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Resolution in Support of the San Francisco Formula Retail Campaign San Francisco Retail Workers Bill of Rights Ordinance

WHEREAS, under San Francisco law, chain stores, fast food and other restaurants and multi-national banks are categorized as “formula retail if they have 11 or more locations nationally; and

WHEREAS, these are some of the most profitable corporations in the world, and yet employees at formula businesses are struggling to make ends meet; and

WHEREAS; since the so-called “economic recovery” from the 2008-10 Great Recession, the largest recession since the 1930’s, the jobs that have been gained back have predominantly been low-wage retail jobs and if current trends continue, by 2016, nearly half of all jobs in the United States will be in retail and service occupations; and

WHEREAS, in San Francisco in November, the voters will have an opportunity to vote on, at this time, the highest minimum wage ordinance in the country; and

WHEREAS, for retail, food service and bank workers, raising the minimum wage is not enough to lift them out of poverty if they are not given access to full-time employment, stable work schedules and job security; and

WHEREAS, the goals of the San Francisco Formula Retail Campaign are:

- To improve working conditions for tens of thousands of low-waged workers employed at large retail, fast food, restaurant and bank businesses in San Francisco;
- To create on-ramps to organizing and collective bargaining for retail, restaurant and bank workers in San Francisco;
- To create groundbreaking new labor policies that can be replicated in other areas; and

WHEREAS, the **San Francisco Retail Workers Bill of Rights** will guarantee that employees of our city’s chain stores, fast food restaurants, and multi-national banks have fair schedules with enough hours to make ends meet, and includes provisions that:

- Promote full-time Work and Access to Hours
- Discourage Abusive On Call Scheduling Practices
- Provide Equal Treatment for Part-time Workers
- Obtains Worker Retention and Job Security

THEREFORE BE IT RESOLVED that the San Francisco Labor Council endorses the San Francisco Formula Retail Campaign, including the San Francisco Retail Workers Bill of Rights ordinance; and

BE IT FURTHER RESOLVED that as the San Francisco Retail Workers Bill of Rights becomes legislation to be passed by the Board of Supervisors, the San Francisco Labor Council will work with the broad coalition of labor unions and community groups to support this legislation be passed by the Supervisors; and



BE IT FINALLY RESOLVED, after this legislation is passed, the San Francisco Labor Council will continue to work with the San Francisco Formula Retail Campaign, its labor and community partners, to give support to the No. 2 goal of providing on-ramps to organizing and collective bargaining for retail, restaurant and bank workers in San Francisco.

Submitted by Conny Ford, OPEIU Local 3 and Mike Casey, UniteHERE Local 2 and adopted unanimously by the San Francisco Labor Council on July 14, 2014.

Respectfully,



Tim Paulson
Executive Director

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*Coalition Partners include: Alliance of California for Community Empowerment (ACCE), California Partnership – Center for popular Democracy, Coleman Advocates for Children and Youth, CWA District #9, HOMEY, Jobs with Justice, ** OPEIU Local 3, National Employment Law project, South of Market Community Action Network (SOMCAN), UFCW Western States Council, ** UFCW Local 5 and Local 648, **UESF, ** UNITEHERE Local 2, Young Workers United*

*** in support/going thru formal union endorsement process this month*