



PUBLIC ADVOCATE FOR THE CITY OF NEW YORK

# Jumaane D. Williams

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**TESTIMONY OF PUBLIC ADVOCATE JUMAANE D. WILLIAMS  
TO THE NEW YORK CITY COUNCIL COMMITTEE ON CIVIL SERVICE  
DECEMBER 8, 2022**

Good morning,

My name is Jumaane D. Williams and I am the Public Advocate for the City of New York. I would like to thank Chair De La Rosa and members of the Committee on Civil Service and Labor for holding this hearing. Today's discussion on unionization drives is particularly relevant to today's labor landscape, and I look forward to hearing from all stakeholders involved, in particular the workers leading organizing efforts.

The rights to organize, unionize, and build worker power are essential to the development and maintenance of a strong workforce, and are enshrined in the National Labor Relations Act.<sup>1</sup> The ability to unionize has existed for decades as a safeguard for workers against unfair labor practices, inequitable compensation, and poor treatment. In recent years, we have witnessed a resurgence of unionization efforts. Since the onset of the COVID-19 pandemic, workers have taken it upon themselves to address inequities and unfair working conditions they have been subjected to by way of unionizing. From October 2021 to September 2022, there were 2,510 union representation petitions filed across the country, an increase of 53% compared to the same period the prior year.<sup>2</sup> Additionally, approximately 700 union elections were held in 2022.<sup>3</sup> With this in mind, I am writing in support of Resolution 0257-2022, of which I am a co-sponsor, to show solidarity with unionization drives across the city and to affirm the right for union elections to be free from union-busting practices.

New York City is no exception to the surge in unionization, and is a leader in unionizing efforts. From January 2021 to June 2022, NYC had the most newly unionized workers of all major urban areas in the United States.<sup>4</sup> Staff at the Office of the Public Advocate (OPA) are also a part of this figure, having recently unionized, and I am proud to support them in their efforts. From big corporations like Amazon and Starbucks to our local government in the City Council and the OPA, it is clear that NYC is indeed a union town.

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<sup>1</sup> <https://www.nlr.gov/guidance/key-reference-materials/national-labor-relations-act>

<sup>2</sup> [https://www.nlr.gov/news-outreach/news-story/election-petitions-up-53-board-continues-to-reduce-case-processing-time-in#~:text=In%20Fiscal%20Year%202022%20\(October.1%2C638%20petitions%20field%20in%20FY2021](https://www.nlr.gov/news-outreach/news-story/election-petitions-up-53-board-continues-to-reduce-case-processing-time-in#~:text=In%20Fiscal%20Year%202022%20(October.1%2C638%20petitions%20field%20in%20FY2021)

<sup>3</sup> [https://slu.cuny.edu/wp-content/uploads/2022/09/Union\\_Density-2022\\_D42.pdf](https://slu.cuny.edu/wp-content/uploads/2022/09/Union_Density-2022_D42.pdf)

<sup>4</sup> Ibid.



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Even as national polls show strong support and approval for unions (71% from a 2022 Gallup poll)<sup>5</sup>, employers often remain unyielding in their willingness to recognize employee unions, lambasting organizing efforts all together, and stifling it at the source. According to the NLRA, employees should be able to pursue unionization without fear of retaliation, yet that is not reflected in reality. We have heard of the various union-busting tactics used by employers, including mandatory “captive audience” employee meetings, terminations for union organizing, and internal marketing tactics to dissuade workers from organizing, amongst other practices. Through the passage of this Resolution 0257-2022, the city is sending a message to all employers that union-busting practices will not be tolerated.

Furthermore, this major pushback and opposition from employers may contribute to low morale and motivation to organize the workplace. Historically, we have seen significantly greater numbers of union membership decades ago, with peak union participation in the mid- to late-20th century where 1 in 3 U.S. workers belonged to a union.<sup>6</sup> Despite the general overall downward trend in union participation, we are seeing incremental gains in union membership more recently, no doubt in relation to a pandemic that spurred workers rights rallies, strikes, and union elections across the country. As we see with news of strikes occurring throughout our city and country for better pay and working conditions, there are no signs of this growth stopping. It is on us and the city to contribute to a labor landscape that empowers its workforce and does not impede workers who are organizing and unionizing, as is their right. A workforce that knows of its rights to organize and unionize is a stronger, more empowered workforce, and our city will be better for it and remain the union town it has always been.

Thank you.

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<sup>5</sup> <https://news.gallup.com/poll/398303/approval-labor-unions-highest-point-1965.aspx>

<sup>6</sup> <https://www.npr.org/sections/money/2015/02/23/385843576/50-years-of-shrinking-union-membership-in-one-map>



## Jewish culture for a just world

### **Testimony in support of Resolution 0131-2022; that Wendy's join the Fair Food Program**

Noelle Damico, Director of Social Justice, The Workers Circle  
at the Civil Society and Labor Committee of the NYC Council Hearing  
December 8, 2022

Good morning. I'm Noelle Damico, Director of Social Justice at the Workers Circle, a national, secular, Jewish social justice organization headquartered on West 37<sup>th</sup> Street here in New York City with 25,000 in our activist community across the country. The Workers Circle was founded in 1900 by Eastern European Jewish immigrants laboring in the sweatshops of the garment district. Our founders helped forge the American labor movement, taking to the streets and petitioning government to end and prevent worker exploitation and ensure worker rights. Today the Workers Circle continues to fight for worker rights, immigrant rights, racial justice, and democracy. And I come before you to urge your support for Fair Food resolution No. 0131-2022.

The Workers Circle has over 6,000 members in New York City itself and we've marched with the Coalition of Immokalee Workers and thousands of New Yorkers on our city streets and boycotted Wendy's to bring this fast food giant into the Fair Food Program. You also may know the Workers Circle from calls and postcards we've sent to you as members of NYC Council, urging your support for this resolution calling on Wendy's to join the Fair Food Program.

I want you to close your eyes for a moment and imagine with me, that you've take a drive outside the city on one of those beautiful summer days, where the blue sky sparkles, and you see a farmstand advertising fresh produce. As you pull in, the car's tires crackle against the rocky drive. You get out and select some plump tomatoes and lovely lettuce, and as the young attendant is putting these into a bag and you're getting out your cash, you suddenly hear screams in the fields adjacent to the stand. You stop and look and see a crew leader beating a farmworker and yelling slurs. What would you do? You might call the police. At the very least, I'm confident you would put away your money and walk away from that stand.

The tomatoes on your salad from Wendy's are no different – they just come through a supply chain that insulates us as consumers from the violence, exploitation, sexual assault and daily fear that farmworkers face in fields *outside* the Fair Food Program.

But these shameful conditions, which include forced labor, continue and will continue unless and until consumers, corporations, and leaders like you step up to partner with farmworkers to stop it.

There is a solution – a proven solution that is internationally recognized – called the Fair Food Program. With a proven solution at hand that can not only stop but *prevent* farmworker exploitation, it is unconscionable that Wendy's, refuses to join this program.

This morning, I'm here as one of tens of thousands of New Yorkers to call on you to, in the words of Jewish tradition, not stand idly by, but to act. Vote your support for NYC Council Fair Food resolution 0131-2022. Thank you.

Noelle Damico, Director of Social Justice

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Testimony of Milsa Stein  
Campaign Lead, Communication Workers of America, District 1  
before the  
New York City Council Committee on Civil Service and Labor  
regarding  
Resolution expressing solidarity with unionization drives across New York City's  
workforce and affirming the right to have union elections free from  
anti-democratic union-busting practices.  
December 8, 2022

Good morning Chair de la Rosa and members of the Council's Committee on Civil Service and Labor. My name is Milsa Stein and I am the Campaign Lead for Communications Workers of America, District 1.

Communications Workers of America District 1 represents more than 150,000 workers in the private and public sector who work in telecommunications and information technology, news media, broadcast and cable television, education, health care, public service, and other fields in New York, New Jersey and New England. In New York City, we represent over 20,000 workers.

We're here today in support of the resolution affirming the right to have union elections free from anti-democratic union-busting practices. New York City is a union town, so it is only right for The Council to make this statement of support for the rights of workers to organize freely.

Workers make the city run and the pandemic made it clear that unions can be the difference between life and death in our workplaces. Unionized workers earn higher wages, on average \$191 more per week than their non-union counterparts, union workers are likely to have much better benefits, workplaces tend to be safer lowering the risk of death, illness and injury on the job and most importantly, with a union workers have a voice on the job. That's why more and more workers are joining together and demanding a voice at work.

We've seen it in CWA, over the past years we have organized more workers than we have ever before. Workers at multi-billion dollar corporations once considered unorganizable like Apple or Google have joined CWA. And it's not just CWA, we have seen a historic rise in organizing all across the country. In the first half of this year, unions won 641 elections - the most in nearly 20 years.

Workers from nearly every industry in our country are joining together to demand change at their workplaces. We have seen stunning victories at places like Starbucks, Amazon, Trader Joe's, REI, and Activision Blizzard. Recent polls show that over 70 percent of Americans support unions - the highest levels we have seen since 1965, and a vast majority of them support forming a union in their workplace.

Where is this wave coming from? There are probably many things we can point to. People living through a global pandemic, seeing that their employers care little about their health and welfare was surely a wake up call. A tighter labor market coming out of the pandemic increased workers' leverage on the job. At the same time, workers facing student debt, inflation, rising housing costs, and the possibilities of an economic recession definitely makes the need to organize more urgent.

When organizing a union, workers take huge risks. There is an entire industry working non-stop to block workers from exercising their rights to free and fair union elections. That's why this resolution is so important. Today, in more than 40% of all union organizing elections, employers are charged with breaking the law. They lie. They threaten and coerce.

They routinely fire union supporters. Workers are forced to attend mandatory meetings with one item on the agenda: union-bashing. These messages of fear and intimidation come from the very people who control our paychecks, how much time we can spend with our families and whether we will have a job tomorrow. And the penalties for employers that engage in this illegal behavior are inconsequential. But despite all that, workers are winning!

However, winning a union is just the first step to real worker power in the workplace. The next step, often much harder, is winning a first contract. Companies hire union busting law firms utilizing legal and illegal tactics to stall, delay and to bargain in bad faith. Because of our weak labor laws, unions have very little recourse even when companies are found guilty in violating the law.

To push companies to do the right thing, workers are responding with labor's most powerful weapon - the strike. In fact, as we speak, CWA News Guild members are on strike today for a new contract from The New York Times as bargaining has stalled. I am wearing red today in solidarity with our members on the picket line. Just like all my fellow CWA members who wear red on Thursdays in honor of Gerry Horgan who died during the 1989 NYNEX strike.

We need to strengthen and improve our labor laws on the federal, state and city level to make it easier for workers to organize and bargain a fair contract, we need to make it harder for employers to break the law and we need to ensure there are real consequences and accountability when they do so.

We commend the City Council and Councilmember Caban for filing this resolution expressing solidarity with unionization drives across New York City's workforce and affirming the right to have union elections free from anti-democratic union-busting practices.

Thank you!

testimony@council.nyc.gov

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New York State  
**NURSES**  
ASSOCIATION

# RWDSU

## Retail, Wholesale and Department Store Union

Stuart Appelbaum, *President*  
J. Robert Layng, Jr., *Secretary-Treasurer*  
Joseph Dorismond, *Recorder*  
Maria Buonaugurio, *Executive Vice President*  
John Whitaker, *Executive Vice President*

### Testimony

NYC Council Committee on Civil Service and Labor  
Regarding Affirming the Right to have Union Elections Free from Intimidation and Coercion  
December 8, 2022

Hello and thank you for the opportunity to testify today. My name is David Oscos and I am an organizer at the Retail, Wholesale and Department Store Union, RWDSU. We represent over 40,000 workers in New York. We organize workers in apparel retail, grocery stores, food processing, warehousing, cannabis, non-profits and other low wage sectors.

I would first like to take a moment to appreciate the leadership of City Council and this Committee for supporting workers rights and the right to organize free from intimidation and coercion. It is important for workers who are being attacked by their employers to see that the elected leaders of this City have their back. We support both resolutions before the Committee and encourage their passage.

I would specifically like to comment today on unionization drives and why it is so important for the City Council to support these efforts.

We are in a special moment in history right now. Young workers in particular are actively standing up for their rights in the workplace and demanding union recognition. These workers are so steadfast in their desire for collective action that they are even self-organizing where no traditional unions are around to help. This is truly a movement moment. Also, these workers aren't afraid to hold progressive employers, like REI and Housing Works, accountable to the image they present to the public.

What we have learned from organizing workers at progressive employers like REI and Housing Works is that progressive employers are often extremely conservative when it comes to employees having a voice on the job. At REI, where workers recently voted overwhelmingly to join RWDSU, REI coordinated a strong anti-union campaign that was only countered through the fearlessness and determination of the REI workers. At Housing Works, where we finally won a first contract, we have been fighting against one of the most anti-union white-shoe law firms in the country, hired by Housing Works to oppose unionization. If such intimidation and coercion occur at progressive employers, you can only imagine what happens at other employers.

Without support from City Council, these fights would have been even harder. I'll never forget the press conference outside of Housing Works with several Council Members in which we demanded true neutrality from the employer. It provided a boost to worker morale and put the employer on notice. It should be highlighted that this effort at Housing Works occurred before the social service labor peace

# RWDSU

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requirement for city contractors was in place. The effort would have assuredly been easier under this new law.

Lastly, I'd like to note that New York City can do more than solidarity actions and resolutions. The City should expand its requirement for labor peace for city contractors to other industries than just social services. In addition, it should expand labor peace for subsidized projects, beyond where it exists for retail and warehousing. All publicly-funded projects should be required to protect freedom of association in the workplace.

On behalf of RWDSU's membership and leadership, I'd like to thank you again for your support.



Greetings Councilmembers,

I'm grateful for the opportunity to submit testimony to the Committee. My name is Rabbi Margo Hughes-Robinson, and I'm the New York organizer at T'ruah: the Rabbinic Call for Human Rights, and a proud New Yorker. I'm writing as a supporter of the Coalition of Immokalee Workers, an award-winning human rights organization that works to protect farmworkers from abusive conditions in agricultural fields across the East Coast. T'ruah has worked in partnership with the CIW for over ten years, bringing Jewish clergy from all over North America to Florida to deepen their commitment to farmworkers and the protection of their rights. I am grateful to this committee and its chair, Council Member De La Rosa, for holding this hearing and urge you to pass Res. 0131, a resolution calling on Wendy's to join the Fair Food Program and support farmworkers' human rights.

The UN Special Rappourter on Human Trafficking has acknowledged the Fair Food Program as "an international benchmark in the fight against modern-day slavery." The Fair Food Program is a partnership that benefits everyone in the supply chain: workers, growers, retailers, and consumers. Because of the Program's unique approach, farmworkers can confidently report issues without fear, Participating Growers can swiftly and competently address any problems and learn to prevent them, and Participating Buyers can count on a secure and ethical supply chain. Workers benefit from the elimination of sexual assault, forced labor, and violence. Workers clock in and out, ensuring they are paid for all the hours they work, and benefit from

improved working conditions, including guaranteed protections around shade, water, bathrooms, pesticide exposure, excessive heat, and other health and safety issues.

Res. 0131 has already gained monumental support from a broad cross-section of New Yorkers, including students, religious, political, and financial community leaders, as well as many organizations in the city who have supported these efforts for a number of years. In December 2019, the NYC Women's Caucus wrote a powerful letter to Wendy's in support of the resolution. More recently, former Manhattan Borough President, Ruth Messinger penned an op-ed to the Gotham Gazette calling on the New York City Council to "act swiftly to send a message to Wendy's about how much New York values human dignity and worth." And when [investors representing over \\$1 trillion in assets managed sent a letter to Wendy's in April 2021](#), urging the company to join the Fair Food Program to address "the dire consequences of COVID-19 and of systemic racism," the Office of the New York City Comptroller was among the investors who signed.

My own Jewish tradition demands fair treatment for the worker, and instills in me a deep reverence for the humanity of every individual, all the more so those whose labor nourishes us and contributes to our most essential wellbeing through agriculture. I again urge you to pass Resolution 0131 and call on Wendy's to participate in the Fair Food Program, so that it may continue its business with greater transparency and accountability to all of the workers who support our food systems.

Thank you.

Warmly,

Rabbi Margo Hughes-Robinson



# Teamsters Local Union No. 553

Affiliated with the International Brotherhood of Teamsters



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Demos P. Demopoulos  
Secretary-Treasurer & Executive Officer

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## Testimony to City Council Committee on Civil Service and Labor

December 8, 2022

**Andre Soleyn**  
**Teamsters Local 553 member**  
**United Metro Energy Terminal Operator**

Good morning. My name is Andre Soleyn and I am one of the workers on strike at United Metro Energy in Brooklyn. Thank you to Committee Chair de la Rosa and other council members for the opportunity to share my story today.

My union brothers and I have been on strike for 600 days right here in New York City. We're fighting for fair wages and fair treatment for our families. We stayed on the job when the rest of the city shut down during the pandemic. We made sure that the hospitals had their heating oil, the ambulances were fueled, and people were safe and warm in their homes.

We were called heroes, but we weren't treated like heroes. We are immigrants and people of color. I am the father of <sup>3</sup>two daughters. I want to be paid the wages that other workers in our industry get, and the benefits, so I can take care of my family. But our company's owner, John Catsimatidis, pays us \$8 per hour less than other workers who do the same jobs.

We voted to form a union all the way back in 2019. We negotiated for a union contract for two years but it went nowhere. Catsimatidis wouldn't budge. He doesn't think we deserve the same wages as other workers in the industry.

We decided to go on strike to get justice for our families, but Mr. Catsimatidis has retaliated against us. On the first day of the strike, I got a letter saying I was being permanently replaced. He targeted me because I was the leader. He fired nine of us in retaliation for our strike. The National Labor Relations Board investigated and decided that the firings violated federal law.

And I am sad to say that instead of standing with the workers, New York City government is standing with the company that mistreats us. Despite what John Catsimatidis is doing to us, New York City continues to buy millions of dollars of fuel from the company.

We desperately need your help. New York City should not be doing business with companies that abuse workers and underpay immigrants.

Thank you for listening to me today.

## Labor Testimony

My name is James Carr and I work at a retail location for Starbucks Corporation. I work in Queens. During the months between our union card submissions and election there were no instances I can recount in which management denied federal rights to workers. In fact, during this time management generally stayed averse to the risk of confrontation with workers over the matter of their union. Since the election our location's management has become a repressive social apparatus by which to gradually starve the location of union participation by intimidating and outrightly violating workers. The discriminatory actions by management which create our divide are wildly ranging. They do violate workers' federally protected rights. Most horribly though they violate workers along the class lines they enforce through abusive behaviors. They remind us every day in insidious ways of their presumptively permanent power over us as workers.

I believe the City of New York can help an exceptional number of disempowered workers in the following ways.

1. Introduce legislation to demand worker empowered arbitration between workers and management in the event that workers organize a union and do not reach a contract because of management's refusal to acknowledge the union

2. Introduce legislation to demand that employers cannot reduce their number of staff following a union election. Therefore, after a union election, management cannot starve a location of labor, and subsequently commit to operating that location so dismally that workers have no choice but to leave for their mental health and well being, thus allowing management to eventually rebuild that starved location with company-authorized non-organizers.

3. Introduce legislation to protect union workers' wages. As an example of the need for this protection, Starbucks has begun declining its previously annual pay increases to now union workers. Management cites that "federal law prohibits Starbucks from making or announcing unilateral changes, including with changes to our annual pay increase." The corporation also handed out a voluntary pay increase in August to all non-union stores. Management states they legally cannot increase union workers' wages because the wages haven't been negotiated. But management refuse to negotiate or acknowledge the union. This obviously implies there is no way management will ever increase our wages. There must be legislation to ensure union workers' wages rise with inflation before a contract is negotiated over wages with management.

4. Adopt a minimum wage of \$25 per hour

## **NYC Resolution Statement Talking Points**

Good morning council members, my name is Nely Rodriguez and I'm a farmworker staff member with the Coalition of Immokalee Workers (CIW).

First, I want to thank the committee for giving me the opportunity to talk about my experience as a farmworker and for considering resolution 0131-2022 today. I'm deeply grateful to CM Carmen De La Rosa for taking lead on this resolution and standing alongside us farmworkers.

The Coalition of Immokalee Workers (CIW), is a human rights organization made up of mostly migrant farmworkers hailing from countries such as Mexico, Guatemala, and Haiti.

The Coalition was created to combat the human rights violations farmworkers were facing in the fields. These abuses include workers being physically assaulted, cases of wage theft, forced labor, and for many women working in the fields, sexual violence. Unfortunately, sexual violence continues to be the daily bread for most farmworker women, with studies showing upwards of 80% of farmworker women experiencing some form of it.

In 2011, to address these human rights violations, the CIW created the Fair Food Program (FFP), with the goal of finally eliminating many of the abuses that have been endemic in agriculture. The FFP posits a code of conduct created by farmworkers themselves that participating farms must adhere to while also requiring legally binding agreements with participating buyers that ensures the implementation of this code in their supply chain. If a farm violates the code of conduct, then they are no longer able to sell their produce to the participating buyers — creating a massive market consequences for farms that do not prioritize the protection of farmworkers' human rights.

Over the last several years, farmworkers have been asking Wendy's to join the program as they are the only top five fast food company yet to do so. We want Wendy's to be part of the solution to the problem, and ensure that farmworkers are treated with the dignity and respect we deserve. We ask you, council members, to help us bring Wendy's to the table by ensuring they get the message that New Yorkers stand with farmworkers and you can do this today by supporting res. 0131. Thank you.

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## **Declaración de resolución de la Ciudad de Nueva York Puntos de discusión**

Buenos días miembros del consejo, mi nombre es Nely Rodríguez y soy miembro del personal de la Coalición de Trabajadores de Immokalee (CIW).

Primero, quiero agradecer al comité por darme la oportunidad de hablar sobre mi experiencia como trabajadora agrícola y por considerar la resolución 0131-2022 hoy. Estoy profundamente agradecida con la consejera Carmen De La Rosa por tomar la iniciativa en esta resolución y por unirse a nosotros, los trabajadores agrícolas.

La Coalición de Trabajadores de Immokalee (CIW), es una organización de derechos humanos compuesta en su mayoría por trabajadores agrícolas migrantes de países como México, Guatemala y Haití.

La Coalición fue creada para combatir las violaciones de derechos humanos que los trabajadores agrícolas estaban enfrentando en los campos. Estos abusos incluyen trabajadores golpeados físicamente, casos de robo de salarios, trabajo forzado y, para muchas mujeres que trabajan en los campos, violencia sexual. Desafortunadamente, la violencia sexual continúa siendo el pan de cada día de la mayoría de las trabajadoras agrícolas, con estudios que muestran que más del 80 % de las trabajadoras experimentan algún tipo de violencia.

En 2011, la Coalición creó el Programa por comida justa, con el objetivo de eliminar finalmente muchos de los abusos que han sido endémicos en la agricultura. El programa postula un código de conducta creado por los mismos trabajadores al que deben adherirse los ranchos participantes y, al mismo tiempo, requiere acuerdos legalmente vinculantes con los compradores participantes para que garanticen la implementación de este código de conducta en su cadena de surtidores. Si un rancho viola el código de conducta, ya no podrá vender sus productos a los compradores participantes, lo que crea consecuencias de mercado masivas para los ranchos que no dan prioridad a la protección de los derechos humanos de los trabajadores agrícolas.

En los últimos años, los trabajadores agrícolas hemos pedido a Wendy's que se una al programa, ya que son la única empresa de las cinco principales de comida rápida que aún no unido. Queremos que Wendy's sea parte de la solución al problema y que garantice que los trabajadores agrícolas en sus cadenas de surtidores sean tratados con la dignidad y el respeto que merecen. Les pedimos, miembros del consejo, que nos ayuden a llevar a Wendy's a la mesa asegurándose de que reciban el mensaje de que los neoyorquinos apoyan a los trabajadores agrícolas, y que apoyan la res. 0131. Gracias.

## **NYC Resolution Statement Talking Points**

Good morning council members, my name is Wilson Perez and I'm a farmworker staff member with the Coalition of Immokalee Workers (CIW).

As you heard from my co-worker Nely, we are here in support of resolution 0131, a resolution that calls on Wendy's to join the fair food program.

The importance of this resolution being passed comes at no greater time, as we are currently seeing an uptick in cases of modern day slavery all over the country. In CIW's history, we've been able to investigate and bring to light 9 cases of modern day slavery, freeing thousand's of workers. Unfortunately, in the last two years we have seen two other cases of forced labor in farms outside of the fair food program.

These cases have been investigated by the department of justice, where it has been found that workers were not provided with adequate housing, many of the workers had their lives threatened, as well as the lives of their families, and in the most extreme cases, some workers were sexually assaulted and some lost their lives.

Unfortunately, many companies continue purchasing from farms that allow these types of conditions to exist or stand idly by hoping that it doesn't happen at their farm. Speaking on these cases, the Department of Customs and Border called on the industry for "more investment... in worker-driven solutions. Examples of how this can be achieved are the Fair Food Program."

This advice should not be ignored by Wendy's.

Over the last several years, hundreds of thousands of farmworker supporters, including NYC students, faith leaders, community members, and elected officials have called on Wendy's top decision-maker and Board Chair Nelson Peltz, an NYC-based billionaire, to use his power and get Wendy's to join the FFP. Ignoring these calls, Peltz has continuously refused to take any meaningful action to ensure farmworkers in Wendy's supply chain can work free from modern-day slavery, sexual violence, and other abuses. His hedge fund, Trian Partners, is based in Manhattan and is one of the largest shareholders of Wendy's.

For this reason, we're here. Calling on the NY City Council members to use their voices to stand alongside farmworkers and pass resolution 0131 and call on Wendy's to join the FFP.

Thank you for your time and consideration.

## **Declaración de resolución de la ciudad de Nueva York Puntos de discusión**

Buenos días miembros del consejo, mi nombre es Wilson Pérez y soy estaf la Coalición de Trabajadores de Immokalee (CIW).

Como escucharon de parte de la compañera Nely, estamos aquí para hablar a favor de la resolución 0131, una resolución que llama a Wendy's a unirse al programa por comida justa.

La importancia de que se apruebe esta resolución nos llega en una tiempo de suma importancia, ya que actualmente estamos viendo un aumento en los casos de esclavitud moderna en todo el país. En la historia de la Coalicion, hemos podido investigar y sacar a la luz 9 casos de esclavitud moderna, liberando a miles de trabajadores. Desafortunadamente, en los últimos dos años hemos visto otros dos casos de trabajo forzado en ranchos fuera del programa por comida justa.

Estos casos han sido investigados por el departamento de justicia, donde se ha encontrado que a los trabajadores no se les dio una vivienda adecuada, muchos trabajadores fueron amenazados con sus vidas, así como la vida de sus familias, y en los casos más extremos, algunos trabajadores fueron agredidos sexualmente y algunos perdieron la vida.

Desafortunadamente, muchas empresas continúan comprando en ranchos que permiten este tipo de condiciones o se quedan de brazos cruzados con la esperanza de que no suceda en su rancho. Hablando sobre estos casos, el Departamento de Aduanas y Fronteras pidió a la industria "más inversión... en soluciones impulsadas por los trabajadores. Cuyo ejemplo de cómo se puede lograr se ve el Programa Por Comida Justa". Este consejo no debe ser ignorado por Wendy's.

Durante los últimos años, cientos de miles de aliados de los trabajadores agrícolas, incluyendo estudiantes de la ciudad de Nueva York, líderes religiosos, miembros de la comunidad y representantes electos, han pedido al presidente de la mesa directiva de Wendy's, Nelson Peltz, un multi-billonario residente en la ciudad de Nueva York, que use su poder y haga que Wendy's se una al programa por comida justa. Ignorando estas llamadas, Peltz se ha negado continuamente a tomar cualquier acción significativa para garantizar que los trabajadores agrícolas en la cadena de surtidores de Wendy's puedan trabajar libres de la esclavitud moderna, la violencia sexual y otros abusos. Su fondo de inversiones, Trian Partners, tiene su sede en Manhattan y es uno de los mayores accionistas/dueños de Wendy's.

Por esta razón, estamos aquí. Pidiendo a los miembros del Concejo Municipal de Nueva York que usen sus voces para apoyar a los trabajadores agrícolas y que apoyen la resolución 0131 y que juntos pidamos a Wendy's que se una al programa por comida justa.

Gracias por su tiempo y consideración.

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

in favor  in opposition

Date: 12/9/22

(PLEASE PRINT)

Name: DAVID OSCOS

Address: MANHATTAN AV. NYC, NY

I represent: RWISO

Address: 370 7th AV

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 0131 Res. No. 0131

in favor  in opposition

Date: 1208-2022

(PLEASE PRINT)

Name: Wilson Perez

Address: \_\_\_\_\_

I represent: Coalition of Immokalee Workers

Address: 110 S 2nd St

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

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in favor  in opposition

Date: 12/8/22

(PLEASE PRINT)

Name: Rabbi Margaret Hughes-Robinson

Address: 5th Ave Brooklyn NY 11215

I represent: Treaty: No Religion Call for Human Rights

Address: \_\_\_\_\_

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**THE COUNCIL  
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Appearance Card

I intend to appear and speak on Int. No. 0131-2022 Res. No. \_\_\_\_\_

in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Alexis DAMICO 27 V 27th St

Address: Brooklyn Support Unit

I represent: The Workers Circle

Address: \_\_\_\_\_

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in favor  in opposition

Date: 12/8/22

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Name: Gabriela Pineda

Address: Central Ave

I represent: Coalition of Immokalee Workers

Address: \_\_\_\_\_

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

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in favor  in opposition

Date: 12/08/22

(PLEASE PRINT)

Name: Nely Rodriguez

Address: 105 2nd Street, Immokalee, FL

I represent: The Coalition of Immokalee Workers

Address: " "

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**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

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in favor  in opposition

Date: 12-9-2022

(PLEASE PRINT)

Name: ANDRE SOREYU

Address: 591<sup>ST</sup> BROOKLYN N.Y. 11236

I represent: LOCAL 553

Address: 265 W 14<sup>TH</sup> ST ST 305 N.Y.N.Y 10011

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**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

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in favor  in opposition

Date: 12/8/22

(PLEASE PRINT)

Name: VICTOR CASTELLANO

Address: 265 W 14 ST NY NY

I represent: TRANSTONS LO 553

Address: \_\_\_\_\_

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