



August 6, 2019

Ms. Angela Calvillo
Clerk of the Board, San Francisco City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102-4689

RE: Board of Supervisors Resolution No. 305-19

Dear Ms. Calvillo,

We are in receipt of your July 8, 2019, letter to Mr. Frank Sanchez, General Manager of our San Francisco airline catering facility. As a lead representative of Gate Gourmet's negotiating committee, it is my pleasure to address the issues you raised on behalf of the Board of Supervisors of the City and County of San Francisco, per Resolution No. 305-19.

Gate Gourmet continues to work in good faith with Unite HERE and the International Brotherhood of Teamsters to reach a new National Master Agreement (NMA) labor contract. Talks are currently scheduled and facilitated under the direction of a federally appointed mediator from the National Mediation Board.

Our goal is to provide our people in San Francisco and across the country with a fair and competitive labor contract. We share your commitment to provide improvements in pay and benefits, as we have in the past, and are equally committed to ensuring that Gate Gourmet remains cost-competitive in the interest of providing our people secure employment and promotional opportunities in the future.

Our local management teams are similarly focused on maintaining constructive relationships and an open dialogue with local Union representatives.

Thank you for your time and for your interest in Gate Gourmet and the wellbeing of our people.

Sincerely,

A handwritten signature in black ink that reads 'L. Pack'.

Laurie Pack
Chief Human Resources Officer
Gate Gourmet, Inc.

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

July 8, 2019

Francisco Sanchez
General Manager
Gate Gourmet
645 West Field Road
San Francisco, CA 94128

Re: Board of Supervisors Resolution No. 305-19

Dear Mr. Sanchez:


On June 25, 2019, the Board of Supervisors of the City and County of San Francisco adopted Resolution No. 305-19 (Urging Sky Chefs and Gate Gourmet to Negotiate with UNITE HERE Local 2 and the International Brotherhood of Teamsters), which was enacted on July 5, 2019.

The Board of Supervisors directs the Clerk of the Board to forward the following document to your attention:

- One certified copy of Resolution No. 305-19 (File No. 190717)

If you have any questions or require additional information, please contact the Office of the Clerk of the Board at (415) 554-5184, or by e-mail: board.of.supervisors@sfgov.org.

Sincerely,


Angela Calvillo
Clerk of the Board

- c. Members of the Board of Supervisors; Supervisors Aaron Peskin, Gordon Mar, Ahsha Safai, Shamann Walton, Vallie Brown, Hillary Ronen, Rafael Mandelman, Matt Haney, Catherine Stefani



City and County of San Francisco

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

Certified Copy

Resolution

190717 [Urging Sky Chefs and Gate Gourmet to Negotiate with UNITE HERE Local 2 and the International Brotherhood of Teamsters]

Sponsors: Peskin; Mar, Safai, Walton, Brown, Ronen, Mandelman, Haney and Stefani
Resolution urging Sky Chefs and Gate Gourmet to engage in good-faith negotiations with UNITE HERE Local 2 and the International Brotherhood of Teamsters representing airline catering workers at San Francisco International Airport.

6/25/2019 Board of Supervisors - AMENDED, AN AMENDMENT OF THE WHOLE BEARING NEW TITLE

Ayes: 10 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Safai, Stefani, Walton and Yee

Excused: 1 - Ronen

6/25/2019 Board of Supervisors - ADOPTED AS AMENDED

Ayes: 10 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Safai, Stefani, Walton and Yee

Excused: 1 - Ronen

7/5/2019 Mayor - RETURNED UNSIGNED

STATE OF CALIFORNIA
CITY AND COUNTY OF SAN FRANCISCO


CLERK'S CERTIFICATE

I do hereby certify that the foregoing Resolution is a full, true, and correct copy of the original thereof on file in this office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City and County of San Francisco.

July 08, 2019

Date



Angela Calvillo
Clerk of the Board

1 [Urging Sky Chefs and Gate Gourmet to Negotiate with UNITE HERE Local 2 and the
2 International Brotherhood of Teamsters]

3 **Resolution urging Sky Chefs and Gate Gourmet to engage in good-faith negotiations**
4 **with UNITE HERE Local 2 and the International Brotherhood of Teamsters representing**
5 **airline catering workers at San Francisco International Airport.**

6
7 WHEREAS, San Francisco International Airport (SFO) catering workers represented by
8 UNITE HERE Local 2 have been seeking higher living wages and less expensive health care
9 plans; and

10 WHEREAS, UNITE HERE Local 2 is the hotel and restaurant workers' union of both
11 San Francisco and San Mateo counties, representing housekeepers and dishwashers;
12 servers and bartenders; and cooks and bellmen who welcome and serve millions of visitors
13 every year to the Bay Area; and

14 WHEREAS, UNITE HERE represents more than 18,000 airline food workers
15 nationwide, including 1,500 employees represented by UNITE HERE Local 2 serving in
16 airline kitchens operated by subcontractors Sky Chefs and Gate Gourmet at San Francisco
17 International Airport; and

18 WHEREAS, Sky Chefs and Gate Gourmet pack food and drinks for major airlines like
19 United, Delta, and American Airlines, which make huge profits while their catering workforce
20 struggles to pay the unaffordable costs of health care with extremely low poverty wages; and

21 WHEREAS, The International Brotherhood of Teamsters represents 262 drivers and
22 driver helpers Gate Gourmet; and

23 WHEREAS, UNITE HERE Local 2 estimates that less than half of the airline catering
24 workers at SFO have health insurance and only 10% have a child or family member covered;
25 and

1 WHEREAS, Median wage for airline catering employees is currently \$18.66 an hour,
2 which is too low for its members to afford a place to live in much of the Bay Area; and

3 WHEREAS, Many employees making poverty wages are often working multiple jobs,
4 sometimes for more than 100 hours a week to make ends meet; and

5 WHEREAS, UNITE HERE Local 2 demands that wage increases are significant
6 enough for workers to quit their second jobs and not have to rely on extensive amounts of
7 overtime to avoid homelessness; and

8 WHEREAS, UNITE HERE Local 2 members at Gate Gourmet voted unanimously to
9 authorize a strike against their employers and by a 99.3% majority to authorize a strike at
10 SkyChef; now, therefore, be it

11 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
12 urges Sky Chefs and Gate Gourmet to engage in good-faith negotiations with UNITE HERE
13 Local 2 in their efforts to achieve parity in wages and benefits; and, be it

14 FURTHER RESOLVED, That the Board of Supervisors of the City and County of San
15 Francisco hereby directs the Clerk of the Board to transmit this resolution to Sky Chefs and
16 Gate Gourmet upon final passage.



City and County of San Francisco
Tails
Resolution

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

File Number: 190717

Date Passed: June 25, 2019

Resolution urging Sky Chefs and Gate Gourmet to engage in good-faith negotiations with UNITE HERE Local 2 and the International Brotherhood of Teamsters representing airline catering workers at San Francisco International Airport.

June 25, 2019 Board of Supervisors - AMENDED, AN AMENDMENT OF THE WHOLE BEARING NEW TITLE

Ayes: 10 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Safai, Stefani, Walton and Yee

Excused: 1 - Ronen

June 25, 2019 Board of Supervisors - ADOPTED AS AMENDED

Ayes: 10 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Safai, Stefani, Walton and Yee

Excused: 1 - Ronen

File No. 190717

I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on 6/25/2019 by the Board of Supervisors of the City and County of San Francisco.

for Angela Calvillo
Clerk of the Board

Unsigned

London N. Breed
Mayor

7/5/2019

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

Peggy Neria
for Angela Calvillo
Clerk of the Board

7/5/19
Date