

RESOLUTION NO. 18-54

Resolution Of The City Council Of The City Of Emeryville Urging The City Manager And The Department Of Human Resources To Work With The Public Sector Unions In Emeryville To Ensure Their Health And Success; And Supporting The Freedom Of City Employees To Participate In Strong Unions Post A United States Supreme Court Decision On *Janus v. AFSCME*

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

WHEREAS, the working people who make our City run deserve good jobs that can support families; and

WHEREAS, over the last forty years, working people have become more productive than ever, yet real wages have declined and CEOs make more than ever before; i.e., 347 times more than the average person in 2016; and

WHEREAS, being able to come together in unions gives people - particularly women and people of color - a powerful voice in speaking up for themselves, their families, and their communities and ensures they are treated with dignity and respect at work; and

WHEREAS, when people stick together in unions, they gain the power in numbers to raise wages and improve benefits like health care for themselves, their families, and all of our communities; and

WHEREAS, people working collectively together in unions have won victories like the 40-hour work week, overtime pay, and health and safety standards, as well as advanced policies especially important to women like paid leave, earned sick time, and reducing the gender pay gap; and

WHEREAS, when people can negotiate together for strong contracts, higher wages, and safer, dignified working conditions, all of us benefit, our communities are stronger, and our entire economy is made more fair; and

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

WHEREAS, an unfavorable decision by United States Supreme Court may deny public sector workers the freedom to access strong unions that make our communities safe, more equitable, and strong; and

WHEREAS, in states where public union rights have come under attack, we have seen different outcomes - in Wisconsin, for example, union membership has fallen 38% after the state passed a law curtailing collective bargaining in 2011, but in other states such

as Ohio and New Hampshire, unions have been able to survive similar attacks through proactive strategies; and

WHEREAS, the City of Emeryville relies on those who work in public service to provide health care, educate our children, put out fires, fix our potholes, drive our buses, pick up our trash, and more; now, therefore, be it;

RESOLVED, by the City Council of the City of Emeryville that the City of Emeryville supports the freedom of all employees to exercise their rights to a voice and dignity on the job through joining together in strong unions; and, be it; further

RESOLVED, that City Council urges the City Manager and the Human Resources Department to work with the public sector unions in the City of Emeryville to ensure their health and success post a *Janus v. AFSCME* Supreme Court case decision by cooperating to mitigate impacts and by engaging in good faith discussions around implementing a membership card providing ongoing financial commitments of unit members and adequate release time for rank and file union leaders to explain the implications of a negative Janus decision and to encourage continued union membership to their city employee colleagues.

ADOPTED, by the City Council of the City of Emeryville at a regular meeting held Tuesday, June 5, 2018, by the following vote:


AYES:	<u>5</u>	Mayor Bauters, Vice Mayor Medina and Council Members Donahue, Martinez and Patz
NOES:	<u>0</u>	
ABSTAIN:	<u>0</u>	
ABSENT:	<u>0</u>	


MAYOR

APPROVED AS TO FORM:


CITY ATTORNEY

ATTEST:


CITY CLERK