

File No. 210432

Committee Item No. _____

Board Item No. 39

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: _____

Date: _____

Board of Supervisors Meeting

Date: April 27, 2021

Cmte Board

- Motion
- Resolution
- Ordinance
- Legislative Digest
- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- MOU
- Grant Information Form
- Grant Budget
- Subcontract Budget
- Contract/Agreement
- Form 126 – Ethics Commission
- Award Letter
- Application
- Public Correspondence

OTHER

<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____

Prepared by: Lisa Lew

Date: April 23, 2021

Prepared by: _____

Date: _____

1 [Supporting Imperfect Foods Workers to Unionize]

2

3 **Resolution supporting the rights of workers at Imperfect Foods to unionize and**
4 **negotiate a fair contract.**

5

6 WHEREAS, Imperfect Foods, headquartered at 1616 Donner Avenue in District 10,
7 employs worker to deliver groceries to residents throughout the West Coast, Midwest,
8 Northeast, and West South Central region of the United States with the goal of eliminating
9 food waste; and

10 WHEREAS, In Northern California, Imperfect Foods has locations based in San
11 Francisco, Concord, Sacramento, and Merced; and

12 WHEREAS, Imperfect Foods announced a \$95 million fundraising round in January
13 2021, bringing its valuation to more than \$700 million; and

14 WHEREAS, Imperfect Foods reported a revenue of more than \$500 million at the end
15 of 2020; and

16 WHEREAS, Workers at Imperfect Foods have felt their concerns about workload and
17 pay have often been ignored; and

18 WHEREAS, The workers at Imperfect Foods in pursuit of affordable health care, wage
19 growth, and mitigating increasing workloads for drivers have led to their organizing efforts to
20 unionize; and

21 WHEREAS, Nearly 70% of the workers at Imperfect Foods voted in favor of joining
22 United Food and Commercial Workers Union Local 5 on April 14, 2021; and

23 WHEREAS, Imperfect Foods engaged in union busting efforts by requiring workers to
24 attend “mandatory anti-union meetings” and hiring outside consultants to discourage the union
25 drive throughout the unionizing process; and

1 WHEREAS, The workers and drivers voted to unionize despite efforts by the Imperfect
2 Foods to discourage them from doing so; and

3 WHEREAS, During the COVID-19 pandemic, mail-in ballots have been the standard for
4 all National Labor Relations Board (NLRB) elections for workers who want to unionize; and

5 WHEREAS, Only two ballots were contested at the time of the vote count, fewer than a
6 number that would put the results in question; and

7 WHEREAS, The elections results have to be certified by the NLRB and any issues with
8 contested ballots have been sorted out; and

9 WHEREAS, Imperfect Foods initially accepted the results of the vote and only
10 contested after the results were ratified; and

11 WHEREAS, The actions of the workers to unionize are protected by federal law; now,
12 therefore, be it

13 RESOLVED, That the San Francisco Board of Supervisors support a fair process for
14 workers to unionize at Imperfect Foods; and, be it

15 FURTHER RESOLVED, That the San Francisco Board of Supervisors calls on the
16 management at Imperfect Foods to respect the workers choice to unionize and to negotiate a
17 fair contract; and, be it

18 FURTHER RESOLVED, That the San Francisco Board of Supervisors hereby directs
19 the Clerk of the Board to transmit a copy of this Resolution to the Chief Executive Officer and
20 Chief Operating Officer of Imperfect Foods.

21
22
23
24
25

Introduction Form

By a Member of the Board of Supervisors or Mayor

Time stamp
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee. (An Ordinance, Resolution, Motion or Charter Amendment).
- 2. Request for next printed agenda Without Reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning : "Supervisor inquiries"
- 5. City Attorney Request.
- 6. Call File No. from Committee.
- 7. Budget Analyst request (attached written motion).
- 8. Substitute Legislation File No.
- 9. Reactivate File No.
- 10. Topic submitted for Mayoral Appearance before the BOS on

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission
- Youth Commission
- Ethics Commission
- Planning Commission
- Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use the Imperative Form.

Sponsor(s):

Walton

Subject:

Supporting Imperfect Foods Workers to Unionize

The text is listed:

Resolution supporting the rights of workers at Imperfect Foods to unionize and negotiate a fair contract.

Signature of Sponsoring Supervisor: /s/ Shamann Walton

For Clerk's Use Only