

File No. 251229

Committee Item No. _____

Board Item No. 43

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: _____

Date: _____

Board of Supervisors Meeting

Date: December 16, 2025

Cmte Board

<input type="checkbox"/>	<input type="checkbox"/>	Motion
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Resolution
<input type="checkbox"/>	<input type="checkbox"/>	Ordinance
<input type="checkbox"/>	<input type="checkbox"/>	Legislative Digest
<input type="checkbox"/>	<input type="checkbox"/>	Budget and Legislative Analyst Report
<input type="checkbox"/>	<input type="checkbox"/>	Youth Commission Report
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Introduction Form
<input type="checkbox"/>	<input type="checkbox"/>	Department/Agency Cover Letter and/or Report
<input type="checkbox"/>	<input type="checkbox"/>	MOU
<input type="checkbox"/>	<input type="checkbox"/>	Grant Information Form
<input type="checkbox"/>	<input type="checkbox"/>	Grant Budget
<input type="checkbox"/>	<input type="checkbox"/>	Subcontract Budget
<input type="checkbox"/>	<input type="checkbox"/>	Contract/Agreement
<input type="checkbox"/>	<input type="checkbox"/>	Form 126 – Ethics Commission
<input type="checkbox"/>	<input type="checkbox"/>	Award Letter
<input type="checkbox"/>	<input type="checkbox"/>	Application
<input type="checkbox"/>	<input type="checkbox"/>	Public Correspondence

OTHER

<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
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<input type="checkbox"/>	<input type="checkbox"/>	_____

Prepared by: Lisa Lew

Date: December 12, 2025

Prepared by: _____

Date: _____

1 [Supporting the International Brotherhood of Teamsters at Amazon DCK6]

2
3 **Resolution supporting the International Brotherhood of Teamsters in their efforts to**
4 **bargain with Amazon Web Services on behalf of workers at the DCK6 Warehouse.**
5

6 WHEREAS, Over 100 workers at Amazon's DCK6 warehouse in San Francisco
7 unionized with the Teamsters on October 2, 2024, demanding union recognition with union
8 cards signed by the supermajority of workers at their warehouse; and

9 WHEREAS, Since October 2, 2024, Amazon has not recognized DCK6 workers,
10 refused to bargain with the union, and allegedly responded with illegal retaliation and union
11 busting; and

12 WHEREAS, In April 2025, the National Labor Relations Board Region 20 issued an
13 initial complaint against Amazon for illegal union-busting activity at the DCK6 facility; and

14 WHEREAS, This complaint seeks to force Amazon to recognize the unions and begin
15 good faith bargaining with Teamsters; and

16 WHEREAS, In June the NLRB issued another complaint against Amazon at the DCK6
17 facility for more illegal union busting activity, asking Amazon to rehire fired workers and
18 ensure union supporters receive raises, bonuses, and promotion, like their colleagues; and

19 WHEREAS, The 5 cases filed by the Teamster Amazon National Negotiating
20 Committee International Brotherhood of Teamsters, detail a pattern of employer interference
21 aimed at discouraging workers from organizing at DCK6; and

22 WHEREAS, Initial National Labor Relations Board (NLRB) complaint charges that
23 Amazon retaliated against pro-union employees, rewarded anti-union sentiment with
24 promotions, spread misinformation about unions, and restricted union-related conversations
25 or gear; and

1 WHEREAS, Amazon management is also accused of intimidating workers, holding
2 one-on-one interrogations, and an influx of union-busting personnel, while warning workers of
3 negative consequences such as long contract delays, loss of benefits, or misuse of personal
4 data; and

5 WHEREAS, The holidays are peak season for Amazon workers and during this time,
6 logistics workers are often put under extreme pressure to meet quotas and work extended
7 hours, with reports of increased workplace injuries, ignored safety procedures, and skipped
8 meal, rest, and bathroom breaks; and

9 WHEREAS, Amazon hires many seasonal workers around the holidays, who are
10 typically laid off once the holiday season ends; and

11 WHEREAS, DCK6 also operates as a last-mile delivery station, where packages arrive
12 already packed, and sorted and led for delivery; and

13 WHEREAS, Last-mile facilities like DCK6, located on Toland Street in Bayview, tend to
14 be concentrated in more marginalized communities, meaning that these warehouses create
15 safety and health issues that disproportionately impact already vulnerable populations; and

16 WHEREAS, Union workers make significantly higher wages than their non-union
17 counterparts in the United States, particularly in the private sector; and

18 WHEREAS, Many Amazon workers make significantly lower wages, experience less
19 job stability, and have inferior working conditions compared to competing large, unionized
20 logistics employers, such as workers at United Parcel Service, DHL, and the United States
21 Postal Service; and

22 WHEREAS, All of these workers serve our community by processing and delivering
23 critical goods and should be compensated and treated fairly; now, therefore, be it

24 RESOLVED, That Board of Supervisors supports Amazon DCK6 workers' unionization
25 effort and their fight to win a fair contract; and, be it

1 FURTHER RESOLVED, That the Board of Supervisors recognizes the importance of
2 Amazon workers and all logistics industry workers that make San Francisco run, especially
3 during the holiday season; and, be it

4 FURTHER RESOLVED, That the Board of Supervisors calls upon Amazon to bargain
5 with DCK6 Amazon Teamsters immediately to deliver fair contracts and wages, and improve
6 the working conditions for workers at Amazon's DCK6 warehouse.

Introduction Form

(by a Member of the Board of Supervisors or the Mayor)

I hereby submit the following item for introduction (select only one):

- ☐ 1. For reference to Committee (Ordinance, Resolution, Motion or Charter Amendment)
- ☒ 2. Request for next printed agenda (For Adoption Without Committee Reference)
(Routine, non-controversial and/or commendatory matters only)
- ☐ 3. Request for Hearing on a subject matter at Committee
- ☐ 4. Request for Letter beginning with "Supervisor _____ inquires..."
- ☐ 5. City Attorney Request
- ☐ 6. Call File No. _____ from Committee.
- ☐ 7. Budget and Legislative Analyst Request (attached written Motion)
- ☐ 8. Substitute Legislation File No. _____
- ☐ 9. Reactivate File No. _____
- ☐ 10. Topic submitted for Mayoral Appearance before the Board on _____

The proposed legislation should be forwarded to the following (please check all appropriate boxes):

- ☐ Small Business Commission ☐ Youth Commission ☐ Ethics Commission
- ☐ Planning Commission ☐ Building Inspection Commission ☐ Human Resources Department

General Plan Referral sent to the Planning Department (proposed legislation subject to Charter 4.105 & Admin 2A.53):

- ☐ Yes ☐ No

(Note: For Imperative Agenda items (a Resolution not on the printed agenda), use the Imperative Agenda Form.)

Sponsor(s):

Mandelman

Subject:

Supporting the International Brotherhood of Teamsters at Amazon DCK6

Long Title or text listed:

Resolution supporting the International Brotherhood of Teamsters in their efforts to bargain with Amazon Web Services on behalf of workers at the DCK6 Warehouse

Signature of Sponsoring Supervisor: _____

