

March 2nd, 2018

Honorable Mark Farrell
Mayor, City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 200
San Francisco, CA 94102

Honorable Dennis Herrera
City Attorney, City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 234
San Francisco, CA 94102

Dear Mayor Farrell and City Attorney Herrera,

Research shows that when working people decide to stand together in a union, we win better wages, better health care for our families, and better retirement. You, your office, the City's labor relations team, and many other city staff in leadership positions throughout the City have demonstrated an understanding and appreciation for this reality.

We have on occasion disagreed over issues, bargained intensely, and viewed events differently. But the value of our unions and respect for the role unions play in San Francisco has never been an issue between the City of San Francisco as an employer and the 36 unions representing City employees.

For many years now we have administered a system of agency fees where employees have a right to join their recognized employee organization, or to not join. If they choose not to join, however, they must pay an agency fee for the services the recognized employee organization is legally required to provide.

Everyone fully expects and is planning for this structure to come to an immediate end when the US Supreme Court hears Janus vs. ASFCME in 2018.

One small step we can jointly take to minimize the disruption that this decision will cause is to resign our members on the enclosed card, which strengthens the union security and maintenance of membership relationship between a member and their union. The card also commits members to continue their membership and dues deduction for one year from the date they sign the card. This is no different than the personal contracts millions of people sign for cell phone service and we believe it is completely legal and enforceable even in the event of the elimination of agency fees by the Supreme Court.

Because to do otherwise would be confusing and burdensome on the City, all the Public Employee Committee unions have joined together and want to have the choice to use unified new membership card language in the future. As provided in our contracts, and per the norm in public sector labor relations as long as we've been entitled to agency fees, the employer will not be liable for any challenge to the deductions made based on authorization provided in the new card.

The expected US Supreme Court decision is meant to strike a major blow to the labor movement at a time when wage disparity is at its very worst. However, with hard work and one-on-one

communications between our unions and our members, we believe we can continue to have high union membership among San Francisco unions and a future of stable labor relations.

As a progressive employer, we are hoping you will see the value in both. We are asking that you agree to recognize the new membership cards language for any union that chooses to use it, and recognize that the card is a direct contract between the member and their union.

Sincerely,

Mike Casey, President, San Francisco Labor Council

Tim Paulson, Executive Director, San Francisco Labor Council

Mike Theriault, Secretary-Treasurer, San Francisco Building & Construction Trades Council

Bob Muscat, Chair, San Francisco Labor Council's Public Employee Committee