

Connections

News from UCSF Health, Saint Francis and St. Mary's

Edition #4

 **COUNTDOWN TO DAY 1: 34 DAYS**

June 28, 2024

NEWS & UPDATES

Day 1 Announcement

Saint Francis and St. Mary's Hospitals intend to officially join UCSF Health on August 1, pending final regulatory approval. UCSF Health will take over operations beginning Day 1, and we're looking forward to Saint Francis and St. Mary's becoming part of the UCSF Health system!

Building a Future Together

We want to make sure that UCSF Health Saint Francis Hospital and UCSF Health St. Mary's Hospital are places our communities can continue to rely on for excellent care. We're going to make immediate investments to improve facilities and equipment and strengthen and grow the services the hospitals have today.

We also have ambitious plans for the future. We're going to:

- Increase the census of both hospitals over the next two years.
- Align our processes and systems, including bringing both hospitals under UCSF Health's standard of care.
- Advance clinical innovation and strengthen services and programs.

We have a significant amount of work ahead in the coming months. While it will be challenging at times, we are confident that by working together, supporting each other, and leveraging our shared strengths we can meet these demands. We have an exciting future ahead. Together, we're building a more comprehensive, equitable system of excellent, compassionate care for our community.

UC Employment

One notable and exciting change is ahead: **beginning August 1, employees will become UCSF employees.** This is different than the plans we shared with you before. Our priority remains to minimize disruption and facilitate a smooth transition. The extra time from the regulatory review has given us confidence that we can bring employees into the UC system and still meet the timeline we're on today.

What to Expect

Some key things are changing on Day 1, and over the next five weeks, we're going to focus on preparing you for those changes to ensure a smooth transition.

- **UC Onboarding Paperwork:** To become a UCSF Health employee, there is onboarding paperwork you will need to complete **by July 31**. This packet will be sent to your Dignity Health email address on **July 9**.
- **UC Benefits and Retirement:** As a UCSF Health employee, you will be a part of the University of California's health and retirement benefit plans. **Beginning August 1**, you will need to enroll in these new benefit and retirement plans. The benefits you previously enrolled in through ADP

no longer apply. Once you enroll in benefits, they will be retroactive to the first day of the month you enroll and you will be able to avoid any gap in coverage.

- **IT, Systems & Applications:** In the coming weeks, we'll share your UCSF Health login information, along with your new email address and an intranet site. You will keep your hardware (laptops, phones, workstations, etc.) but some of the systems and applications will change.

Over the next several weeks, we will be with you every step of the way to help ensure a smooth transition. We'll have more town halls, zoom and in-person educational sessions, on-site support, and office hours where you can get your questions answered.

Our Commitment to You

- We're still fully committed to maintaining all jobs and salaries. All employees are being mapped into corresponding jobs at UCSF Health.
- Represented employees will still have union representation but will now be represented by unions that have agreements with the UC system, including relevant provisions for seniority rights.
- Employees will not be subject to a probationary period.
- We will maintain a vibrant open medical staff model.
- We will strengthen and grow services at Saint Francis and St. Mary's.

UCSF Health Leadership Transition

Shay Strachan has been named as the interim president of the UCSF Health Care Network and chief market development officer for UCSF Health, effective July 1, 2024. Shay will lead the integration of Saint Francis and St. Mary's hospitals into the UCSF Health system, supported by the Integration Management Office and workstream teams.

UPCOMING ACTIVITIES

- **JULY 1:** A welcome email will be sent to your Dignity Health email address. This email will provide an overview of the process and the steps you need to take to prepare for Day 1, along with key dates and activities.
- **JULY 9:** An onboarding letter, checklist, and documents will be sent to your Dignity Health email address.
- **JULY 10:** Onsite and virtual support and benefits education sessions begin.

KEEPING YOU CONNECTED

- **Connections:** Stay tuned for our next update on July 11th.

Questions? Email integrationoffice@ucsf.edu