

UCSF Statement

UCSF and Zuckerberg San Francisco General Hospital (ZSFG) continue to mourn the death of our colleague, Alberto Rangel, who was killed last December while working at Ward 86. Our deepest sympathies remain with his family, friends, and coworkers. His loss continues

to be profoundly felt across our community.

Violence in health care settings is a serious and growing national problem. Although tragedies like this one are rare, even one is too many. Every person who works in our hospitals, clinics, and community settings deserves a safe workplace.

Since December, UCSF leaders have been partnering with the San Francisco Department of Public Health (DPH), as well as hospital, city, and union leaders, to review safety and security measures, patient-handling protocols, and workplace safety practices. Together,

we met with unions, staff, faculty, and learners at ZSFG to listen carefully to their concerns.

Informed by these discussions, UCSF leaders partnered with DPH to implement meaningful improvements to security, reinforce reporting and response protocols, and continue evaluating additional steps to further reduce risk across hospital and community settings.

This work is ongoing, and we remain committed to continuous assessment and improvement.

We also provided counseling services, leave options, and workers' compensation benefits to employees directly impacted by this tragedy. We continue to offer employer-covered support services and tailored leave options for those who need additional time off.

Concerns about intimidation, harassment, assault, or retaliation are taken seriously. Retaliation for raising workplace safety concerns is not tolerated. At UCSF and ZSFG, all employees are required to complete training on workplace violence, harassment, and

reporting procedures. When concerns about intimidation, harassment, or assault are escalated, we review them promptly and take appropriate action.

Regarding UPTE's survey, we have not independently reviewed the underlying data or methodology. We are interested in learning more about the information generated. Regardless of the source, concerns about workplace safety warrant careful attention, and we remain

focused on engaging directly with our employees and labor partners to address issues raised through the appropriate channels.

On the issue of compensation, The Regents of the University of California — not UCSF — conduct collective bargaining with unions, including UPTE, at the systemwide level. UC and UPTE recently reached a labor agreement that includes compensation terms. Any additional

compensation proposals must be addressed through the systemwide bargaining process.

UCSF and DPH remain closely aligned in our commitment to strengthening workplace safety across all settings where our teams provide care. Alberto's death was a profound loss, and we remain focused on strengthening workplace safety in ways that are thoughtful, collaborative, responsive, and enduring.