

**RESOLUTION NO. 123-21**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RICHMOND,  
CALIFORNIA, IN SUPPORT OF THE UNION ORGANIZING EFFORT CURRENTLY  
BEING UNDERTAKEN BY HELLOFRESH WAREHOUSE WORKERS IN  
RICHMOND CALIFORNIA**

---

**WHEREAS**, earlier this month, the workers at the HelloFresh warehouse in Richmond, CA, reached out to the Richmond City Council to inform us that after a year of devastation working at the facility during the pandemic, they are organizing a union; and

**WHEREAS**, HelloFresh experienced a windfall during the pandemic, but their workers did not experience the same. Instead, the risk, pain, and transmission of COVID-19 was placed on HelloFresh employees who came in as essential workers every day to help build the company's wealth; the Richmond facility had the largest workplace COVID-19 outbreak in Contra Costa County last year; and

**WHEREAS**, beyond COVID, in a September 2021 survey conducted of 233 out of 900 Richmond HelloFresh workers by UNITE HERE (the union that HelloFresh workers are organizing to join), UNITE HERE determined, 34% of the 233 workers surveyed reported experiencing an injury at work in the last year. Also according to the survey, 43% have experienced food insecurity and 56% are on public assistance; and

**WHEREAS**, Richmond is a diverse working class city and has throughout our history been a strong supporter of union efforts that include initial union startups, decent wages, good benefits and safe work environments, as well as job promotions for workers; and

**WHEREAS**, Richmond has a deep commitment to our working class community, which includes a majority people of color; and

**WHEREAS**, Richmond has put into effect many policies over the years including:

- Adopting a \$15/hour minimum wage with annual cost of living increases
- Mandating a Living Wage through our Living Wage Ordinance which is applicable to City contractors, lessees, recipients of City financial aid and their respective subcontractors.
- Implementing a Local Employment Ordinance that mandates a certain percentage of Richmond hires
- Operating a green job training program and a youth employment program
- Taking a leadership role by enforcing a Health in All Policies (HiAP) strategy to reduce health disparity and inequity; and

**WHEREAS**, the stories we have heard from HelloFresh employees about unhealthy work conditions, inadequate wages, benefits, and promotions, as well as intimidation by management are unacceptable; and

**WHEREAS**, the Richmond City Council has worked collaboratively with a variety of stakeholders for several years in support of good union jobs for members of our community, and likewise we expect corporations doing business in our City to act like good neighbors with regard to their employees—our constituents; and

**WHEREAS**, it is the workers' democratic right under federal law to organize a union, and we expect that there will not be any interference with this right; and

**WHEREAS**, in the United States today, voting rights are under attack, especially the rights of people of color and minorities. We expect HelloFresh to behave in a respectful manner as its employees proceed through their election process; and

**NOW THEREFORE BE IT RESOLVED**, that City staff send a copy of this resolution and a cover letter expressing the City Council’s strong support for the HelloFresh workers union organizing effort and urging management to commit to a fair election without intimidation and fear tactics designed to discourage employees from joining the union; and

**BE IT FURTHER RESOLVED** that City staff send the copy of the certified resolution and cover letter to Uwe Voss, CEO of HelloFresh USA [uwe@hellofresh.com](mailto:uwe@hellofresh.com) by October 22, 2021.

\*\*\*\*\*

I certify that the foregoing resolution was passed and adopted by the City Council of the City of Richmond at a regular meeting thereof held October 19, 2021, by the following vote:

AYES:	Councilmembers Jimenez, Martinez, McLaughlin, Willis, Vice Mayor Johnson III, and Mayor Butt.
NOES:	None.
ABSTENTIONS:	None.
ABSENT:	Councilmember Bates.

PAMELA CHRISTIAN  
CLERK OF THE CITY OF RICHMOND  
(SEAL)

Approved:

THOMAS K. BUTT  
Mayor

Approved as to form:

TERESA STRICKER  
City Attorney



State of California	}	
County of Contra Costa	}	: ss.
City of Richmond	}	

I certify that the foregoing is a true copy of **Resolution No. 123-21**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on October 19, 2021.

\_\_\_\_\_  
Pamela Christian, Clerk of the City of Richmond