Resolution recognizing and commending Jordan “Jo” Billups for organizing and leading cannabis workers to unionize at the Urbana Dispensary in the face of unfair labor practices and retaliation.

WHEREAS, Jordan (Jo) Billups has worked in the cannabis industry for several years and is a budtender at the Urbana Cannabis Dispensary on 4811 Geary Boulevard; and

WHEREAS, Beginning in the fall of 2020, workers at the dispensary began to organize a union with United Food and Commercial Workers (UFCW) Local 5 to improve working conditions inside the dispensary; and

WHEREAS, Workers raised many issues related to lack of respect and their health and safety at the dispensary, and Jo lead the effort to organize workers into a union; and

WHEREAS, Urbana management did not take too kindly to the efforts of the workers to organize for respect on the job and a voice at work; and

WHEREAS, Despite management's tactics of fear and intimidation, Jo stood strong for the workers and stood up to management and they continued to push back against management's lies and intimidation tactics, and because of that was fired in January 2021 for no other reason than the fact that they were an effective leader of the organizing efforts at Urbana on Geary; and

WHEREAS, San Francisco and the state of California have a mandate that licensed cannabis companies need to sign a Labor Peace Agreement (LPA) with unions to get licensed; and

WHEREAS, Urbana's management did not abide by these provisions, partially because they are a pre-Interim Control Ordinance (ICO) cannabis company and are governed by a
different set of rules when it comes to LPAs and even so, it is illegal to fire workers for union organizing; and

WHEREAS, Urbana, like many bad employers, continue to break labor laws and use these tactics because most of the time when workers get fired for organizing activity, they typically walk away and find another job; and

WHEREAS, Jo stood strong by gathering sufficient evidence, recruiting other workers to testify on their behalf, spoke with the board agent and worked with their union in regards to the retaliation by management; and

WHEREAS, Because of these efforts, the National Labor Relations Board (NLRB) issued an order on Wednesday, June 9, 2021, compelling Urbana to reinstate Jo Billups to work, pay them the equivalent back pay in lost wages and post, where workers can see, that the company was at fault, and that workers have a federally protected right to organize a union; and

WHEREAS, Jo is a shining example of what it means to be a leader amongst their peers, and what it takes to win when you have bad management; and

WHEREAS, Urbana is an unfortunate example of the incumbent cannabis industry in San Francisco, which despite being required by local and state laws to honor their workers’ rights to organize, instead use "old school" tactics of intimidation, lies and deceit to prevent workers from having a voice; now, therefore, be it

RESOLVED, That the San Francisco Board of Supervisors recognizes and commends Jordan “Jo” Billups’ courageous leadership to organize their fellow workers despite facing retaliation from their management and staying true to their word by continually standing up despite being illegally fired; and, be it

FURTHER RESOLVED, That the San Francisco Board of Supervisors recommends that the Urbana Cannabis Dispensary not only follow the NLRB’s order to reinstate Jordan
“Jo” Billups as an employee, but also welcome them back as a full member of their team; and,
be it 

FURTHER RESOLVED, That the San Francisco Board of Supervisors supports a fair
process for all workers to unionize at their workplace; and, be it 

FURTHER RESOLVED, That the San Francisco Board of Supervisors calls on
management at any cannabis company in San Francisco to respect their workers choice to
unionize, and if they choose to organize a union, that the employer negotiate a fair contract.
Resolution recognizing and commending Jordan "Jo" Billups for organizing and leading cannabis workers to unionize at the Urbana Dispensary in the face of unfair labor practices and retaliation.

June 22, 2021 Board of Supervisors - ADOPTED

Ayes: 11 - Chan, Haney, Mandelman, Mar, Melgar, Peskin, Preston, Ronen, Safai, Stefani and Walton

File No. 210724

I hereby certify that the foregoing Resolution was ADOPTED on 6/22/2021 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without her approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board