

RESOLUTION NO. .

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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**RESOLUTION RECOGNIZING THE VITAL ROLE OF LABOR ORGANIZATIONS IN
ADVOCATING FOR WORKERS, THEIR FAMILIES, AND THEIR COMMUNITIES**

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, all families should have the means to thrive in safe and healthy communities; and

WHEREAS, the working people who serve San Mateo County residents deserve good jobs that can support families; and

WHEREAS, over the last forty years, working people have become more productive than ever while real wages have declined and wealth disparities have increased to historic levels; and

WHEREAS, unionization has provided workers and their families - particularly women and people of color - a powerful voice in advocating for themselves, their families, and their communities, through which workers have been able to obtain improved wages and benefits such as health care for themselves, their families, and all of our communities, and ensure they are treated with dignity and respect at work; and

WHEREAS, people working collectively together in labor organizations have achieved workplace improvements such as the 40-hour work week, overtime pay, and

health and safety standards, and advanced policies especially important to women like paid leave, earned sick time, and reducing the gender pay gap; and

WHEREAS, with labor organizations advocating on behalf of members, workers are better able to negotiate for strong contracts, higher wages, and safe, dignified working conditions that benefit our communities while providing broadly shared economic benefits and fairness; and

WHEREAS, the United States Supreme Court is considering the case *Janus v. AFSCME Council 31*, which could restrict labor organizations from requiring agency fees from non-member employees who benefit from collective bargaining, thereby weakening the ability of unions to effectively negotiate on behalf of all public sector workers such as nurses, teachers, front-line social service workers and firefighters; and

WHEREAS, in San Mateo County, local governments, businesses, and nonprofits work in collaboration with labor organizations to address and solve local challenges; and

WHEREAS, San Mateo County residents rely on those public service workers who keep their families healthy and safe, maintain our infrastructure, and otherwise ensure that their communities thrive, and

WHEREAS, an amicus brief filed by California Attorney General, Xavier Becerra, argues that collective bargaining plays a vital role in the state's ability to provide public services to the community, and that strong public employee unions are in the best interest of workers, employers, and the community at large;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of the County of San Mateo acknowledges the important advocacy work that labor organizations have undertaken on behalf of workers, their families, and their communities, and the significant role that labor organizations have played in ensuring that all workers are treated with dignity and respect; and

BE IT FURTHER RESOLVED, that the Board of Supervisors of the County of San Mateo urges the County Manager and the Department of Human Resources to provide for open and accurate employee communications concerning the *Janus* decision, conduct good faith discussions with San Mateo County's public sector labor organizations regarding issues that might arise from the *Janus* decision, and continue the collaborative and collegial working relationship with San Mateo County's public sector labor organizations that has long defined the workplace of the County of San Mateo.

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