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## **Resolution in Support of Janitors in Struggle to Hold Preferred Building Services Accountable**

Whereas, the janitorial industry has two parallel universes – one at unionized companies in which janitors have won gains in wages and benefits and have their rights respected, the other at non-union companies that super-exploit workers and threaten their immigration status; and

Whereas, Preferred Building Services is an example of this type of low-road employer; and

Whereas, former workers, fired for union activities, have filed federal charges of sexual harassment, sex discrimination, violation of workers' right to organize and retaliation for protected activities; and

Whereas, former workers have filed state charges of wage theft, denial of meal breaks and being illegally uninsured, and city charges for failure to provide paid sick leave; and

Whereas, Preferred Building Services sets up supervisors in phony front businesses as subcontractors in an attempt to evade legal responsibility for workers; and

Whereas, Preferred Building Services was aware that it was not providing payment to its subcontractor for proper compensation of workers and setting a work load that did not allow workers to take breaks; and

Whereas, Preferred Building Services was aware that it had given its subcontractor unfettered power to sexually harass women janitors; and

Whereas, Preferred Building Services was aware that workers were being injured on the job without workers compensation insurance coverage; and

Whereas, Preferred Building Services uses this business model to provide janitorial services at some of the most expensive condominiums in San Francisco, such as at One Rincon and the Millennium; and

Whereas, Preferred Building Services has taken jobs from union janitors at Park Merced,

Therefore be it Resolved that the San Francisco Labor Council calls on the Bureau of Field Enforcement of the California Division of Labor Standards Enforcement to fully investigate Preferred Building Services and its subcontractors; and

Be it Further Resolved, that the San Francisco Labor Council calls on Senator Mark Leno and Assemblymembers David Chiu and Phil Ting to take action to strengthen laws against businesses using subcontractors to evade legal responsibility for workers and to stop the epidemic of sexual harassment experienced by women janitors; and



Be it Further Resolved, that the San Francisco Labor Council sends a letter to the President of Preferred Building Services, Greg Dellanini, telling him to stop the abuse of janitors and the sexual harassment of women, respect their right to organize, and meet with workers and their representatives to negotiate a fair process to decide on unionization; and

Be it Finally Resolved that the San Francisco Labor Council send a letter to members of the Board of Supervisors urging them to pass a resolution calling on all departments and employees of the City and County of San Francisco and all customers to boycott the services provided by Preferred Building Services.

Submitted by Olga Miranda, SEIU 87; Rodger Scott, AFT 2121; and Allan Fisher, AFT 2121, and adopted unanimously by the San Francisco Labor Council on February 8, 2016.

Respectfully,

A handwritten signature in blue ink, appearing to read "Tim Paulson", with a long, sweeping flourish extending to the right.

Tim Paulson  
Executive Director

OPEIU 3 AFL-CIO