



**DATE:** November 27, 2007  
**TO:** Mayor and City Council  
**FROM:** City Manager  
**SUBJECT:** Resolution in Support of Southland Mall Workers

**RECOMMENDATION**

That the Council adopts the attached Resolution urging General Growth Properties to recognize the rights of workers at Southland Mall in Hayward to organize for better working conditions and compensation; asking General Growth Properties to commit to using responsible janitorial and security contractors with union labor agreements; and offering the City Council's assistance in facilitating a constructive dialogue between the parties.

**BACKGROUND**

Nationwide, janitors at malls owned by General Growth Properties (GGP) have been organizing to win improved wages and health insurance for themselves and their families. On November 1, 2007, approximately 25 people approached the Southland Mall Management Office in Hayward to engage in a dialogue regarding management's response to the janitors at the Mall attempting to organize under the Service Employees International Union (SEIU).

On November 13, 2007, more than 100 janitors demonstrated to protest the treatment of the earlier delegation. They demanded that GGP provide the increased wages and health care benefits being asked for by the janitors, and allow them to organize under SEIU.

**DISCUSSION**

The City Council of the City of Hayward is not taking a position on the points of the national discussion between GGP and SEIU. However, the sponsoring Council Members believe that utilizing contractors at Southland Mall that employ union labor will reduce employee turnover, result in a better trained workforce, and provide a more secure Mall. Members of the City Council have expressed their strong belief that workers have a fundamental right to seek to peacefully organize; that workers have a right to a fair wage; and that healthcare for residents and their families is essential for a healthy community. Therefore, Council Members are asking that the Council adopts the attached Resolution.

Along with expressing support for peaceful and successful resolution of the labor matters at Southland Mall, the City Council is offering their assistance, collectively or individually, to facilitate a dialogue between GGP (or their local Mall Management ) and SEIU and the affected workers.

**FISCAL IMPACT**

N/A

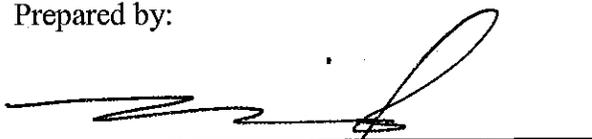
**PUBLIC CONTACT**

On Tuesday, November 13, 2007, Council Members Bill Quirk and Olden Henson attended the protest at Southland Mall in support of the workers.

**SCHEDULE (or NEXT STEPS)**

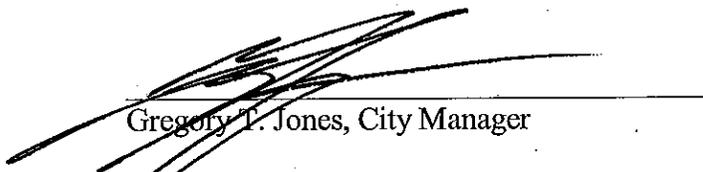
N/A

Prepared by:



Fran David  
Assistant City Manager

Approved by:



Gregory T. Jones, City Manager

Attachment: Draft Resolution

**DRAFT**

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11/20/07*

HAYWARD CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_

Introduced by Council Member \_\_\_\_\_

**RESOLUTION ENCOURAGING GENERAL GROWTH  
PROPERTIES TO EMPLOY UNION LABOR AT ITS  
SOUTHLAND MALL AND OTHER MALLS IN ITS  
OWNERSHIP**

WHEREAS, General Growth Properties and its customers will benefit through reduced turnover with a more stable and better trained union workforce; and

WHEREAS, utilizing contractors at Southland Mall that employ union labor will reduce employee turnover, result in a better trained workforce, and provide a more secure Mall; and

WHEREAS, a more secure Mall will lead to more volume and higher profits at Southland Mall; and

WHEREAS, workers have a fundamental right to seek to peacefully organize, and are entitled to a fair and peaceful process to solve problems on the job; and

WHEREAS, healthy communities support fair wages for all workers and affordable healthcare for residents and their families; and

WHEREAS, the City Council of the City believes that aggressive acts between the parties during labor negotiations is unacceptable and not consistent with the values of the Hayward community;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward urges General Growth Properties and their workers to:

1. Peacefully and successfully resolve the current labor negotiations;
2. Work together with SEIU to raise standards for janitors, security guards, and other service workers at the Southland Mall;
3. Take advantage of the City Council's assistance in facilitating a dialogue towards these ends.

BE IT FURTHER RESOLVED that the City Council of the City of Hayward urges general Growth Properties to:

4. Recognize the rights of service workers at Southland Mall in Hayward to form a Union; and
5. Commit to using at Southland Mall only responsible service contractors, who employ union labor.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2007

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:  
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: \_\_\_\_\_  
City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward