

1 [Supporting card check neutrality agreements specifically between the Department of Human
2 Services and contracts which have been competitively bid]

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4 **Resolution supporting card check neutrality agreements for contracts with the**
5 **Department of Human Services and the City and County of San Francisco.**

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7 WHEREAS, Employees working on contracts with the City and County of San
8 Francisco should enjoy the same rights as other public employees, including the freedom to
9 form a union of their own choice with guaranteed employer neutrality and without intimidation,
10 coercion, and misinformation; and,

11 WHEREAS, The City and County of San Francisco Department of Human Services
12 (“DHS”) contracts out private security services at multiple sites throughout San Francisco;
13 and,

14 WHEREAS, The security officers at DHS are an essential element of maintaining a
15 safe environment and ensuring that DHS can fulfill its duties, and that service must be
16 uninterrupted; and,

17 WHEREAS, The majority of the security officers at DHS have signed authorization
18 cards with the Service Employees International Union, Local 24/7 (“SEIU, Local 24/7”),
19 expressing their preference to be represented by SEIU as their exclusive collective bargaining
20 agent; and,

21 WHEREAS, Acknowledging that the majority of officers signed authorization cards, the
22 previous contractor at DHS, Black Bear Security, signed a “card check” recognition
23 agreement with SEIU, Local 24/7, on March 19, 2004; and,

24 WHEREAS, San Francisco-based Cypress Security took over control of the security
25 contract at DHS from Black Bear Security on July 1, 2004; and,

1 WHEREAS, The security officers signed new authorization cards with SEIU, Local
2 24/7 and presented Cypress Security with a request for union recognition; and,

3 WHEREAS, Cypress Security refuses to honor the card check recognition agreement
4 and recognize SEIU, Local 24/7 as the exclusive bargaining representative for the security
5 officers at DHS; and,

6 WHEREAS, DHS Management supports Cypress Security in their opposition to card
7 check recognition; and,

8 WHEREAS, Card check recognition and neutrality agreements are legal, fair, and
9 widely accepted processes for workers to join the union of their choice; and,

10 WHEREAS, Through card check, the employer agrees to recognize the union as the
11 official bargaining agent of the employees once a third party verifies that a majority of the
12 entire group of employees has signed authorization cards, making the authorization cards the
13 “ballots” in an election; and,

14 WHEREAS, Supporting a card check neutrality agreement is in the interest of the City
15 and County of San Francisco as card check agreements have repeatedly proven to be the
16 least confrontational and most efficient way to settle labor disputes and to ensure a fair
17 process for all involved; now, therefore be it

18 RESOLVED, that the Board of Supervisors of the City and County of San Francisco
19 urges the Department of Human Services to include a requirement honoring card check
20 neutrality agreements in all contracts that are competitively bid; and be it

21 FURTHER RESOLVED, that card check neutrality is defined as an agreement
22 between the contractor and City and County of San Francisco.

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