

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

August 13, 2019

Grant Reid
Chief Executive Officer / Office of the President
Mars, Incorporated
6885 Elm Street
McLean, VA 22101-6031

Re: Board of Supervisors Resolution No. 378-19

Dear Mr. Reid:

On July 30, 2019, the Board of Supervisors of the City and County of San Francisco adopted Resolution No. 378-19 (Supporting the Rights of Workers at VCA San Francisco Veterinary Specialists), which was enacted on August 9, 2019.

The Board of Supervisors directs the Clerk of the Board to forward the following document to your attention:

- One certified copy of Resolution No. 378-19 (File No. 190817)

If you have any questions or require additional information, please contact the Office of the Clerk of the Board at (415) 554-5184, or by e-mail: board.of.supervisors@sfgov.org.

Sincerely,


f Angela Calvillo
Clerk of the Board

c. Members of the Board of Supervisors



City and County of San Francisco
Certified Copy
Resolution

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

190817 [Supporting the Rights of Workers at VCA San Francisco Veterinary Specialists]

Sponsors: Ronen; Mar, Haney, Peskin, Brown, Mandelman, Walton, Safai, Fewer, Yee and Stefani

Resolution supporting the rights of workers at VCA San Francisco Veterinary Specialists, San Francisco's largest veterinary hospital.

7/30/2019 Board of Supervisors - ADOPTED

Ayes: 11 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Ronen, Safai, Stefani, Walton and Yee

8/9/2019 Mayor - RETURNED UNSIGNED

STATE OF CALIFORNIA
CITY AND COUNTY OF SAN FRANCISCO

CLERK'S CERTIFICATE

I do hereby certify that the foregoing Resolution is a full, true, and correct copy of the original thereof on file in this office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City and County of San Francisco.

August 12, 2019

Date

for Angela Calvillo

Clerk of the Board

1 [Supporting the Rights of Workers at VCA San Francisco Veterinary Specialists]

2
3 **Resolution supporting the rights of workers at VCA San Francisco Veterinary**
4 **Specialists, San Francisco's largest veterinary hospital.**

5
6 WHEREAS, The City and County of San Francisco is responsible for ensuring the
7 general welfare of animals, including pets, service animals and police dogs; and

8 WHEREAS, VCA San Francisco Veterinary Specialists (VCA-SFVS), located at 600
9 Alabama Street, has been an important service provider for the City's pet population,
10 estimated to include 120,000 dogs, plus an unknown number of cats and other pets; and

11 WHEREAS, VCA operates over 800 animal care facilities throughout the U.S. and
12 Canada; and

13 WHEREAS, VCA was purchased in 2017 for \$9.1 billion by Mars, Inc., one of
14 America's largest privately held corporations, with revenues of \$35 billion in 2017; and

15 WHEREAS, Mars is well-known for its M&Ms and Snickers candy, but has many
16 diversified holdings, including pet care products and services, making it an important force in
17 the rapidly growing and highly lucrative pet care industry; and

18 WHEREAS, Mars' aggressive acquisition strategy has enabled it to become the
19 nation's largest veterinary service provider, controlling more than 2,000 facilities with the
20 potential to exercise significant market pressure in some areas; and

21 WHEREAS, VCA-SFVS acted irresponsibly in May 2019 by suddenly closing its full-
22 time oncology specialty care service with little or no notice to customers, despite objections
23 from clients and workers that San Francisco pet-owners were losing the City's only full-time
24 oncology pet care facility; and

1 WHEREAS, Roughly 80 employees at VCA-SFVS have repeatedly raised concerns
2 about short staffing, high turnover and poor training, factors that impact safety and quality
3 care for patients, clients and workers; and

4 WHEREAS, The company's refusal to address these and other concerns led workers
5 to vote overwhelmingly in April 2018 to form a union and affiliate with the International
6 Longshore and Warehouse Union; and

7 WHEREAS, The City and County of San Francisco has a long history of supporting
8 struggles for social justice and workers' rights, especially the right of workers to form unions
9 and secure contracts; and

10 WHEREAS, VCA-SFVS has subjected workers to a sustained anti-union campaign,
11 including the hiring of anti-union consultants, anti-union attorneys, captive-audience meetings,
12 and other tactics, some of which are ongoing and designed to thwart the rights of workers;
13 and

14 WHEREAS, The company was charged on June 14, 2019, by the federal government
15 with violating federal labor laws, triggering a voluntary walkout on June 27 by an
16 overwhelming majority of workers, making it the first such strike in the nation by employees at
17 a private-sector animal hospital; and

18 WHEREAS, Workers report that the company continues to engage in a range of anti-
19 union activities, including retrogressive bargaining, union surveillance, and closing parts of the
20 hospital in order to threaten and coerce employees, all of which are prohibited by the National
21 Labor Relations Act; now, therefore, be it

22 RESOLVED, That the San Francisco Board of Supervisors strongly supports veterinary
23 workers in San Francisco who choose to form unions and negotiate contracts with employers
24 in order to improve working conditions and promote quality of care for patients and clients;
25 and, be it

1 FURTHER RESOLVED, That the San Francisco Board of Supervisors hereby urges
2 Mars, Inc., VCA, and VCA-SFVS to immediately halt all forms of anti-union conduct, embrace
3 workers and their democratically elected union, and reach a prompt contract settlement; and,
4 be it

5 FURTHER RESOLVED, That the Clerk of the Board send a copy of this Resolution to
6 the Presidents and corporate officers of Mars, Inc., VCA, and VCA-SFVS.



City and County of San Francisco

Tails
Resolution

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

File Number: 190817

Date Passed: July 30, 2019


Resolution supporting the rights of workers at VCA San Francisco Veterinary Specialists, San Francisco's largest veterinary hospital.

July 30, 2019 Board of Supervisors - ADOPTED

Ayes: 11 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Ronen, Safai, Stefani, Walton and Yee

File No. 190817

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Angela Calvillo
Clerk of the Board

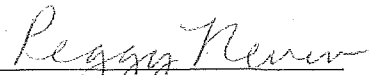
Unsigned

8/9/2019

London N. Breed
Mayor

Date Approved

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without her approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.


for Angela Calvillo
Clerk of the Board

8/9/19
Date

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August 13, 2019

Victoria B. Mars
645 Golf Club Road
Newtown Square, PA 19073-1415

Re: Board of Supervisors Resolution No. 378-19

Dear Ms. Mars:

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Clerk of the Board

c. Members of the Board of Supervisors



City and County of San Francisco
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Resolution

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San Francisco, CA 94102-4689

190817 [Supporting the Rights of Workers at VCA San Francisco Veterinary Specialists]

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8/9/2019 Mayor - RETURNED UNSIGNED

STATE OF CALIFORNIA
CITY AND COUNTY OF SAN FRANCISCO

CLERK'S CERTIFICATE

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IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City and County of San Francisco.

August 12, 2019

Date

for Angela Calvillo

Clerk of the Board

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4 **Specialists, San Francisco's largest veterinary hospital.**

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7 general welfare of animals, including pets, service animals and police dogs; and

8 WHEREAS, VCA San Francisco Veterinary Specialists (VCA-SFVS), located at 600
9 Alabama Street, has been an important service provider for the City's pet population,
10 estimated to include 120,000 dogs, plus an unknown number of cats and other pets; and

11 WHEREAS, VCA operates over 800 animal care facilities throughout the U.S. and
12 Canada; and

13 WHEREAS, VCA was purchased in 2017 for \$9.1 billion by Mars, Inc., one of
14 America's largest privately held corporations, with revenues of \$35 billion in 2017; and

15 WHEREAS, Mars is well-known for its M&Ms and Snickers candy, but has many
16 diversified holdings, including pet care products and services, making it an important force in
17 the rapidly growing and highly lucrative pet care industry; and

18 WHEREAS, Mars' aggressive acquisition strategy has enabled it to become the
19 nation's largest veterinary service provider, controlling more than 2,000 facilities with the
20 potential to exercise significant market pressure in some areas; and

21 WHEREAS, VCA-SFVS acted irresponsibly in May 2019 by suddenly closing its full-
22 time oncology specialty care service with little or no notice to customers, despite objections
23 from clients and workers that San Francisco pet-owners were losing the City's only full-time
24 oncology pet care facility; and

1 WHEREAS, Roughly 80 employees at VCA-SFVS have repeatedly raised concerns
2 about short staffing, high turnover and poor training, factors that impact safety and quality
3 care for patients, clients and workers; and

4 WHEREAS, The company's refusal to address these and other concerns led workers
5 to vote overwhelmingly in April 2018 to form a union and affiliate with the International
6 Longshore and Warehouse Union; and

7 WHEREAS, The City and County of San Francisco has a long history of supporting
8 struggles for social justice and workers' rights, especially the right of workers to form unions
9 and secure contracts; and

10 WHEREAS, VCA-SFVS has subjected workers to a sustained anti-union campaign,
11 including the hiring of anti-union consultants, anti-union attorneys, captive-audience meetings,
12 and other tactics, some of which are ongoing and designed to thwart the rights of workers;
13 and

14 WHEREAS, The company was charged on June 14, 2019, by the federal government
15 with violating federal labor laws, triggering a voluntary walkout on June 27 by an
16 overwhelming majority of workers, making it the first such strike in the nation by employees at
17 a private-sector animal hospital; and

18 WHEREAS, Workers report that the company continues to engage in a range of anti-
19 union activities, including retrogressive bargaining, union surveillance, and closing parts of the
20 hospital in order to threaten and coerce employees, all of which are prohibited by the National
21 Labor Relations Act; now, therefore, be it

22 RESOLVED, That the San Francisco Board of Supervisors strongly supports veterinary
23 workers in San Francisco who choose to form unions and negotiate contracts with employers
24 in order to improve working conditions and promote quality of care for patients and clients;
25 and, be it

1 FURTHER RESOLVED, That the San Francisco Board of Supervisors hereby urges
2 Mars, Inc., VCA, and VCA-SFVS to immediately halt all forms of anti-union conduct, embrace
3 workers and their democratically elected union, and reach a prompt contract settlement; and,
4 be it

5 FURTHER RESOLVED, That the Clerk of the Board send a copy of this Resolution to
6 the Presidents and corporate officers of Mars, Inc., VCA, and VCA-SFVS.



City and County of San Francisco
Tails
Resolution

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

File Number: 190817

Date Passed: July 30, 2019

Resolution supporting the rights of workers at VCA San Francisco Veterinary Specialists, San Francisco's largest veterinary hospital.

July 30, 2019 Board of Supervisors - ADOPTED

Ayes: 11 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Ronen, Safai, Stefani, Walton and Yee

File No. 190817

I hereby certify that the foregoing Resolution was ADOPTED on 7/30/2019 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

Unsigned

8/9/2019

London N. Breed
Mayor

Date Approved

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without her approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

for Angela Calvillo
Clerk of the Board

8/9/19
Date

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August 13, 2019

Bob Antin
Chief Executive Officer, President and Chairman
VCA, Inc.
12401 West Olympic Blvd.
Los Angeles, CA 90064

Re: Board of Supervisors Resolution No. 378-19

Dear Mr. Antin:

On July 30, 2019, the Board of Supervisors of the City and County of San Francisco adopted Resolution No. 378-19 (Supporting the Rights of Workers at VCA San Francisco Veterinary Specialists), which was enacted on August 9, 2019.

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Sincerely,


f Angela Calvillo
Clerk of the Board

c. Members of the Board of Supervisors



City and County of San Francisco

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

Certified Copy

Resolution

190817

[Supporting the Rights of Workers at VCA San Francisco Veterinary Specialists]

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Resolution supporting the rights of workers at VCA San Francisco Veterinary Specialists, San Francisco's largest veterinary hospital.

7/30/2019 Board of Supervisors - ADOPTED

Ayes: 11 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Ronen, Safai, Stefani, Walton and Yee

8/9/2019 Mayor - RETURNED UNSIGNED

STATE OF CALIFORNIA
CITY AND COUNTY OF SAN FRANCISCO

CLERK'S CERTIFICATE

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IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City and County of San Francisco.

August 12, 2019

Date

A handwritten signature in blue ink that reads "Angela Calvillo".

Angela Calvillo

Clerk of the Board

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3 **Resolution supporting the rights of workers at VCA San Francisco Veterinary**
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7 general welfare of animals, including pets, service animals and police dogs; and

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9 Alabama Street, has been an important service provider for the City's pet population,
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14 America's largest privately held corporations, with revenues of \$35 billion in 2017; and

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22 time oncology specialty care service with little or no notice to customers, despite objections
23 from clients and workers that San Francisco pet-owners were losing the City's only full-time
24 oncology pet care facility; and

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2 about short staffing, high turnover and poor training, factors that impact safety and quality
3 care for patients, clients and workers; and

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5 to vote overwhelmingly in April 2018 to form a union and affiliate with the International
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8 struggles for social justice and workers' rights, especially the right of workers to form unions
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11 including the hiring of anti-union consultants, anti-union attorneys, captive-audience meetings,
12 and other tactics, some of which are ongoing and designed to thwart the rights of workers;
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14 WHEREAS, The company was charged on June 14, 2019, by the federal government
15 with violating federal labor laws, triggering a voluntary walkout on June 27 by an
16 overwhelming majority of workers, making it the first such strike in the nation by employees at
17 a private-sector animal hospital; and

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19 union activities, including retrogressive bargaining, union surveillance, and closing parts of the
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23 workers in San Francisco who choose to form unions and negotiate contracts with employers
24 in order to improve working conditions and promote quality of care for patients and clients;
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3 workers and their democratically elected union, and reach a prompt contract settlement; and,
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City and County of San Francisco

Tails
Resolution

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

File Number: 190817

Date Passed: July 30, 2019


Resolution supporting the rights of workers at VCA San Francisco Veterinary Specialists, San Francisco's largest veterinary hospital.

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Angela Calvillo
Clerk of the Board

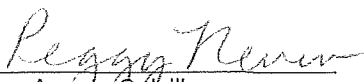
Unsigned

8/9/2019

London N. Breed
Mayor

Date Approved

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for Angela Calvillo
Clerk of the Board

8/9/19

Date

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City Hall
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Tel. No. 554-5184
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August 13, 2019

Zander Bennett, DVM
Senior Regional Operations Director
San Francisco Veterinary Specialists
600 Alabama Street
San Francisco, CA 94110

Re: Board of Supervisors Resolution No. 378-19

Dear Dr. Bennett:

On July 30, 2019, the Board of Supervisors of the City and County of San Francisco adopted Resolution No. 378-19 (Supporting the Rights of Workers at VCA San Francisco Veterinary Specialists), which was enacted on August 9, 2019.

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Sincerely,

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Angela Calvillo
Clerk of the Board

c. Members of the Board of Supervisors



City and County of San Francisco

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

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Resolution

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City and County of San Francisco

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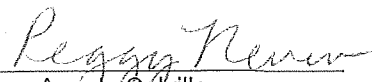
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for Angela Calvillo
Clerk of the Board

8/9/19
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