

1 [Urging the Governor to Sign California State Assembly Bill No. 701 (Gonzalez) and Enhance  
2 Safety Protections for Warehouse Workers]

3 **Resolution urging Governor Gavin Newsom to sign California State Assembly Bill No.**  
4 **701, authored by Assembly Member Lorena Gonzalez, to create the nation’s first**  
5 **transparency requirements and protections against dangerous warehouse quota**  
6 **systems.**

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8 WHEREAS, The increasing shift by online e-commerce corporations like Amazon to  
9 provide faster shipping rates has contributed to an alarming increase in warehouse workers'  
10 injury rates; and

11 WHEREAS, Companies like Amazon have taken advantage of a gap in labor law,  
12 which is silent on safe production quotas and work speeds; and

13 WHEREAS, Minutes between scanning packages where an algorithm detects a worker  
14 is “off-task” can result in automatic discipline and even termination, forcing many workers  
15 to neglect basic needs like using the bathroom or skipping safety protocols; and

16 WHEREAS, According to recent data on warehousing injuries during the  
17 pandemic, this working environment has resulted in Amazon warehouse workers experiencing  
18 serious injuries at a rate nearly 80 percent higher than the serious injury rate for all other  
19 employers in the warehousing industry in 2020; and

20 WHEREAS, Assembly Bill 701, authored by Assembly Member Lorena Gonzalez (D-  
21 AD 80), would require large warehouse employers to disclose quota descriptions to their  
22 workers within 30 days, would prohibit warehouse workers from being fired for failing to meet  
23 a quota that interfered with their ability to use the bathroom or take rest breaks, and explicitly  
24 bars employers from disciplining workers for being “off-task” when they are complying with  
25 health and safety laws; and

1           WHEREAS, Under AB 701, workers who believe a quota is unsafe are entitled to 90  
2 days of their personal work speed metrics and descriptions of quotas, to better document  
3 violations; and

4           WHEREAS, If a worker is disciplined within 90 days of requesting this data or  
5 complaining to their employer or a state agency about an unsafe quota, AB 701 creates a  
6 presumption that the action was retaliatory, taking the onus off of the worker to demonstrate  
7 the reason they were written up; and

8           WHEREAS, AB 701 empowers workers to enforce their rights under the bill with the  
9 ability to pursue injunctive relief to suspend an unsafe quota or reverse a retaliatory action –  
10 directly addressing the root of the problem; and

11           WHEREAS, Amazon currently has one fulfillment center warehouse at 888 Tennessee  
12 Street in San Francisco, and in December 2020 purchased a waste management facility from  
13 Recology at 900 7th Street with the intention of turning it into a six-acre distribution center in  
14 San Francisco; and

15           WHEREAS, AB 701 has passed through the Assembly and the Senate and is now on  
16 the Governor’s desk awaiting his signature to become law; now, therefore, be it

17           RESOLVED, That the San Francisco Board of Supervisors urges Governor Newsom to  
18 sign AB 701 to create the nation’s first transparency requirements and protections against  
19 dangerous warehouse quota systems; and, be it

20           FURTHER RESOLVED, That the San Francisco Board of Supervisors hereby directs  
21 the Clerk of the Board to transmit a copy of this Resolution to Governor Newsom.

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