



# City of Somerville, Massachusetts

## Legislation Details (With Text)

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**Title:** In support of the City of Somerville 311 employees' decision to unionize.

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### Agenda Summary

In support of the City of Somerville 311 employees' decision to unionize.

### Official Text

**WHEREAS:** The City of Somerville employees are cherished and respected members of the Somerville community; and

**WHEREAS:** Research from the National Bureau of Economic Research shows a positive correlation between union membership, job satisfaction, and general happiness and well-being; and

**WHEREAS:** It is imperative that Somerville supports its workers that serve its residents and greater community; and

**WHEREAS:** It is recognized that employee stability and overall employee happiness helps organizations thrive and can assist in the longevity of the city; and

**WHEREAS:** By supporting the voluntary recognition of employees' efforts to unionize alongside fellow City of Somerville employees in the Somerville Municipal Employees Association (SMEA), the City will be ensuring city worker stability and additionally reflecting the values of the community; and

**WHEREAS:** The Sojourner and Pacas (2018) report found that unionization created a "range of positive impacts in addition to decreasing wage inequality and closing gender and race wage gaps which in turn, resulted in "increased government revenue and decreased government spending."; and

**WHEREAS:** Members of the City of Somerville 311 Phone Operators wish to unionize with a goal to preserve their workplace and reaffirm the value of building worker power, dignity, and justice

throughout our city; **NOW, THEREFORE, BE IT**

**RESOLVED:** That the Somerville City Council supports the efforts of the City of Somerville 311 Operators right to unionize and pursue stability through collaboration and solidarity alongside their fellow Massachusetts Union workers.