

1 [Supporting card check neutrality agreements in the Department of Human Services'
2 competitively bid security services contracts.]

3
4 **Resolution supporting card check neutrality agreements for competitively bid security**
5 **services contracts with the Department of Human Services.**

6
7 WHEREAS, The City and County of San Francisco Department of Human Services
8 ("DHS") contracts out private security services at multiple sites throughout San Francisco;
9 and,

10 WHEREAS, The security officers at DHS are an essential element of maintaining a
11 safe and peaceful environment at DHS's offices and ensuring that DHS can fulfill its duties;
12 and,

13 WHEREAS, the security services provided by those officers should not be interrupted
14 by labor disputes or impeded by labor unrest at DHS's offices; and

15 WHEREAS, labor unrest at DHS's offices would impede DHS from providing essential
16 services to its clients; and,

17 WHEREAS, Card check recognition and neutrality agreements are legal, fair, and
18 widely accepted processes for workers to join the union of their choice; and,

19 WHEREAS, Through card check, the employer agrees to a process whereby it
20 ultimately recognizes the union as the official bargaining agent of the employees once a third
21 party verifies that a majority of the entire group of employees has signed authorization cards,
22 making the authorization cards the "ballots" in an election; and,

23 WHEREAS, Supporting a card check neutrality agreement is in the interest of the City
24 and County of San Francisco when it contracts for security services as card check

1 agreements have been shown to prevent labor unrest, to facilitate amicable and efficient
2 resolutions of labor disputes and to ensure a fair process for all involved; now, therefore be it

3 RESOLVED, that the Board of Supervisors of the City and County of San Francisco
4 urges the Department of Human Services to include a requirement honoring card check
5 neutrality agreements in all contracts for security services that are competitively bid; and be it

6 FURTHER RESOLVED, that the sole purpose of this Resolution is to protect the City's
7 proprietary interests when it contracts for security services; and be it

8 FURTHER RESOLVED that this Resolution is not enacted to favor any particular
9 outcome in the determination of employer preference regarding union representation, nor to
10 skew the procedures in such a determination to favor or hinder any party to such a
11 determination. Likewise, this Resolution is not intended to enact or express any generally
12 applicable policy regarding labor/management relations, or to regulate those relations in any
13 way, but is intended only to protect the City's proprietary interest in certain narrowly
14 prescribed circumstances where the City commits its economic resources and/or its related
15 interests are put at risk by certain forms of labor/management conflict.



City and County of San Francisco

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Tails

Resolution

File Number: 041197

Date Passed:

Resolution supporting card check neutrality agreements for competitively bid security services contracts with the Department of Human Services.

September 14, 2004 Board of Supervisors — CONTINUED

Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Elsbernd, Gonzalez, Ma, Maxwell, McGoldrick, Peskin, Sandoval

September 21, 2004 Board of Supervisors — AMENDED, AN AMENDMENT OF THE WHOLE BEARING SAME TITLE

Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Elsbernd, Gonzalez, Ma, Maxwell, McGoldrick, Peskin, Sandoval

September 21, 2004 Board of Supervisors — ADOPTED AS AMENDED

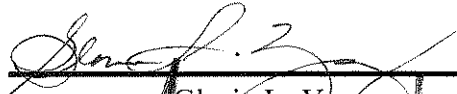
Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Elsbernd, Gonzalez, Ma, Maxwell, McGoldrick, Peskin, Sandoval

File No. 041197

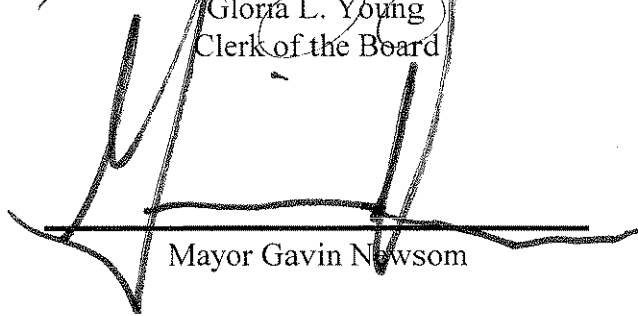
I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on September 21, 2004 by the Board of Supervisors of the City and County of San Francisco.

SEP 30 2004

Date Approved



Gloria L. Young
Clerk of the Board



Mayor Gavin Newsom