



County of San Mateo

Inter-Departmental Correspondence

Department: BOARD OF SUPERVISORS
DISTRICT 1
File #: 18-469

Board Meeting Date: 6/19/2018

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors
From: Supervisor Dave Pine, District 1
Supervisor Don Horsley, District 3
Subject: Resolution recognizing the vital role of labor organizations in advocating for workers, their families, and their communities

RECOMMENDATION:

Adopt a resolution recognizing the vital role of labor organizations in advocating for workers, their families, and their communities.

BACKGROUND:

Labor organizations have provided workers and their families with a powerful voice in advocating for themselves, their families, and their communities. With labor organizations, workers are better able to negotiate for strong contracts, higher wages, and safer, dignified working conditions that benefit our communities while providing broadly shared economic benefits and fairness. Labor organizations have also provided a benefit to public employers through the designation of a single entity to understand, prioritize, and communicate employee concerns to the employer.

The United States Supreme Court is expected to deliver a decision in *Janus v. AFSCME Council 31* later this summer. Should the Court rule in favor of the plaintiff, labor organizations would be prevented from requiring agency fees from non-member employees who benefit from collective bargaining, thereby weakening the labor organizations' ability to effectively negotiate on behalf of all public sector workers.

DISCUSSION:

This resolution acknowledges the important 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.

The resolution also 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 any issues that might arise from the Janus decision, and continue the collaborative and collegial working relationship with San Mateo County's public sector unions that has long defined the workplace of the County of San Mateo.

FISCAL IMPACT:

Not applicable