FILE NO. 211011 AMENDED IN BOARD 9/28/2021 RESOLUTION NO. 456-21

[Commending the Governor for Signing California State Assembly Bill No. 701 (Gonzalez) to Enhance Safety Protections for Warehouse Workers]

Resolution commending Governor Gavin Newsom for signing California State Assembly Bill No. 701, authored by Assembly Member Lorena Gonzalez, to create the nation's first transparency requirements and protections against dangerous warehouse quota systems.

WHEREAS, The increasing shift by online e-commerce corporations like Amazon to provide faster shipping rates has contributed to an alarming increase in warehouse workers' injury rates; and

WHEREAS, Companies like Amazon have taken advantage of a gap in labor law, which is silent on safe production quotas and work speeds; and

WHEREAS, Minutes between scanning packages where an algorithm detects a worker is "off-task" can result in automatic discipline and even termination, forcing many workers to neglect basic needs like using the bathroom or skipping safety protocols; and

WHEREAS, According to recent data on warehousing injuries during the pandemic, this working environment has resulted in Amazon warehouse workers experiencing serious injuries at a rate nearly 80 percent higher than the serious injury rate for all other employers in the warehousing industry in 2020; and

WHEREAS, Assembly Bill 701, authored by Assembly Member Lorena Gonzalez (D-AD 80), would require large warehouse employers to disclose quota descriptions to their workers within 30 days, would prohibit warehouse workers from being fired for failing to meet a quota that interfered with their ability to use the bathroom or take rest breaks, and explicitly bars employers from disciplining workers for being "off-task" when they are complying with health and safety laws; and

WHEREAS, Under AB 701, workers who believe a quota is unsafe are entitled to 90 days of their personal work speed metrics and descriptions of quotas, to better document violations; and

WHEREAS, If a worker is disciplined within 90 days of requesting this data or complaining to their employer or a state agency about an unsafe quota, AB 701 creates a presumption that the action was retaliatory, taking the onus off of the worker to demonstrate the reason they were written up; and

WHEREAS, AB 701 empowers workers to enforce their rights under the bill with the ability to pursue injunctive relief to suspend an unsafe quota or reverse a retaliatory action – directly addressing the root of the problem; and

WHEREAS, Amazon currently has one fulfillment center warehouse at 888 Tennessee Street in San Francisco, and in December 2020 purchased a waste management facility from Recology at 900 7th Street with the intention of turning it into a six-acre distribution center in San Francisco; and

WHEREAS, AB 701 has passed through the Assembly and the Senate and has been signed by the Governor to become law; now, therefore, be it

RESOLVED, That the San Francisco Board of Supervisors commends Governor Newsom for signing AB 701 to create the nation's first transparency requirements and protections against dangerous warehouse quota systems.

City and County of San Francisco
Tails
Resolution

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

File Number: 211011 **Date Passed:** September 28, 2021

Resolution commending Governor Gavin Newsom for signing California State Assembly Bill No. 701, authored by Assembly Member Lorena Gonzalez, to create the nation's first transparency requirements and protections against dangerous warehouse quota systems.

September 28, 2021 Board of Supervisors - AMENDED, AN AMENDMENT OF THE WHOLE BEARING NEW TITLE

Ayes: 11 - Chan, Haney, Mandelman, Mar, Melgar, Peskin, Preston, Ronen, Safai, Stefani and Walton

September 28, 2021 Board of Supervisors - ADOPTED AS AMENDED

Ayes: 11 - Chan, Haney, Mandelman, Mar, Melgar, Peskin, Preston, Ronen, Safai, Stefani and Walton

File No. 211011

I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on 9/28/2021 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

Unsigned

London N. Breed
Mayor

10/08/2021

Date Approved

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without her approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board

10/08/2021

Date