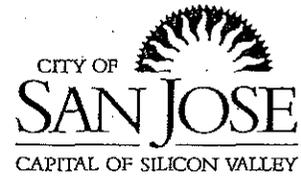


Memorandum



TO: Transportation & Environment Committee

FROM: Forrest Williams,
Councilmember

SUBJECT: Airport Living Wage Ordinance

DATE: October 6, 2008

Approved

Forrest Williams

Date

10/6/08

RECOMMENDATION

After reviewing staff's memo and the draft ordinance on extending living wage to the Mineta San Jose Airport, this memo being released is for clarification purposes, and allows for discussion and action as it move's towards implementation, I propose the following recommendations:

1. Implement the living wage ordinance airport-wide, effective January 1st, 2009.
2. Direct staff to amend the monitoring and enforcement language in the draft ordinance. The amended language should require that the city apply the same proactive enforcement procedures currently used in the enforcement of existing living wage policy.
3. Direct staff to present for action the draft Living Wage ordinance to the San Jose City Council on October 21st.
4. Direct the City Attorney to work with Legal Counsel of Southwest Airlines and Legal Counsel of the South Bay Labor Council to determine the feasibility of exempting from the minimum compensation section of the Living Wage Ordinance those employees of commercial airlines from whom the aggregate of wages, corporate payments for health insurance, and corporate payments into a pension fund exceeding the city's living wage level.
5. Direct city staff to return to the T& E committee in March 2009 with an implementation plan for the training program at the San Jose airport.

BACKGROUND

The City of San Jose stands poised to make a significant change that will greatly enhance the job quality, job security and training of the employees at the City's airport.

This ordinance delivers an increased ability of employees to be able to afford to both live and work in San Jose. A new attention paid to making sure that the skilled individuals who check baggage, guard and clean airplanes and escort seniors to gates are well-trained and capable of dealing appropriately in the event of an emergency. A commitment from the City and the

employers at its airport that our citizens and visitors can count on trained staff who have from months and years of familiarity with the facility and the demands of their responsibilities.

When the city council seeks a higher level of responsibility from its economic partners, we do so only when there is a significant benefit to the community we are elected to represent. In this case, such benefits are created by our upholding the shared values of our community and assuring economic stability in hundreds of families.

The intent of this memo is address two issues of the proposed ordinance crafted by city staff:

1. Every week and month lost in finalizing this measure and its application to the employers at our airport is time during which we lose some good employees, and others continue to lack the training they need to perform to the best of their ability.
2. The City is actively ensuring that these critical changes are being made. We have strong, mutually respectful relationship with our partners at our airport, and can feel confident that they understand the benefits in reduced turnover and increased training. But we cannot risk having an unidentified weak spot in the security and stabilization of our facility.

CONCLUSION

As we prepare to introduce travelers to a new airport, a modern facility that demonstrates our rightful place at the economics and innovative forefront of our country, we must also be able to point to the inside, to the lifeblood, to the employees of Mineta San Jose International Airport. This ordinance will allow us to do precisely that.