

Resolution #6

A RESOLUTION RELATING TO OVERTIME FOR FARM WORKERS

PRESENTED BY: **SACRAMENTO CENTRAL LABOR COUNCIL**

WHEREAS, the Fair Labor Standards Act of 1938 recognized the value of the lives of working people outside of their remunerated occupation by guaranteeing overtime wages for many workers laboring beyond 40 hours per week. However, it exempted several categories of work, some of which have typically been filled by historically disadvantaged people, including in particular workers who are people of color. Successive amendments to the FLSA and California State law have expanded qualifying workers and addressed some of the racism built into overtime policy, but farm workers are still denied the basic right of being paid overtime after eight hours of work in a day or 40 hours in a week, leaving a vestige of a racist system which disregards the value of the lives of farm workers outside of their occupations, and;

WHEREAS, in 2014 California farms earned over \$54 billion, produced over a third of U.S vegetables, and over two-thirds of its fruits and nuts, in large part because of the backbreaking labor of over 500,000 farm workers. Farm workers labor long hours in difficult and often dangerous condition due to exposure, pesticides, and the physically demanding nature of their work. The farm workers of California substantially buttress the state's economy with labor that produces nutritious and pleasing food for the state, the nation, and indeed the world, and certainly deserve the same benefits and protections as other workers, and;

WHEREAS, the California Labor Federation is the voice of working people in California and works to ensure that labor is valued by those who attain elected office by endorsing and campaigning for candidates whose values align with ours. However, on June 2, 2016, candidates endorsed by the California Labor Federation, Assemblymembers Cooley, Cooper, Dahle, Dodd, Frazier, Gallagher, Gray, Levine, Linder, Low, and Quirk failed in their duty to realize our values in policy when they voted against expanding overtime pay for farm workers (AB 2757). Those endorsed candidates who shirked their duty by abstaining are Assemblymembers Eggman, Irwin, Nazarian, and Wood. The legislation failed by three votes (3), and thus could have passed out of the Assembly if our endorsed candidates had voted according to our values;

THEREFORE, BE IT RESOLVED that the California Labor Federation hereby calls upon these legislators to avail themselves of future opportunities to honor the labor and lives of farm workers, and to overturn this racist policy by voting in favor of future legislation that would bring farm workers the basic right to overtime pay enjoyed by most other workers, and to endeavor to make sure such legislation arrives back at the floor of the California Assembly as soon as possible.

Adopted by Delegates