

RESOLUTION

Supporting North Carolina's Working People and their Families

WHEREAS, North Carolina's everyday working people are currently struggling in an economy that doesn't work for them and stagnant wages, public service cuts, systemic discrimination and a weakened social safety net are the norm in many communities; and

WHEREAS, public policy choices, not just market forces, dictate whether working people have access to economic opportunities and benefit fairly from the work they perform; and

WHEREAS, Durham County Government provides its employees:

- A minimum living wage of \$15/ hour for full and part-time employees
- Thirty minutes during the workday to participate in physical fitness activities
- A variety of Alternative Work Options to maintain employees work life balance and the County's ability to provide services including job sharing, flex schedule, telecommuting, compressed schedule and reduction in hours
- Up to 12 weeks of parental leave for the first three months of the birth or adoption of a child
- Onsite Employee Wellness Clinic and County Fitness Centers in three locations
- Employee Assistance Program providing counseling, financial management resources and other work-life solutions; and

WHEREAS, North Carolinians need access to safe, green, living wage jobs, free from harassment, violence and discrimination; and

WHEREAS, worker organizing, union membership, and collective bargaining remain the most effective tools for working people to exercise their power on the job and in the public sphere.

NOW, THEREFORE, BE IT RESOLVED that we, the members of the Durham County Board of Commissioners do hereby urge our legislative delegation to promote the well-being of North Carolina's workers and their families by supporting:

- Legislation which provides paid family leave for workers in NC who want or need to take parental leave, leave to care for sick family members, or to meet other critical family needs.
- Legislation raising the minimum wage for all workers
- Legislation that empowers public employees to negotiate wages and other conditions of their employment, such as repealing so called "right to work" laws and extending the right to collective bargaining to public sector employees.

This is 13th day of May 2019

Wendy Jacobs, Chairman

James Hill, Vice Chair

Brenda A Howerton

Heidi Carter

Ellen W. Reckhow

