

1 [Urging the University of California, San Francisco to Rehire Fired Impec Group Custodial
2 Workers]

3 **Resolution urging the Chancellor of the University of California, San Francisco to**
4 **rectify serious breaches of workers’ rights by hiring the fired Impec Group custodial**
5 **workers as full-time employees.**

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7 WHEREAS, For the past 142 years, the University of California, San Francisco (UCSF)
8 has been a leading public institution in the City; and

9 WHEREAS, UCSF is crucial to the economic and social development of San Francisco
10 as the second largest employer in the City and a leading medical provider; and

11 WHEREAS, The University's treatment of its employees and adherence to workers'
12 rights have an outsized impact on the City; and

13 WHEREAS, It is UCSF’s legal responsibility to respect these rights; and

14 WHEREAS, San Francisco is a diverse city, made up of many immigrant groups
15 speaking many languages; and

16 WHEREAS, When the UCSF Subcontractor Impec Group cut its employees’ pay to the
17 minimum wage, employees began to speak up and organize, only to have the majority of
18 them fired after publicly speaking about their concerns; and

19 WHEREAS, The Public Employment Relations Board has issued an Unfair Labor
20 Practice complaint, alleging that UCSF illegally caused these custodians to be terminated for
21 organizing to improve working conditions, which is a protected concerted activity under the
22 Higher Education Employer-Employee Relations Act; and

23 WHEREAS, UCSF responded to the complaint by stating that these mostly-Chinese
24 immigrant workers cannot be rehired because of the languages they speak, even though
25 many of them have worked at UCSF for years; and

1 WHEREAS, UCSF's apparent use of subcontractors to undermine labor standards and
2 its possible retaliation against the most vulnerable workers for peacefully organizing is an
3 injury to the values of San Francisco; and

4 WHEREAS, San Francisco is a city with a deep commitment to workers' rights,
5 diversity, and respect for the community regardless of where they come from, and

6 WHEREAS, Hiring the former Impec workers as full-time employees with union
7 representation will deliver justice for those workers and send a clear message about the
8 practice of treating workers with the respect they deserve; now, therefore, be it

9 RESOLVED, That the Board of Supervisors urges UCSF Chancellor Dr. Sam Hawgood
10 and Medical Center CEO Mark Laret to work with AFSCME Local 3299 to rehire the former
11 Impec custodians as full-time UCSF employees with union representation.

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