

1 [Commending the Governor for Signing California State Assembly Bill No. 701 (Gonzalez) to
2 Enhance Safety Protections for Warehouse Workers]

3 **Resolution commending Governor Gavin Newsom for signing California State**
4 **Assembly Bill No. 701, authored by Assembly Member Lorena Gonzalez, to create the**
5 **nation's first transparency requirements and protections against dangerous warehouse**
6 **quota systems.**

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8 WHEREAS, The increasing shift by online e-commerce corporations like Amazon to
9 provide faster shipping rates has contributed to an alarming increase in warehouse workers'
10 injury rates; and

11 WHEREAS, Companies like Amazon have taken advantage of a gap in labor law,
12 which is silent on safe production quotas and work speeds; and

13 WHEREAS, Minutes between scanning packages where an algorithm detects a worker
14 is "off-task" can result in automatic discipline and even termination, forcing many workers
15 to neglect basic needs like using the bathroom or skipping safety protocols; and

16 WHEREAS, According to recent data on warehousing injuries during the
17 pandemic, this working environment has resulted in Amazon warehouse workers experiencing
18 serious injuries at a rate nearly 80 percent higher than the serious injury rate for all other
19 employers in the warehousing industry in 2020; and

20 WHEREAS, Assembly Bill 701, authored by Assembly Member Lorena Gonzalez (D-
21 AD 80), would require large warehouse employers to disclose quota descriptions to their
22 workers within 30 days, would prohibit warehouse workers from being fired for failing to meet
23 a quota that interfered with their ability to use the bathroom or take rest breaks, and explicitly
24 bars employers from disciplining workers for being "off-task" when they are complying with
25 health and safety laws; and

1 WHEREAS, Under AB 701, workers who believe a quota is unsafe are entitled to 90
2 days of their personal work speed metrics and descriptions of quotas, to better document
3 violations; and

4 WHEREAS, If a worker is disciplined within 90 days of requesting this data or
5 complaining to their employer or a state agency about an unsafe quota, AB 701 creates a
6 presumption that the action was retaliatory, taking the onus off of the worker to demonstrate
7 the reason they were written up; and

8 WHEREAS, AB 701 empowers workers to enforce their rights under the bill with the
9 ability to pursue injunctive relief to suspend an unsafe quota or reverse a retaliatory action –
10 directly addressing the root of the problem; and

11 WHEREAS, Amazon currently has one fulfillment center warehouse at 888 Tennessee
12 Street in San Francisco, and in December 2020 purchased a waste management facility from
13 Recology at 900 7th Street with the intention of turning it into a six-acre distribution center in
14 San Francisco; and

15 WHEREAS, AB 701 has passed through the Assembly and the Senate and has been
16 signed by the Governor to become law; now, therefore, be it

17 RESOLVED, That the San Francisco Board of Supervisors commends Governor
18 Newsom for signing AB 701 to create the nation's first transparency requirements and
19 protections against dangerous warehouse quota systems.

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City and County of San Francisco

Tails

Resolution

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

File Number: 211011

Date Passed: September 28, 2021

Resolution commending Governor Gavin Newsom for signing California State Assembly Bill No. 701, authored by Assembly Member Lorena Gonzalez, to create the nation's first transparency requirements and protections against dangerous warehouse quota systems.

September 28, 2021 Board of Supervisors - AMENDED, AN AMENDMENT OF THE WHOLE BEARING NEW TITLE

Ayes: 11 - Chan, Haney, Mandelman, Mar, Melgar, Peskin, Preston, Ronen, Safai, Stefani and Walton

September 28, 2021 Board of Supervisors - ADOPTED AS AMENDED

Ayes: 11 - Chan, Haney, Mandelman, Mar, Melgar, Peskin, Preston, Ronen, Safai, Stefani and Walton

File No. 211011

I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on 9/28/2021 by the Board of Supervisors of the City and County of San Francisco.

Handwritten signature of Angela Calvillo
Angela Calvillo
Clerk of the Board

Unsigned

10/08/2021

London N. Breed
Mayor

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

Handwritten signature of Angela Calvillo
Angela Calvillo
Clerk of the Board

10/08/2021
Date