

DRAFT

FILE NO.

RESOLUTION NO.

[Supporting Alameda Rank-and-file Employees Post a *Janus v. AFSCME* Supreme Court Decision]

Resolution by the Alameda City Council reinforcing the City's continued cooperation with all public-sector unions in the City of Alameda and supporting the freedom of City of Alameda employees to collectively bargain 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 Alameda relies on those who work in public service to provide health care, educate our children, put out fires, prevent crime, power our homes, fix our potholes, drive our buses,
Post Janus Resolution

pick up our trash, and more; now, therefore, be it

RESOLVED, That the City of Alameda 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 the Alameda City Council urges the City Manager and appropriate staff to work with the public sector unions at the City of Alameda post a *Janus v. AFSCME* Supreme Court case decision by cooperating to mitigate impacts and by engaging in good faith discussions around implementing membership cards and release time for rank and file union leaders to explain the implications of a negative *Janus* decision.