

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

3 **Resolution commending Governor Gavin Newsom for signing California State**
4 **Assembly Bill No. 701, authored by Assembly Member Lorena Gonzalez, to create the**
5 **nation’s first transparency requirements and protections against dangerous warehouse**
6 **quota 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 has been
16 signed by the Governor to become law; now, therefore, be it

17 RESOLVED, That the San Francisco Board of Supervisors commends Governor
18 Newsom for signing AB 701 to create the nation’s first transparency requirements and
19 protections against dangerous warehouse quota systems.

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