

1 [Supporting Imperfect Foods Workers to Unionize]

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3 **Resolution supporting the rights of workers at Imperfect Foods to unionize and**  
4 **negotiate a fair contract.**

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6 WHEREAS, Imperfect Foods, headquartered at 1616 Donner Avenue in District 10,  
7 employs worker to deliver groceries to residents throughout the West Coast, Midwest,  
8 Northeast, and West South Central region of the United States with the goal of eliminating  
9 food waste; and

10 WHEREAS, In Northern California, Imperfect Foods has locations based in San  
11 Francisco, Concord, Sacramento, and Merced; and

12 WHEREAS, Imperfect Foods announced a \$95 million fundraising round in January  
13 2021, bringing its valuation to more than \$700 million; and

14 WHEREAS, Imperfect Foods reported a revenue of more than \$500 million at the end  
15 of 2020; and

16 WHEREAS, Workers at Imperfect Foods have felt their concerns about workload and  
17 pay have often been ignored; and

18 WHEREAS, The workers at Imperfect Foods in pursuit of affordable health care, wage  
19 growth, and mitigating increasing workloads for drivers have led to their organizing efforts to  
20 unionize; and

21 WHEREAS, Nearly 70% of the workers at Imperfect Foods voted in favor of joining  
22 United Food and Commercial Workers Union Local 5 on April 14, 2021; and

23 WHEREAS, Imperfect Foods engaged in union busting efforts by requiring workers to  
24 attend “mandatory anti-union meetings” and hiring outside consultants to discourage the union  
25 drive throughout the unionizing process; and

1           WHEREAS, The workers and drivers voted to unionize despite efforts by the Imperfect  
2 Foods to discourage them from doing so; and

3           WHEREAS, During the COVID-19 pandemic, mail-in ballots have been the standard for  
4 all National Labor Relations Board (NLRB) elections for workers who want to unionize; and

5           WHEREAS, Only two ballots were contested at the time of the vote count, fewer than a  
6 number that would put the results in question; and

7           WHEREAS, The elections results have to be certified by the NLRB and any issues with  
8 contested ballots have been sorted out; and

9           WHEREAS, Imperfect Foods initially accepted the results of the vote and only  
10 contested after the results were ratified; and

11           WHEREAS, The actions of the workers to unionize are protected by federal law; now,  
12 therefore, be it

13           RESOLVED, That the San Francisco Board of Supervisors support a fair process for  
14 workers to unionize at Imperfect Foods; and, be it

15           FURTHER RESOLVED, That the San Francisco Board of Supervisors calls on the  
16 management at Imperfect Foods to respect the workers choice to unionize and to negotiate a  
17 fair contract; and, be it

18           FURTHER RESOLVED, That the San Francisco Board of Supervisors hereby directs  
19 the Clerk of the Board to transmit a copy of this Resolution to the Chief Executive Officer and  
20 Chief Operating Officer of Imperfect Foods.

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