

1 [Ben Davis Inc.]

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3 **Resolution urging Ben Davis Inc. to act in good faith to reach a mutually satisfactory**
4 **settlement on its wages and benefits package for its workers at the Ben Davis factory**
5 **in San Francisco.**

6
7 WHEREAS, Ben Davis Inc. employs 100 immigrant workers mostly of Chinese and
8 Latino descent and has been a unionized San Francisco employer since 1935; and,

9 WHEREAS, The workers' union UNITE-HERE and Ben Davis Inc. have been in
10 contract negotiations since 2003; and,

11 WHEREAS, Ben Davis Inc. has asked for concessions to offset the costs of San
12 Francisco's new minimum wage requirements; and,

13 WHEREAS, Negotiations have reached an impasse because Ben Davis Inc. is seeking
14 to take away its employees vacation time and capping it at a maximum of two weeks, in
15 addition to asking workers to now pay 50% of their health care costs; and,

16 WHEREAS, Ben Davis Inc. insists that this decrease in benefits coverage is necessary
17 to cover increased costs, but has also admitted that the company would still be profitable if it
18 maintained its previous benefits package; and,

19 WHEREAS, The intent of the Minimum Wage law passed by a vast majority of San
20 Francisco voters in November 2003 was to raise the income for the lowest paid workers in the
21 City in order to ensure decent and healthy lives for them and their families; and,

22 WHEREAS, Increasing health care costs for Ben Davis employees will undermine the
23 intent of this measure; now, therefore be it

1 RESOLVED, That the Board of Supervisors urges Ben Davis Inc. to act in good faith to
2 reach a mutually satisfactory settlement on its wages and benefits package for its workers at
3 the Ben Davis factory in San Francisco.
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City and County of San Francisco

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

Tails
Resolution

File Number: 041014

Date Passed:

Resolution urging Ben Davis Inc. to act in good faith to reach a mutually satisfactory settlement on its wages and benefits package for its workers at the Ben Davis factory in San Francisco.

July 20, 2004 Board of Supervisors — ADOPTED

Ayes: 9 - Alioto-Pier, Ammiano, Dufty, Gonzalez, Hall, Ma, Maxwell, Peskin, Sandoval

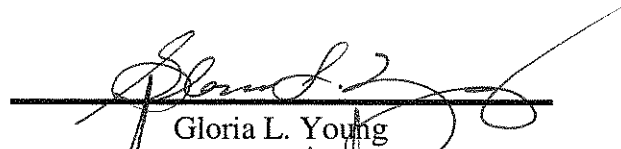
Absent: 2 - Daly, McGoldrick

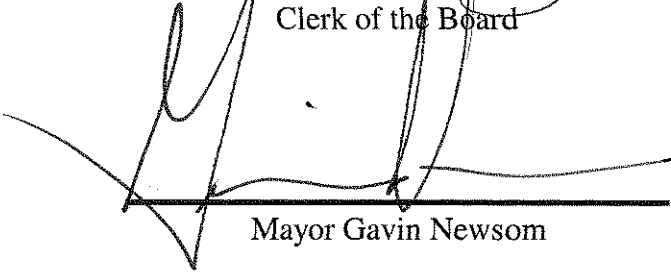
File No. 041014

I hereby certify that the foregoing Resolution was ADOPTED on July 20, 2004 by the Board of Supervisors of the City and County of San Francisco.

JUL 22 2004

Date Approved


Gloria L. Young
Clerk of the Board


Mayor Gavin Newsom