

1 [Urging the Rescission of the Layoff of 156 Hertz Corporation Workers]

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3 **Resolution urging the Hertz Corporation to rescind the layoffs of 156 Hertz Corporation**
4 **employees and that these positions remain quality, full-time jobs, and urging the**
5 **Airport Director Ivar C. Satero and the Airport Commission to assist the workers in**
6 **retaining their jobs.**

7
8 WHEREAS, The San Francisco Bay Area is in the midst of an unprecedented
9 affordability crisis; and

10 WHEREAS, From some of the highest rents in the country - which is pricing out
11 families across the region - to lack of access to quality jobs, many community members are
12 struggling to stay in their communities; and

13 WHEREAS, Through labor and community advocacy and forward-thinking leadership,
14 San Francisco has historically had a strong commitment to quality employment; and

15 WHEREAS In fact, the San Francisco International Airport continues to exemplify this
16 commitment, and remains a bastion of good jobs for San Francisco families; and

17 WHEREAS, Hertz shuttlers are standing up to demand a union, just as the billion-dollar
18 corporation Hertz seeks to lay off 156 hardworking immigrant workers, many of whom have
19 served for over 20 years at their jobs, just before the holidays on November 8th; and

20 WHEREAS, These workers are amongst the lowest paid in the airport at \$13.34/hr.,
21 who work in the shadows of a multi-million dollar airport and corporation; and

22 WHEREAS, Hertz has targeted a largely Chinese, Filipino, and Latino immigrant
23 workforce to subcontract out formerly good, quality union jobs; and

24 WHEREAS, On Oct 26th, workers filed unfair labor practices charges for management
25 interference, harassment and intimidation while organizing their coworkers and passing out

1 union information, which are federally protected workplace rights. The shuttle drivers are also
2 pursuing claims for rest break violations and an investigation is pending into violations of
3 minimum wage and paid sick time; and

4 WHEREAS, One hundred and fifty six SFO Hertz shuttlers are now in crisis with their
5 employment lifeline about to end on November 8th, 2016; and

6 WEHREAS, All of the workers have been told that their jobs would be replaced by a
7 non-union subcontractor named "EDS Service Solutions" that would start a re-hiring process
8 with no guarantees of further employment; and

9 WHEREAS, Over one hundred immigrant Chinese, Filipino, and other communities of
10 workers who are a critical part of Hertz operations are being left behind; and

11 WHEREAS, It is unacceptable that 156 families will lose an important source of stable
12 employment and at best, be able to perform their old work with on-call schedules without
13 union protections; and

14 WHEREAS, The proposed new subcontractor "EDS Service Solutions" may provide the
15 level of quality jobs that their union and Hertz had previously provided for these employees;
16 and

17 WEREAS, EDS plans to convert previously full-time jobs into contingent jobs where
18 scheduling will be issued on a week by week basis; and

19 WHEREAS, These actions by Hertz, a company making over \$10 billion annually, to be
20 anti-labor and anti-community, and workers have asked for community support in addressing
21 their plight and publicizing this crisis; and

22 WHEREAS, Workers, unions and community have been calling for a new social
23 contract that recognizes the changing nature of work. Across the country we are fighting back
24 the trends of subcontracting and increasingly temporary and contingent work nationally and
25

1 locally with campaigns to insource workers, unionize subcontractors and pass legislation to
2 protect workers from these abuses; and

3 WHEREAS, San Francisco and California legislatures have taken strong actions to rein
4 in the exploitative trends of subcontracting, misclassification, temporary and contingent work,
5 and flexible scheduling and San Francisco has led the nation in passing the first scheduling
6 reform law for formula retail workers; now, therefore, be it

7 RESOVED, The San Francisco Board of Supervisors urges Hertz Corporation, to
8 rescind these layoffs immediately and ensure that these 156 jobs remain quality union full-
9 time jobs; and, be it

10 FURTHER RESOLVED, The San Francisco Board of Supervisors urges the SFO
11 Airport Director Ivar C. Satero and the SFO Airport Commission to do everything possible to
12 assist these workers in securing their jobs

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City and County of San Francisco

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Tails
Resolution

File Number: 161204

Date Passed: November 15, 2016

Resolution urging the Hertz Corporation to rescind the layoffs of 156 Hertz Corporation employees and that these positions remain quality, full-time jobs, and urging the Airport Director Ivar C. Satero and the Airport Commission to assist the workers in retaining their jobs.

November 15, 2016 Board of Supervisors - ADOPTED

Ayes: 9 - Avalos, Breed, Campos, Cohen, Farrell, Kim, Mar, Peskin and Tang

Excused: 2 - Wiener and Yee

File No. 161204

I hereby certify that the foregoing Resolution was ADOPTED on 11/15/2016 by the Board of Supervisors of the City and County of San Francisco.

Handwritten signature of Peggy Nevin for Angela Calvillo, Clerk of the Board

Unsigned
Mayor

11/23/2016
Date Approved

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 his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Handwritten signature of Peggy Nevin for Angela Calvillo, Clerk of the Board

11/23/16
Date