

1 [Urging United States and San Francisco Employers to Abide by the Universal Declaration of
2 Human Rights and the Employee Free Choice Act: HR3619]

3 **Resolution urging San Francisco employers to abide by the Universal Declaration of**
4 **Human Rights and urging the 108th United States Congress to pass the Employee Free**
5 **Choice Act.**

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7 WHEREAS, Every year since 1948 on December 10, tens of thousands of workers and
8 allies mobilize to restore workers' freedom to join a union; and

9 WHEREAS, In 1948 the Universal Declaration of Human Rights was ratified by Eleanor
10 Roosevelt and four fifths of the member countries of the United Nations; and

11 WHEREAS, Article 23 of the Universal Declaration of Human Rights section 1 states:
12 "Everyone has the right to work, to free choice of employment, to just and favorable conditions
13 of work and to protection against unemployment"; and

14 WHEREAS, Article 23 of the Universal Declaration of Human Rights section 2 states:
15 "Everyone without any discrimination, has the right to equal pay for equal work"; and

16 WHEREAS, Article 23 of the Universal Declaration of Human Rights section 3 states:
17 "Everyone who works has the right to just and favorable remuneration ensuring for him/herself
18 and his/her family an existence worthy of human dignity, and supplemented, if necessary, by
19 other means of social protection"; and

20 WHEREAS, Article 23 of the Universal Declaration of Human Rights section 4 states:
21 "Everyone has the right to form and to join trade unions for the protection of his/her interests";
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1 WHEREAS, Everyday employers in the United States violate workers rights as
2 described under the Universal Declaration of Human Rights; and

3 WHEREAS, United States laws have given workers the right to organize since 1935,
4 however these federal laws have eroded over the years and are poorly enforced; and

5 WHEREAS, Even though United States laws guarantee workers' rights to choose for
6 themselves whether or not to form a union, employers across the nation routinely violate that
7 right; and

8 WHEREAS, Firing or discriminating against workers who try to form unions is illegal but
9 commonplace in the United States; and

10 WHEREAS, Employers can legally force workers to attend closed-door meetings about
11 the union on work time; and

12 WHEREAS, Workers are usually not free to attend their own meetings about forming a
13 union on work time and must meet outside of work to discuss unionization; and

14 WHEREAS, Millions of workers in the United States, such as temporary or contractual
15 workers, are not covered by laws that are supposed to protect the right to organize or bargain
16 collectively; and

17 WHEREAS, Congressman George Miller (D-CA) and Senator Edward Kennedy (D-MA)
18 have introduced the Employee Free Choice Act-legislation that will strengthen workers' rights
19 in the United States; now, therefore, be it

20 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
21 hereby urges San Francisco employers to respect workers' rights under the Universal
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1 Declaration of Human Rights and to respect worker's rights to organize independent of
2 employer interference; and, be it

3 FURTHER RESOLVED, That the Board of Supervisors of the City and County of San
4 Francisco hereby urges the 108th United States Congress to pass the Employee Free Choice
5 Act; and, be it

6 FURTHER RESOLVED, That the Board of Supervisors of the City and County of San
7 Francisco will continue to work with the labor movement to ensure that all workers understand
8 their rights to organize .
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City and County of San Francisco

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Tails
Resolution

File Number: 031939

Date Passed:

Resolution urging San Francisco employers to abide by the Universal Declaration of Human Rights and urging the 108th United States Congress to pass the Employee Free Choice Act.

December 9, 2003 Board of Supervisors — ADOPTED

Ayes: 10 - Ammiano, Daly, Dufty, Gonzalez, Hall, Ma, Maxwell, McGoldrick,
Peskin, Sandoval
Excused: 1 - Newsom

File No. 031939

I hereby certify that the foregoing Resolution was ADOPTED on December 9, 2003 by the Board of Supervisors of the City and County of San Francisco.

DEC 12 2003

Date Approved

Gloria L. Young
Clerk of the Board

Mayor Willie L. Brown Jr.