



COMMISSION ON LABOR REGULAR MEETING

Wednesday, March 19, 2025
7:00 PM

2939 Ellis Street, South Berkeley Senior Center, Dining Room

AGENDA

Roll Call:

Land Acknowledgement Statement: *The City of Berkeley recognizes that the community we live in was built on the territory of xučyun (Huchiun (Hooch-yoon)), the ancestral and unceded land of the Chochenyo (Cho-chen-yo)-speaking Ohlone (Oh-low-nee) people, the ancestors and descendants of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to all of the Ohlone Tribes and descendants of the Verona Band. As we begin our meeting tonight, we acknowledge and honor the original inhabitants of Berkeley, the documented 5,000-year history of a vibrant community at the West Berkeley Shellmound, and the Ohlone people who continue to reside in the East Bay. We recognize that Berkeley's residents have and continue to benefit from the use and occupation of this unceded stolen land since the City of Berkeley's incorporation in 1878. As stewards of the laws regulating the City of Berkeley, it is not only vital that we recognize the history of this land, but also recognize that the Ohlone people are present members of Berkeley and other East Bay communities today. The City of Berkeley will continue to build relationships with the Lisjan Tribe and to create meaningful actions that uphold the intention of this land acknowledgement.*

Public Comment on Non-Agenda Matters

Minutes for Approval

Draft minutes for the Commissions consideration and approval.

- Minutes of January 15, 2025 Regular Meeting**
From: Commission Secretary
Recommendation: Approve the draft minutes of the January 15, 2025 Regular Meeting.

Chairperson's Report: *The Commission Chair may make announcements or provide information to the Commission in the form of an oral report. The Commission will not take action on such items but may request the items be placed on a future agenda for discussion.*

Commission Action Items

The public may comment on each item listed on the agenda for action as the item is taken up.

2. 2025 Officer Elections
3. Debrief Worker Cooperative Panel of Experts and consider recommendations to Council

Presentations *(for information only, no final action taken)*

None

Committee Updates

None

Information Items: *All items for discussion only and no final action.*

4. REI Board Elections

Items for Future Agendas

These items are not scheduled for discussion or action at this meeting. The Commission may schedule these items to the Action Calendar of a future Commission meeting

- **Discussion of items to be added to future agendas**

Adjournment

Attachments:

1. Draft of January 15, 2025 Regular Meeting Minutes
2. 2025 Officer Elections Memo
3. "Vote NO in REI's Board Election" call to action

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This meeting will be conducted in accordance with the Brown Act, Government Code Section 54953. Any member of the public may attend this meeting. Questions regarding this matter may be addressed to **Emily Rose, Secretary, (510) 981-7551 [erose@berkeleyca.gov](mailto:erose@berkeleyca.gov)**.

Communications to Berkeley boards, commissions or committees are public record and will become part of the City's electronic records, which are accessible through the City's website. **Please note: E-mail addresses, names, addresses, and other contact information are not required but, if included in any communication to a City board, commission, or committee, will become part of the public record.** If you do not want your e-mail address or any other contact information to be made public, you may deliver communications via U.S. Postal Service or in person to the secretary of the relevant board, commission, or committee. If you do not want your contact information included in the public record, please do not include that information in your communication. Please contact the secretary to the relevant board, commission, or committee for further information.

Written material may be viewed in advance of the meeting at the Housing & Community Services Department, 2180 Milvia, 2nd Floor, during regular business hours or at the Berkeley Public Library, Shattuck/Kittredge Streets, during regular library hours at the Reference Desk. The Commission Agenda and Minutes may be viewed on the City of Berkeley website: <https://berkeleyca.gov/your-government/boards-commissions/commission-labor>.



**COMMUNICATION ACCESS INFORMATION:**

This meeting is being held in a wheelchair-accessible location. To request a disability-related accommodation(s) to participate in the meeting, including auxiliary aids or services, please contact the Disability Services specialist at 981-6418 (V) or 981-6347 (TDD) at least three business days before the meeting date. Please refrain from wearing scented products to this meeting.

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I hereby certify that the agenda for this regular/special meeting of the Berkeley City Commission on Commissions was posted at the display case located near the walkway in front of the Maudelle Shirek Building, 2134 Martin Luther King Jr. Way, at the location of the meeting, South Berkeley Senior Center, as well as on the City's website, on **March 13, 2025**.

SECRETARY SIGNATURE

Emily Rose March 13, 2025

Secretary:
Emily Rose
Health, Housing & Community Services
Department
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Commission on Labor
Emily Rose, Secretary
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Communications

None



Health Housing and Community Services Department
Housing & Community Services Division
Commission on Labor

**COMMISSION ON LABOR
REGULAR MEETING**
Wednesday, January 15, 2025
7:00 PM
South Berkeley Senior Center
2939 Ellis St, Berkeley, CA 94703
DRAFT MINUTES

Preliminary Matters

1. Roll Call

Present: Arbaugh, Bowen, Flegel-Mishlove, Delfin Polk, and Scantlebury

Absent: None

Staff Present: Emily Rose

Members of the Public: 3

2. Land Acknowledgement

3. Public Comments

None

4. Approval of Draft November 20, 2024 Regular Meeting Minutes

Action: M/S/C (Arbaugh/Scantlebury) to approve the November 20, 2024 Regular Meeting Minutes.

Vote: Ayes: Arbaugh, Flegel-Mishlove, Delfin Polk, and Scantlebury. Noes: None. Abstentions: Bowen. Absent: Katz (unexcused).

5. Chairperson's Report

Action Items

None

Information Items

6. Worker Cooperative Panel of Experts

Public Comment: 2

Items for Future Agendas

Information item on the Sweatshop Free Ordinance

Action item on City support for worker cooperatives

Adjourn

Action: M/S/C (Arbaugh/Bowen) to adjourn meeting at 8:30 PM.

Vote: Ayes: Arbaugh, Bowen, Flegel-Mishlove, Delfin Polk, and Scantlebury.

Noes: None. Abstentions: None. Absent: None

Approved: _____, Emily Rose, Secretary



Health Housing and
Community Services Department
Housing & Community Services Division

MEMORANDUM

To: Commission on Labor

From: Emily Rose, Secretary to the Commission on Labor

Date: March 6, 2025

Subject: **Officer Elections**

Officer elections are held annually during the commission's second meeting. The offices established in the Commissioner's Manual are Chair and Vice Chair. The term for each office is one year. An individual may serve a maximum of two consecutive terms as Chair and there are no term limits for the Vice Chair.

The Chair presides over the commission's meetings and has additional responsibilities outside the meeting. These include:

- Drafting all Commission-approved reports and correspondence for City Council per the requirements and in a timely way, or coordinating with other Commissioners to do so;
- Approving the final version of each Commission-approved report and correspondence, signing them and submitting them to staff;
- Representing the commission at Council meetings for all commission-adopted items sent to Council;
- Completing officer training;
- Meeting with staff to discuss and set the agenda each month;
- Approving the final agenda for each meeting; and
- Receiving media requests on behalf of the commission, subject to the restrictions explained in the Commissioner Manual.

The Chair is also responsible for managing public comment and commissioner discussion, including decorum when appropriate. The Vice Chair participates in agenda setting as well, and fills in for the Chair when the Chair is not available.

Please consult the Commissioners Manual for more information:

[http://www.ci.berkeley.ca.us/Clerk/Commissions/Commissions Commission Manual.aspx](http://www.ci.berkeley.ca.us/Clerk/Commissions/Commissions_Commission_Manual.aspx)

Commissioners are allowed to nominate themselves or a fellow appointed commissioner. A vote will not be taken until all candidates are nominated.

A Vibrant and Healthy Berkeley for All

VOTE TODAY AGAINST REI'S CORPORATE BOARD CANDIDATES!



Home

Who We Are

Vote NO in REI's Board Election

Contact Us

Unionize Your REI



Vote NO
Against REI's
Corporate
Board

How to Vote "Withhold"

Step 1: Confirm your REI membership number

- You will need your membership number in order to submit your vote. If you don't have it on hand, you can [go to REI's membership page](#) to log into or create an account to retrieve your membership info with.
- You can also call REI's membership hotline **1 800-426-4840** to retrieve your information.
- If you have an REI credit card, your membership info can be found on the physical card.

Step 2: [Click this link](#) to start the voting process

- Once voting starts, [visit REI's official voting page](#) where you'll sign in using your member number. Then you'll be able to begin the voting process.

Step 3: Vote "Withhold" against all of REI's hand-picked nominees

- After you sign in, you will be given the opportunity to vote in favor or against each candidate that has been nominated for the board this year. Select "WITHHOLD" to vote against each of REI's corporate nominees to block them from joining our board.

CAST YOUR VOTE NOW

REI's 2025 Board of Directors election is officially underway, and REI has chosen to offer only their handpicked nominees. **So, Co-op members are coming together to reject REI's corporate candidates.**

If you're an active REI member, you can click the link below to start voting! For more info on how to vote, follow the steps above to check your membership status, access your ballot, and cast your vote. Then, after you're finished voting, please share this page with all the REI members you know!

By casting a "withhold" vote, you're joining thousands of other Co-op members who are ready for a change at REI. THANK YOU for making your voice heard this year and helping us hold REI to the standard we all deserve!

VOTE NOW

Other Ways You can Help:

After you vote withhold, [please add your name to our Vote No Pledge](#) to let us know you voted no and will continue to stand with our union in our fight for accountability across the Co-op!

Also, please share our voting information across your social media pages so we can spread the word and make sure every REI Co-op member gets the info they need to vote. Each ballot counts towards a better tomorrow at REI!

Why Thousands of Co-op Members are Rejecting REI's Corporate Slate

We're asking you to vote "Withhold" in this year's election because because REI's Board of Directors is out of control. For too long, we've seen REI's leadership chip away at the values that make our Co-op special. Not only did REI refuse to include Tefere Gebre and Shemona Moreno - our pro-climate, pro-worker candidates on this year's election ballot, but they continue to fight against our collective voice and the demands of thousands of Co-op members who are asking them to do better.

Enough is enough! We're taking a stand this March and making sure we do everything we can to hold REI to a fair standard. By voting against REI's slate of corporate candidates this year, we have the opportunity to disrupt this pattern of abuse and make a new path moving forward for our Co-op — one that honors the voices of its members and the workers who make REI what it is.

Read More about all the ways that REI is losing sight of itself and failing to meet the needs of its workers and members.

A Deep Dive into REI's Downward Trajectory

We're asking you to vote NO in the upcoming Board election to hold REI accountable for all their recent behavior. Read on to learn more about all the ways REI is losing sight of itself, failing its members and workers, and jeopardizing its founding principles.

REI endorses Trump's pick for Secretary of the Interior

REI's leadership recently endorsed Doug Burgum, Trump's pick to lead the Department of the Interior. Since joining Trump's cabinet, Burgum has already pushed for:

- More oil and gas drilling on public land.
- A reversal of "harmful" and "coercive" Biden-era climate protections.
- Reduced accountability for mining companies that harm wildlife.
- A revision of public land protections, which could change the boundaries of our national monuments.

This endorsement is shocking, but it's unfortunately in-line with REI's trend of abandoning the values that make our Co-op special. Read more about Doug Burgum's anti-environment priorities [here](#).

REI eliminates its Experiences division and lays off over 400 workers

REI kicked off 2025 by closing its 'Experiences' division, which included guided trips and outdoor classes. This closure also resulted in the layoffs of over 400 people. The Experiences program was an invaluable offering that helped people get outside safely and foster a lifelong love for the outdoors.

[Workers and members alike were deeply frustrated by this decision](#), as Experiences was a core program that helped set REI apart from other outdoor retailers. Instead, REI is continuing to prioritize short-term gains over its original mission. Read more about the closure of REI experiences [here](#).

University researchers reveal serious violations in REI's supply chain

Last December, the UMass Amherst Labor Center and the student activist group 'Students for International Labor Solidarity' released a report that documented egregious violations of labor rights across REI's global supply chain.

According to the report, people who make REI's Co-op branded apparel are often subject to debt bondage, sub-poverty wages, and discrimination at the factories where they work.

These violations are incredibly concerning, and we've demanded REI take immediate action to address these issues. Read more about REI's supply chain violations [here](#).

REI removes key protective gear from NYC store

Workers from the Ski Shop at REI SoHo went on strike for 54 days after the company suddenly decided to take away respirators from shop workers around the country. REI had offered these respirators for years, so workers could stay safe while melting wax and working with hazardous chemicals in their shop, which is located in the store's basement.

REI should never have taken away this protective equipment, and it's a shame that workers had to go on strike for 54 days before the company finally reached an agreement with them. Read more about the SoHo Ski shop strikes [here](#).

REI hires Morgan Lewis, an anti-worker, anti-union law firm

In the Spring of 2023, REI hired Morgan Lewis to represent them in negotiations with our union stores. Morgan Lewis is the country's most notorious anti-union law firm: they've worked with Trump, Amazon, and Elon Musk's SpaceX to curb union activity. They are currently working with Musk to undermine the constitutionality of the National Labor Relations Board.

Once REI hired Morgan Lewis, our bargaining sessions slowed to a crawl. REI stopped sending company representatives to bargaining sessions, which means workers no longer had the opportunity to negotiate with anyone who actually works at the Co-op. Read more about REI's involvement with Morgan Lewis [here](#).

REI Board Election FAQ

When does REI's Board election kick off?

This year's Board of Directors election period will begin on **March 3rd!** Members will have most of March and all of April to vote. The election wraps up on May 1st.

How do I vote?

In early March, REI will send out a link to your email that goes to their online voting platform. You can also vote by clicking this link after March 3: <https://vote.escvote.com/REI>

Who is eligible to vote? How do I determine whether I'm an active member?

All "active members" will be eligible to vote in this year's Board election. To be considered an "active" member and entitled to vote, you must have purchased at least \$10 worth of merchandise, had a shipping charge of at least \$10, or become a new member in 2024.

What will I put on my ballot? How do I reject REI's candidates?

For each candidate, the ballot will give you an option to vote "For" them or "Withhold" your vote against them. You can reject REI's candidates by voting "Withhold." By doing so, you'll signal to REI that you're ready to see a change on the board away from corporate leadership. It's time for REI to get back to its roots.

Who is on the ballot for this year's board election?

This year, REI unilaterally selected Liz Huebner, Michael McAfee, and Monica Schwartz on their Board election ballot. Heubner and McAfee are incumbent candidates, and Monica Schwartz is running for the open spot on the Board.

Liz Huebner is a Board member at Curology, McAfee is the CEO of PolicyLink, and Schwartz is the executive vice president at BJ's Wholesale.

We're asking REI members to "Withhold" their vote for all three of these candidates to reject the corporate status quo that they represent — as well as to protest the undemocratic process by which these candidates were added to this year's ballot.

How do I find my member number / check my member status?

You can check your REI member number and status [here](#). On this page, you'll be able to sign into your REI account, confirm your member number, and then use your member info to go cast your vote.

What happens if the REI membership rejects REI's board candidates?

According to REI's bylaws, *"any nominee who does not receive a greater number of "for" than "withhold" votes will not be elected, and the REI Board seat for which the nominee was nominated will be considered vacant."*

Cast Your Ballot

