

RESOLUTION NUMBER R- 315770

DATE OF FINAL PASSAGE SEP 17 2024

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO SUPPORTING FAIR AND JUST NEGOTIATIONS
AND RESOLUTION RELATED TO THE LABOR DISPUTE
INVOLVING UNITE HERE LOCAL 30 WORKERS
EMPLOYED IN THE LOCAL HOSPITALITY INDUSTRY.

RECITALS

The Council of the City of San Diego (Council) adopts this Resolution based on the following:

A. The Council plays a critical role in promoting the health, safety, well-being, and general welfare of the people who live and work within the City of San Diego (City). Under this role, the Council has an interest in ensuring that the people who work in the City are paid fair wages and provided with health care benefits and safe working conditions.

B. The City relies on revenue from tourism to support City services and operations, and hospitality workers in the City are important to ensuring the protection of the City’s revenue funds.

C. The Council also supports the rights of workers in private-sector workplaces under the National Labor Relations Act (NLRA) to engage in collective bargaining and other lawful activities, as a means to seek better wages and working conditions.

D. UNITE HERE Local 30 (UNITE HERE) represents several thousand hotel, food service, airport, and other workers throughout San Diego County.

E. UNITE HERE’s national mission is to be “a movement of people committed to changing lives in the hospitality industry by making sure our jobs are safe, respected, and provide enough to live on.”

F. The Council understands that workers represented by UNITE HERE are currently engaged in a labor dispute with their employers regarding fair wages, health care benefits, and safe working conditions.

G. The Council has considered public statements from UNITE HERE, other labor leaders, and the community about UNITE HERE's stated need for improved wages and working conditions. UNITE HERE leaders have informed the Council that the UNITE HERE-represented workers are seeking improvements in their working conditions, including manageable workloads and fair staffing, and financial compensation that meets the rising cost of living in the region.

H. These UNITE HERE-represented workers have been essential to maintaining the operations of the City's hospitality industry, especially throughout the COVID-19 pandemic and recovery.

I. UNITE HERE leaders have reported to the Council that, during the Labor Day weekend of 2024, more than 10,000 UNITE HERE-represented hotel workers across eight U.S. cities, including San Diego, Boston, Honolulu, San Francisco, San Jose, and Seattle, engaged in a collective call for action by walking out and demanding higher pay and the reversal of pandemic-era staff cuts that have increased workloads for the remaining employees.

J. The Council is committed to supporting workers' rights to fair wages and safe working conditions, and the protection of workplace democracy under the NLRA, which are essential to protecting the health and well-being of the local workforce and economy, and the Council considers this Resolution as part of this commitment.

K. The Office of the City Attorney prepared this Resolution based on the information provided by City staff (including information provided by affected third parties and verified by City staff), with the understanding that this information is complete and accurate.

L. Under San Diego Charter section 280(a)(1), this Resolution is not subject to veto by the Mayor because it is a statement of Council support, which is exclusively within the Council's purview and does not affect the administrative service of the City under the Mayor's control.

ACTION ITEMS

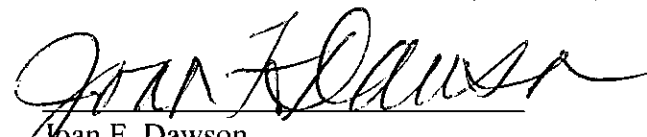
Based on the Recitals set forth above, the Council resolves as follows:

1. The Council expresses its support for the workers represented by UNITE HERE to engage in lawful, collective action under the NLRA in pursuit of fair wages, benefits, and safe working conditions.

2. The Council urges the employers involved in the current labor dispute with UNITE HERE to engage in good-faith negotiations with UNITE HERE, with the mutual goal of reaching a fair and just resolution focused on the health and well-being of their workers and of all of the people who live in and visit San Diego.

3. The Council expresses its ongoing commitment to supporting labor and employment standards for all employees and employers in the City that promote fairness, equity, and economic justice, meaning a vision for an economy that benefits everyone.

APPROVED: MARA W. ELLIOTT, City Attorney

By 
Joan F. Dawson
Senior Deputy City Attorney

JFD:cm
09/11/2024
09/13/2024 COR. COPY
Or.Dept: Council District 1
Doc. No. 3795089

I certify that the Council of the City of San Diego adopted this Resolution at a meeting held on
SEP 17 2024

DIANA J.S. FUENTES
City Clerk

By *Connie Patterson*
Deputy City Clerk

Passed by the Council of The City of San Diego on SEP 17 2024, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Henry L. Foster III	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage SEP 17 2024.

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

TODD GLORIA
Mayor of The City of San Diego, California.

DIANA J.S. FUENTES
City Clerk of The City of San Diego, California.

(Seal)

By Connie Patterson, Deputy

Office of the City Clerk, San Diego, California

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