



# City of Sunnyvale

## Agenda Item

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20-0251

Agenda Date: 2/27/2020

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### 2020 COUNCIL STUDY ISSUE

#### **NUMBER**

OCM 20-01

**TITLE** Service Worker Retention Ordinance

#### **BACKGROUND**

**Lead Department:** Office of the City Manager

**Support Departments:** Office of the City Attorney

**Sponsor(s):** Councilmembers Larsson, Fong, Goldman, Smith, Klein, Melton

**History:** 1 year ago: N/A  
2 years ago: N/A

#### **SCOPE OF THE STUDY**

##### **What precipitated this study?**

At the January 14, 2020 Council meeting, members of the Unite Here Local Union 19 introduced the subject to the City Council and requested that Sunnyvale adopt an ordinance in support of service worker retention.

##### **What are the key elements of the study?**

A service worker retention ordinance would require service employee contract agencies to retain current employees for a period of 90 days when a new service worker contract is established. The ordinance could include similar provisions as those included in the City of Santa Clara's ordinance. Those include:

- Require a terminated contractor to provide the list of current workers to the successor contractor.
- The successor contractor would retain terminated contractor's employees for a period of 90-days at facility.
- After the 90-day transition period, the new contracting agency would be able to adjust employee count needed for current contract. If less employees are needed, a workforce reduction would be possible with priority for existing positions offered by seniority within job classifications.
- Service workers would be defined to include, but not limited to, food service, facility maintenance, and security personnel.

The study would evaluate mechanisms to enforce the ordinance along with implementation costs and impacts to staff workload.

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**Estimated years to complete study: 1 year**

**FISCAL IMPACT**

**Cost to Conduct Study**

Level of staff effort required (opportunity cost):	Moderate
Funding Required for Non-Budgeted Costs:	\$ 0
Funding Source:	N/A

**Cost to Implement Study Results**

The cost to implement the results are unknown at this time. Implementation costs could be addressed as part of the study.

**EXPECTED CITY COUNCIL, BOARD OR COMMISSION PARTICIPATION**

Council-Approved Work Plan: No

Council Study Session: Yes

Reviewed by Boards/Commissions: No

**STAFF RECOMMENDATION**

Support. This policy issue merits discussion at the 2020 Study Issues Workshop.

Direct staff to study how a worker retention ordinance may be implemented in Sunnyvale and to perform community outreach to gather input on possible introduction of a Service Worker Retention Ordinance.

Prepared by: Maria Rodriguez, Administrative Analyst

Reviewed by: Connie Verceles, Assistant to the City Manager

Reviewed by: John A. Nagel, City Attorney

Reviewed by: Teri Silva, Assistant City Manager

Approved by: Kent Steffens, City Manager