach.

Panelists:

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Moderators:

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Register in advance for this webinar:
https://zoom.us/join/joinMeeting?meetingID=N_PSYRNLK&pass=96969696

SPONSORED BY:

- UCSF SFSP
- SAN FRANCISCO GENERAL Hospital and Trauma Center
- Asian Neuropsychological Association

ZSFG Xenophobia Town Hall - Tomorrow!

In honor of Asian Pacific American Heritage Month, we invite everyone to attend this curated Town Hall, "Coping with Xenophobia and Anti-Asian Racism in the Time of COVID-19." Moderated by Drs. Mimi Wong and Lauren Mai, members of the DOP Division of Trauma Recovery Services, and Co-Founders of the Asian Neuropsychological Association (ANA), this town hall will help you learn more about :

1. Xenophobia and Anti-Asian Racism during COVID-19.
2. Actions Asians and Asian allies can take.

- How to better engage victims through community outreach.

Click [here to learn more](#) or [here to register](#).

May 20, 2020 Weekly News Bulletin

[This weekly news bulletin](#) will provide the latest facts about COVID-19 and ZSFG's response. Please post on huddle boards and in staff rooms.




May 20, 2020
LATEST INFORMATION



All Staff Food Event on May 21* (tomorrow)
It is with gratitude that the SFCH Foundation is hosting another all staff meal, brought to us by our ZSFG FNS team, on Thursday May 21*.
Breakfast will be provided starting at 6:30 am. Employees can pick up a grab-and-go meal as they are arriving for or leaving from shift between the Building 5 and ED entrances. **Breakfast will be on a first come, first served basis and limited to one per person, no exceptions.**
Lunch or Dinner will be provided to all staff based on shift. Our Executives and Directors are excited to serve our staff with boxed meals during these two sessions. FNS will be reaching out to departments to identify a department representative to pick up and deliver department meals. Pick up times will be scheduled with the department representative in order to support and maintain social distancing. The caterers will be open for grab-and-go purchases and coffee.

Golden Star Giveaway
Don't forget to look at your daily screening sticker to see if you have a gold star. If you are a lucky winner, please email Nykole Salazar Nykole.Salazar@zsfgh.com to collect your prize!
Congratulations to this week's winners:
Mithi Arora, Lisa Ky, Yuen Ling Leung, Sumner Rung, Aida Chiamso-Rold, Prasa Phony, Angela Calderon, Dasha Vojna, Melissa Baulthuis, Cynthia Axt, Prasadha Benjamin, Tammy Li, Troy Le, Nona Belling, Chelsea Jones, William Kaplan, Riccardo Caputo, Grace Horne, Daniel Laffont, Loretta Johnson, Mageline Montoya, Selma Senel, Arsen Ayubov, Judith Foster and Selma Senel

Staff Appreciation Pop-Up Gift Giveaways
Each Wednesday we will celebrate staff by providing giveaways. Please visit our table in the Walk Fridge Plaza (near the staff screening entrance) at 10am. **#taggivewithstaff**, please make sure to stop by the giveaway table right after your shift.
Take a picture of your giveaway treat and post it with the hash tag [#ILoveZSFG](#)



Acceptable Face Coverings

As of April 17, the Order of the Health Officer No. C19-12 requires that people wear Face Coverings when at work.

This order also determines that respirator masks or N95's with an exhalation valve cannot be worn as face coverings, as stated here:

Note that any mask that incorporates a one-way valve (typically a raised plastic cylinder about the size of a quarter on the front or side of the mask) that is designed to facilitate easy exhaling is not a face covering under this Order and is not to be used to comply with this Order's requirements. Valves of that type permit droplet release from the mask, putting others nearby at risk.

 <p>Respirator Not allowed as a face covering.</p>	 <p>N95 with a valve Not allowed as a face covering.</p>
<p>According to ZSFG's Universal Masking Guidance, staff and providers are required to wear masks all day when at work. Isolation masks are the only approved masks to be worn in clinical areas where patients or the public are served*. Staff can choose to wear cloth masks in non-clinical areas. Non-hospital use respirators should not be worn at ZSFG as a part of universal masking.</p>	
 <p>Cloth Mask Allowed as a face covering in non-clinical areas</p>	 <p>Isolation Mask Allowed as a face covering in clinical areas</p>

*Clinical areas include: Buildings 23, 5, 6, 4, 100 (Outpatient Clinics only), 80, 90, 10 Billing Office only, CPH&H staff who meet with the public - new hire)

Updated Masking Guidance at ZSFG

According to ZSFG's Universal Masking Guidance, staff and providers are required to wear masks all day when at work. **Isolation masks are the only approved masks to be worn in clinical areas where patients or the public are served***. Staff can choose to wear cloth masks in non-clinical areas. Non-hospital

use respirators should not be worn at ZSFG as a part of universal masking.

Please review ZSFG's [Acceptable Face Covering Guidelines](#) to stay up to date on what is appropriate PPE on campus.

*Clinical areas include: Buildings 25, 5, 9, 4, 100 (Outpatient Dialysis only), 80, 90, 10 (Billing Office only), CHN (HR staff who meet with the public - new hires).

A Moment to Pause

For this week's issue, click [here](#).

We would love to hear from you. Please suggest a future topic for A Moment to Pause or to share a word or phrase to describe how you took a moment to pause (played with my kids, walked my dog, phone call with family, etc.)

To share please go [here](#).

[Submit your Covid Questions!](#)



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A note from Dr. Susan Ehrlich, CEO

COVID-19 on a Budget

The long Memorial Day weekend brought some encouraging news, as well as sobering fiscal news. One real bright spot was seeing the data showing how successful we've been in San Francisco to stem the tide of the pandemic:

City	County	State	Cases/1000	Deaths/100,000	Tests/1000
San Francisco	San Francisco	CA	2.5	4.2	1.57
Los Angeles	Los Angeles	CA	3.8	17.6	1.06
Seattle	King	WA	3.4	23.5	
Denver	Denver	CO	7.9	47.7	
Atlanta	Fulton	GA	3.6	16.4	
Miami	Miami-dade	FL	5.9	21.7	
Boston	Suffolk	MA	21.1	100.4	
DC	DC	DC	10.7	57.9	
Baltimore	Baltimore City	MD	5.0	26.0	
Philadelphia	Philadelphia	PA	12.9	72.7	0.95
New York City	New York City	NY	23.2	249.2	1.43

Considering that San Francisco is the second densest city in the U.S., behind New York City, we San Franciscans should be proud and should celebrate our actions as a community.

More sobering is the City's budget deficit and how it will impact all of us. From now until June 2022, the Mayor is projecting a **\$1.7 billion deficit**. This deficit dwarfs anything we have experienced in current memory. Despite the city's priorities to mitigate the COVID pandemic and to focus on vulnerable populations, DPH and ZSFG will need to cut our budgets.

The Mayor has asked all city departments to make cuts equivalent to ten percent of general fund spend between July 1, 2020 and June 30, 2021. That reduction may grow to 15 – 20% the following fiscal year, depending on how things go with city revenues. We don't yet know how this will impact DPH, or how these cuts will balance with the priority for COVID spending.

We do know this will happen fast, however. The Mayor will need to propose a balanced budget to the Board of Supervisors by August 1st, and the Board of Supervisors will be considering the budget in September.

I will be sharing with you what we know as it becomes clear.

Today, here's what we do know about the budget process:

It is going to be tough and decisions will be made quickly. For example, the very challenging cuts we will need to propose in two weeks are ones we would typically consider over months. Also, we haven't seen cuts of this size in anyone's recent memory.

We will all need to make hard choices. At DPH and at ZSFG we serve mostly vulnerable populations, with many challenging medical, behavioral and psychosocial needs. In this economy, it's likely more people will reach out for care and we will have fewer resources to meet their needs.

In the face of cuts, there are still many things we must keep doing because of COVID. Some examples of this include screening all staff, patients and visitors; testing staff who need testing and contact tracing for those who test positive. We are lucky – it's been relatively few so far (18 staff have tested positive out of 569 tested and approximately 6500 team members on campus).

We have met the COVID crisis as a team, head on and successfully; we can and will do the same for this budget crisis. You, our amazing staff and providers, all have demonstrated repeatedly how brilliantly and creatively you have met this crisis. Having a big budget deficit is not the same kind of problem as a pandemic but if we use the same principles – compassion, creativity, transparency and, most of all teamwork, we will succeed.

Have a great week, everyone. Together, we will get through this as we always do, better than before –

Susan

