FILE NO. 221250 RESOLUTION NO.

[Urging Employers, Including Twitter, Inc., to Comply with the Displaced Workers Act]

Resolution urging employers, including Twitter, Inc., to comply with the Displaced Workers Act, Article 33 of the Police Code, to provide opportunities for janitorial staff and security guards to continue employment.

WHEREAS, The San Francisco Board of Supervisors is committed to protecting workers' rights; and

WHEREAS, To that end, the Board adopted an Ordinance in 1998 called the Displaced Workers Act, and commonly known as Article 33 of the Police Code; and

WHEREAS, The law requires awarding authorities who enter into contracts for security, janitorial, and building maintenance services performed within the City and County of San Francisco to meet certain standards such as ensuring a transition employment period for displaced workers; and

WHEREAS, The transition employment period requires a 90 day period for employees who have worked at the same site for eight months prior to work with a successor contractor; and

WHEREAS, At the end of the 90-day period, the successor contractor may not release these employees without cause, ensuring that they are judged based on their performance and their hard work; and

WHEREAS, Recent reports demonstrate that there are many changes in the utilization of these valuable services due to the COVID-19 pandemic and many contracts may be canceled, rebid or renegotiated; and

WHEREAS, In one recent and glaring example, Twitter, Inc. terminated Flagship Janitorial Services from providing services at 1355 Market Street, Suite 900, and has so far

failed to meet its obligations under the Displaced Workers Act, including the notification of the new contractor and retention of the existing employees; and

WHEREAS, Current law provides for a right of private action to enforce the law; now, therefore, be it

RESOLVED, That Board of Supervisors urges employers, including Twitter, Inc., to comply with the Displaced Workers Act to provide opportunities for janitorial staff, security guards and building maintenance staff members to continue employment; and, be it

FURTHER RESOLVED, That the Board of Supervisors directs the Clerk of the Board to forward a copy of this Resolution to the City Attorney and District Attorney for their review.