

1 [Supporting Strong Public Sector Unions Post a *Janus v. AFSCME* Supreme Court Decision]

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3 **Resolution urging the Mayor and the Department of Human Resources to work with the**  
4 **public sector unions in San Francisco to ensure their health and success; and**  
5 **supporting the freedom of city employees to participate in strong unions post a United**  
6 **States Supreme Court decision on *Janus v. AFSCME*.**

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8 WHEREAS, All families should have the means to thrive in safe and healthy  
9 communities; and

10 WHEREAS, The working people who make our city run deserve good jobs that can  
11 support families; and

12 WHEREAS, Over the last forty years, working people have become more productive  
13 than ever, yet real wages have declined and CEOs make more than ever before; i.e., 347  
14 times more than the average person in 2016; and

15 WHEREAS, Being able to come together in unions gives people – particularly women  
16 and people of color – a powerful voice in speaking up for themselves, their families, and their  
17 communities and ensures they are treated with dignity and respect at work; and

18 WHEREAS, When people stick together in unions, they gain the power in numbers to  
19 raise wages and improve benefits like health care for themselves, their families, and all of our  
20 communities; and

21 WHEREAS, People working collectively together in unions have won victories like the  
22 40-hour work week, overtime pay, and health and safety standards, as well as advanced  
23 policies especially important to women like paid leave, earned sick time, and reducing the  
24 gender pay gap; and

1           WHEREAS, When people can negotiate together for strong contracts, higher wages,  
2 and safer, dignified working conditions, all of us benefit, our communities are stronger, and  
3 our entire economy is made more fair; and

4           WHEREAS, The United States Supreme Court is considering the case *Janus v.*  
5 *AFSCME Council 31*, which could restrict unions from requiring dues from non-member  
6 employees who benefit from collective bargaining, thereby weakening the unions' power to  
7 effectively negotiate on behalf of all public sector workers - such as nurses, teachers, and  
8 firefighters; and

9           WHEREAS, An unfavorable decision by United States Supreme Court may deny public  
10 sector workers the freedom to access strong unions that make our communities safe, more  
11 equitable, and strong; and

12           WHEREAS, In states where public union rights have come under attack, we have seen  
13 different outcomes – in Wisconsin, for example, union membership has fallen 38% after the  
14 state passed a law curtailing collective bargaining in 2011, but in other states such as Ohio  
15 and New Hampshire, unions have been able to survive similar attacks through proactive  
16 strategies; and

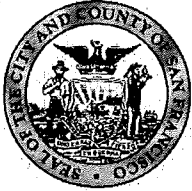
17           WHEREAS, The late Mayor Ed Lee, meeting with statewide and local labor leaders  
18 before his passing, committed his administration to doing all it could to encourage city  
19 employees to continue membership in their unions; and

20           WHEREAS, the City of San Francisco relies on those who work in public service to  
21 provide health care, educate our children, put out fires, fix our potholes, drive our buses, pick  
22 up our trash, and more; now, therefore, be it

23           RESOLVED, That the City and County of San Francisco supports the freedom of all  
24 city employees to exercise their rights to a voice and dignity on the job through joining  
25 together in strong unions; and, be it

1           FURTHER RESOLVED, That the Board of Supervisors urges the Mayor and the  
2 Department of Human Resources to work with the public sector unions in San Francisco to  
3 ensure their health and success post a *Janus v. AFSCME* Supreme Court case decision by  
4 engaging in good faith discussions around implementing a “gold card” membership such as  
5 that which is being proposed by the San Francisco Labor Council’s Public Employee  
6 Committee, providing annual membership commitments and adequate release time for rank  
7 and file union leaders to explain the implications of a negative *Janus* decision and to  
8 encourage continued union membership to their city employee colleagues.

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City and County of San Francisco

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

Tails
Resolution

File Number: 180198

Date Passed: March 06, 2018

Resolution urging the Mayor and the Department of Human Resources to work with the public sector unions in San Francisco to ensure their health and success; and supporting the freedom of city employees to participate in strong unions post a United States Supreme Court decision on Janus v. AFSCME.

March 06, 2018 Board of Supervisors - ADOPTED

Ayes: 11 - Breed, Cohen, Fewer, Kim, Peskin, Ronen, Safai, Sheehy, Stefani, Tang and Yee

File No. 180198

I hereby certify that the foregoing Resolution was ADOPTED on 3/6/2018 by the Board of Supervisors of the City and County of San Francisco.

Handwritten signature of Angela Calvillo

Angela Calvillo
Clerk of the Board

Unsigned

Mark E. Farrell
Mayor

3/16/2018

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 his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Handwritten signature of Angela Calvillo
Angela Calvillo
Clerk of the Board

3/16/18
Date