



CITY COUNCILMEMBER
RIGEL ROBINSON
 DISTRICT 7

CONSENT CALENDAR
 April 2, 2019

To: Honorable Mayor and Members of the City Council
 From: Councilmembers Rigel Robinson, Kate Harrison, and Cheryl Davila
 Subject: Support for AB-969 (Collective Bargaining: Legislature)

RECOMMENDATION

Send a letter to Senator Skinner and Assemblymembers Wicks and Gonzalez supporting AB-969, which would provide employees of the state legislature the right to participate in employee organizations for the purpose of collective bargaining and other aspects of employer-employee relations.

BACKGROUND

In California, The Dills Act governs collective bargaining by state employees and contractors. As written, the Dills Act does not apply to managerial or supervisory employees of the state, nor the majority of state legislature employees, meaning they cannot join an employees union. This bars them from collectively negotiating wages, hours, and the redress of employer-employee grievances.

Given that the State already recognized the right of its public employees to form, participate in, and collectively bargain through employment organizations, this bill would extend that recognition to those employees with whom the legislature works directly.

According to a 2018 study by Princeton University, membership in an employee organization, and the ability to collectively bargain contributes significantly to reduction of inequality among workers.

The passage of AB 969 would allow legislative workers to exercise critical rights to ensure worker equity and justice in the workplace, especially for groups marginalized both in the workplace and the negotiating process including women and minority groups.

Allowing State legislative aides to unionize is an important tool to address harassment and assault in the workplace. After the wave of credible harassment allegations led to 3 Sacramento legislators resigning, and 150 California women decrying male-dominance at the capitol in an open letter¹, this is particularly pertinent to a safe and equitable workplace for California legislative employees.

¹ <https://www.sacbee.com/news/politics-government/article226211955.html>

FINANCIAL IMPLICATIONS

None.

ENVIRONMENTAL SUSTAINABILITY

No impact.

CONTACT PERSON

Councilmember Rigel Robinson, (510) 981-7170
Rachel Alper, Intern

Attachments:

- 1: Letter of support to Senator Skinner
- 2: Letter of support to Assemblymember Wicks
- 3: Letter of support to Assemblymember Gonzalez
- 4: Bill Text - AB 177

(https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201920200AB969)

The Honorable Nancy Skinner
Member of the Senate
State Capitol, Room 2059
Sacramento, CA 95814

Re: AB-969 (Gonzalez) - Collective Bargaining: Legislature

Dear Senator Skinner,

The Berkeley City Council would like to convey its full support for AB-969. AB-969 seeks to provide employees of the legislature and some supervisory and managerial employees the right to participate in collective bargaining organizations.

In California, The Dills Act governs collective bargaining by state employees and contractors. As written, the Dills Act does not apply to managerial or supervisory employees of the state, nor the majority of state legislature employees, meaning they cannot join an employees union. This bars them from collectively negotiating wages, hours, and the redress of employer-employee grievances.

Given that the State already recognized the right of its public employees to form, participate in, and collectively bargain through employment organizations, this bill would extend that recognition to those employees with whom the legislature works directly.

According to a 2018 study by Princeton University, membership in an employee organization, and the ability to collectively bargain contributes significantly to reduction of inequality among workers.

The passage of AB 969 would allow legislative workers to exercise critical rights to ensure worker equity and justice in the workplace, especially for groups marginalized both in the workplace and the negotiating process including women and minority groups.

Allowing State legislative aides to unionize is an important tool to address harassment and assault in the workplace. After the wave of credible harassment allegations led to 3 Sacramento legislators resigning, and 150 California women decrying male-dominance at the capitol in an open letter (Sacbee.com, 2018), this is particularly pertinent to a safe and equitable workplace for California legislative employees.

Berkeley City Council requests that you support this critical piece of legislation to provide workers with pivotal negotiating rights.

Respectfully,

The Berkeley City Council

The Honorable Buffy Wicks
Member of the Assembly
State Capitol, Room 5160
Sacramento, CA 95814

Re: AB-969 (Gonzalez) - Collective Bargaining: Legislature

Dear Assemblymember Wicks,

The Berkeley City Council would like to convey its full support for AB-969. AB-969 seeks to provide employees of the legislature and some supervisory and managerial employees the right to participate in collective bargaining organizations.

In California, The Dills Act governs collective bargaining by state employees and contractors. As written, the Dills Act does not apply to managerial or supervisory employees of the state, nor the majority of state legislature employees, meaning they cannot join an employees union. This bars them from collectively negotiating wages, hours, and the redress of employer-employee grievances.

Given that the State already recognized the right of its public employees to form, participate in, and collectively bargain through employment organizations, this bill would extend that recognition to those employees with whom the legislature works directly.

According to a 2018 study by Princeton University, membership in an employee organization, and the ability to collectively bargain contributes significantly to reduction of inequality among workers.

The passage of AB 969 would allow legislative workers to exercise critical rights to ensure worker equity and justice in the workplace, especially for groups marginalized both in the workplace and the negotiating process including women and minority groups.

Allowing State legislative aides to unionize is an important tool to address harassment and assault in the workplace. After the wave of credible harassment allegations led to 3 Sacramento legislators resigning, and 150 California women decrying male-dominance at the capitol in an open letter (Sacbee.com, 2018), this is particularly pertinent to a safe and equitable workplace for California legislative employees.

Berkeley City Council requests that you support this critical piece of legislation to provide workers with pivotal negotiating rights.

Respectfully,

The Berkeley City Council

The Honorable Lorena Gonzalez
Member of the Assembly
State Capitol, Room 2114
Sacramento, CA 95814

Re: AB-969 (Gonzalez) - Collective Bargaining: Legislature

Dear Assemblymember Gonzalez,

The Berkeley City Council would like to convey its full support for AB-969.

In California, The Dills Act governs collective bargaining by state employees and contractors. As written, the Dills Act does not apply to managerial or supervisory employees of the state, nor the majority of state legislature employees, meaning they cannot join an employees union. This bars them from collectively negotiating wages, hours, and the redress of employer-employee grievances.

Given that the State already recognized the right of its public employees to form, participate in, and collectively bargain through employment organizations, this bill would extend that recognition to those employees with whom the legislature works directly. According to a 2018 study by Princeton University, membership in an employee organization, and the ability to collectively bargain contributes significantly to reduction of inequality among workers.

The passage of AB 969 would allow legislative workers to exercise critical rights to ensure worker equity and justice in the workplace, especially for groups marginalized both in the workplace and the negotiating process including women and minority groups.

Allowing State legislative aides to unionize is an important tool to address harassment and assault in the workplace. After the wave of credible harassment allegations led to 3 Sacramento legislators resigning, and 150 California women decrying male-dominance at the capitol in an open letter (Sacbee.com, 2018), this is particularly pertinent to a safe and equitable workplace for California legislative employees.

Thank you for authoring this important piece of legislation.

Respectfully,

The Berkeley City Council

