

1 [Nova Knits Inc.]

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3 **Resolution urging Nova Knits Inc. to comply with the Worker Adjustment and**
4 **Retraining Notification (WARN) Act and the legitimate requests of its laid off**
5 **workers and to ensure that its laid off workers are able to access transitional**
6 **employment benefits through Unemployment Insurance, the Workforce**
7 **Investment Act (WIA) and the Trade Adjustment Assistance Act (TAA).**

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9 WHEREAS, Nova Knits Inc. is a San Francisco based transnational garment
10 manufacturer that laid off over 140 production workers at its 647 Harrison Street facility
11 between October 2004 and March 2005; and,

12 WHEREAS, Many of the laid off workers had been employed by Nova Knits for
13 over 20 years and had contributed to Nova Knits Inc.'s business success; and,

14 WHEREAS, Nova Knits Inc. failed to provide adequate notice of the mass
15 layoffs to the affected workers and to the appropriate state and local governmental
16 agencies as required under the WARN Act; and,

17 WHEREAS, Nova Knits Inc.'s layoffs violated the federal WARN Act which offers
18 protection to workers and their families by requiring employers to provide notice 60
19 days in advance of covered plant closings and covered mass layoffs; and

20 WHEREAS, Nova Knits Inc. failed to offer any severance pay or temporary
21 continuation of employee benefits to its laid off workers; and,

22 WHEREAS, Without proper notification, the Private Industry Council (PIC) and
23 the Employment Development Department (EDD) were not able to provide critical
24 services to the Nova Knits workers including available services and employment
25 training through the WIA, and the North American Free Trade Agreement TAA; and,

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1 WHEREAS, The Nova Knits workers have not been able to access all available
2 transitional employment services and temporary assistance; and,

3 WHEREAS, The Nova Knits workers face decreasing employment opportunities
4 due to the overseas relocation of manufacturing jobs and due to the lack of adequate
5 job retraining programs; and,

6 WHEREAS, All of the laid off workers are monolingual Chinese speaking
7 immigrants that are struggling to survive with limited financial resources; and,

8 WHEREAS, Through written communication to Sandro Lee, CEO of Nova Knits,
9 Inc., the laid off workers requested a group meeting and that the company provide
10 them with 60 days severance pay, a temporary continuation of employee benefits,
11 cooperation with Chinese Progressive Association and with relevant public agencies to
12 ensure access to transitional employment benefits; and,

13 WHEREAS, Through his lawyer and managers, Mr. Sandro Lee has refused to
14 meet with the laid off Nova Knits workers as a group; and,

15 WHEREAS, Nova Knits Inc. has continued to retaliate, intimidate and coerce the
16 laid off workers; and,

17 WHEREAS, Nova Knits Inc. contracts with many major apparel companies to
18 produce garments including The Gap Inc. which is headquartered here in San
19 Francisco; and

20 WHEREAS. The Gap has launched an internal investigation; and

21 WHEREAS, Sandro Lee, CEO of Nova Knits Inc., makes millions of dollars from
22 the production and labor of the Nova Knits workers; now, therefore, be it

23 RESOLVED, That the San Francisco Board of Supervisors urges The Gap Inc.,
24 and all other major apparel companies that contract with Nova Knits Inc., including
25 Macy's, Abercrombie and Fitch, Liz Claiborne, Sears, Ann Taylor, Talbots, Tse

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1 Cashmere, Abeille Ligne and Ellen Tracy to ensure that Nova Knits complies with all
2 applicable laws especially the TAA which provides for job search assistance and
3 training; and, be it

4 FURTHER RESOLVED, That the San Francisco Board of Supervisors urges
5 Nova Knits to cease its retaliatory actions and comply with the request of its laid off
6 workers for a group meeting with Sandro Lee to discuss the terms of their layoff; and,
7 be it

8 FURTHER RESOLVED, That the Board of Supervisors of the City and County of
9 San Francisco urges Nova Knits, Inc. to comply with the WARN Act and the legitimate
10 requests of the laid off workers by providing 60 days of severance pay and a temporary
11 continuation of employee benefits; and, be it

12 FURTHER RESOLVED, That the Board of Supervisors urges Nova Knits Inc., to
13 cooperate with the Chinese Progressive Association and relevant public agencies to
14 ensure that qualified workers are able to access their benefits through unemployment
15 insurance, the WIA and the TAA; and, be it

16 FURTHER RESOLVED, That the Clerk of the Board of Supervisors will send
17 written communication of this resolution to Mr. Sandro Lee, CEO of Nova Knits Inc.

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