**RESOLUTION NO.** 

<ul> <li>settlement on its wages and benefits package for its workers at the Ben Davis faction in San Francisco.</li> <li>WHEREAS, Ben Davis Inc. employs 100 immigrant workers mostly of Chinese and Latino descent and has been a unionized San Francisco employer since 1935; and,</li> <li>WHEREAS, The workers' union UNITE-HERE and Ben Davis Inc. have been in contract negotiations since 2003; and,</li> <li>WHEREAS, Ben Davis Inc. has asked for concessions to offset the costs of San Francisco's new minimum wage requirements; and,</li> <li>WHEREAS, Negotiations have reached an impasse because Ben Davis Inc. is set to take away its employees vacation time and capping it at a maximum of two weeks, in addition to asking workers to now pay 50% of their health care costs; and,</li> <li>WHEREAS, Ben Davis Inc. insists that this decrease in benefits coverage is nece to cover increased costs, but has also admitted that the company would still be profitable maintained its previous benefits package; and,</li> <li>WHEREAS, The intent of the Minimum Wage law passed by a vast majority of Sa</li> <li>Francisco voters in November 2003 was to raise the income for the lowest paid workers</li> <li>City in order to ensure decent and healthy lives for them and their families; and,</li> </ul>	1	[Ben Davis Inc.]
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<ul><li>23 intent of this measure; now, therefore be it</li><li>24</li></ul>	21	City in order to ensure decent and healthy lives for them and their families; and,
24	22	WHEREAS, Increasing health care costs for Ben Davis employees will undermine the
	23	intent of this measure; now, therefore be it
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## FILE NO. 041014

1	RESOLVED, That the Board of Supervisors urges Ben Davis Inc. to act in good faith to
2	reach a mutually satisfactory settlement on its wages and benefits package for its workers at
3	the Ben Davis factory in San Francisco.
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