

1 [Recognizing Jordan “Jo” Billups for Organizing Cannabis Workers]

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3 **Resolution recognizing and commending Jordan “Jo” Billups for organizing and**  
4 **leading cannabis workers to unionize at the Urbana Dispensary in the face of unfair**  
5 **labor practices and retaliation.**

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7 WHEREAS, Jordan (Jo) Billups has worked in the cannabis industry for several years  
8 and is a budtender at the Urbana Cannabis Dispensary on 4811 Geary Boulevard; and

9 WHEREAS, Beginning in the fall of 2020, workers at the dispensary began to organize  
10 a union with United Food and Commercial Workers (UFCW) Local 5 to improve working  
11 conditions inside the dispensary; and

12 WHEREAS, Workers raised many issues related to lack of respect and their health and  
13 safety at the dispensary, and Jo lead the effort to organize workers into a union; and

14 WHEREAS, Urbana management did not take too kindly to the efforts of the workers to  
15 organize for respect on the job and a voice at work; and

16 WHEREAS, Despite management's tactics of fear and intimidation, Jo stood strong for  
17 the workers and stood up to management and they continued to push back against  
18 management's lies and intimidation tactics, and because of that was fired in January 2021 for  
19 no other reason than the fact that they were an effective leader of the organizing efforts at  
20 Urbana on Geary; and

21 WHEREAS, San Francisco and the state of California have a mandate that licensed  
22 cannabis companies need to sign a Labor Peace Agreement (LPA) with unions to get  
23 licensed; and

24 WHEREAS, Urbana's management did not abide by these provisions, partially because  
25 they are a pre-Interim Control Ordinance (ICO) cannabis company and are governed by a

1 different set of rules when it comes to LPAs and even so, it is illegal to fire workers for union  
2 organizing; and

3 WHEREAS, Urbana, like many bad employers, continue to break labor laws and use  
4 these tactics because most of the time when workers get fired for organizing activity, they  
5 typically walk away and find another job; and

6 WHEREAS, Jo stood strong by gathering sufficient evidence, recruiting other workers  
7 to testify on their behalf, spoke with the board agent and worked with their union in regards to  
8 the retaliation by management; and

9 WHEREAS, Because of these efforts, the National Labor Relations Board (NLRB)  
10 issued an order on Wednesday, June 9, 2021, compelling Urbana to reinstate Jo Billups to  
11 work, pay them the equivalent back pay in lost wages and post, where workers can see, that  
12 the company was at fault, and that workers have a federally protected right to organize a  
13 union; and

14 WHEREAS, Jo is a shining example of what it means to be a leader amongst their  
15 peers, and what it takes to win when you have bad management; and

16 WHEREAS, Urbana is an unfortunate example of the incumbent cannabis industry in  
17 San Francisco, which despite being required by local and state laws to honor their workers'  
18 rights to organize, instead use "old school" tactics of intimidation, lies and deceit to prevent  
19 workers from having a voice; now, therefore, be it

20 RESOLVED, That the San Francisco Board of Supervisors recognizes and commends  
21 Jordan "Jo" Billups' courageous leadership to organize their fellow workers despite facing  
22 retaliation from their management and staying true to their word by continually standing up  
23 despite being illegally fired; and, be it

24 FURTHER RESOLVED, That the San Francisco Board of Supervisors recommends  
25 that the Urbana Cannabis Dispensary not only follow the NLRB's order to reinstate Jordan

1 "Jo" Billups as an employee, but also welcome them back as a full member of their team; and,  
2 be it

3 FURTHER RESOLVED, That the San Francisco Board of Supervisors supports a fair  
4 process for all workers to unionize at their workplace; and, be it

5 FURTHER RESOLVED, That the San Francisco Board of Supervisors calls on  
6 management at any cannabis company in San Francisco to respect their workers choice to  
7 unionize, and if they choose to organize a union, that the employer negotiate a fair contract.

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