

## RESOLUTION NO.

Adopted by the Sacramento City Council

Date

### SUPPORTING EMPLOYEES OF BLUE DIAMOND GROWERS

#### BACKGROUND

- A. The City of Sacramento's guiding vision is to be the most livable City in America.
- B. Achieving the City's vision requires a strong economy with a skilled workforce and good paying jobs.
- C. The City has previously adopted a Living Wage Ordinance and consistently supported the rights of workers to join and support labor unions of their own choosing.
- D. Labor unions have traditionally played a vital and historic role in raising the living and working standards of all Americans.
- E. The City values its historic relationship with Blue Diamond Growers, which has been headquartered in Sacramento since its founding in 1910 and is the largest almond processing facility in the world, exporting 70% of its almonds to world markets and relying heavily on its positive brand name identification.
- F. The City entered into a set of agreements in 1995 with Blue Diamond to provide significant economic and operational benefits to Blue Diamond in exchange for their commitment to retain and expand its Sacramento plant, and continue to employ at least 700 full-time equivalent employees in Sacramento.
- G. Blue Diamond has since flourished economically, with its revenues growing by 45% over the last two years, according to recent statistics published in the Sacramento Business Journal.
- H. A number of Blue Diamond employees have joined the International Longshore and Warehouse Union (ILWU) in a campaign to organize the Blue Diamond workforce.
- I. The National Labor Relations Board has issued a ruling finding that Blue Diamond violated over 20 separate counts of federal labor law.
- J. On October 23, 2006, the National Labor Relations Board (NLRB) issued two new complaints against Blue Diamond Growers alleging that: (1) Blue Diamond Growers violated the Act by disciplining a worker due to his union support and for giving testimony during an unfair labor practice hearing; and (2) for discharging an employee due to his union activities.
- K. The National Labor Relations Board specifically ordered Blue Diamond to rehire two fired workers with full back pay plus interest.



L. The National Labor Relations Board has ordered Blue Diamond to post a signed notice throughout its plant for a period of sixty days to inform employees of the company's violations and responsibilities under the law.

M. Blue Diamond has admitted no wrongdoing, but some of their workers report that they continue to feel intimidated and threatened.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:**

- Section 1. The Council supports the workers of Blue Diamond Growers in their efforts to gain a voice at their workplace; and
- Section 2. The Council expresses its disappointment with Blue Diamond for waging an aggressive anti-union campaign and violating the National Labor Relations Act; and
- Section 3. The Council calls on Blue Diamond to enter into a neutrality agreement with the ILWU and allow the workers of Blue Diamond to make a decision about unionization through a card check procedure.

