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April 13, 2020

The Honorable Sam Liccardo, Mayor &
Members of the City Council

Re: Item #2.19, City Council 4/14/20 - Temporary Financial Relief to Non-Aeronautical
Concessionaires & Amendments to Non-Aeronautical Agreements at Norman Y. Mineta San
Jose Airport

Dear Mayor Liccardo & Councilmembers:

I write on behalf of hundreds of UNITE HERE Local 19 members who until recently worked in concessions at Mineta San Jose Airport about the plan to give the City Manager broad authority to grant rent breaks or other financial relief to airport concessionaires impacted by the COVID-19 pandemic.

In general, we urge you, as the City Council, to ensure that the City does not give any relief to airport concessionaires unless they commit to provide relief and long-term protection for their employees.

We understand that concessionaires -- and airports -- are being hurt by this pandemic. But our airport members at SJC -- and thousands of other union and non-union hospitality industry workers like them in Silicon Valley -- are suffering greatly in the current crisis. Most have been laid off. Unemployment and the CARES Act will give these workers some short-term relief. But they are at serious risk of losing their health benefits in the middle of this deadly pandemic. As an example, SJC concessionaire Host International has refused to put any additional money toward continued health benefits for their employees, and those workers' union benefits can only be stretched out for a few months. Longer-term, many of these airport workers are at risk of permanently losing their jobs and fear they won't be brought back to work. This risk is greatest for roughly 400 people who until March worked for PGC/Host in outlets at SJC which will soon be turned over to new concessionaires.

We have written to the airport director to raise our concerns, but he has given no indication that he will address them. The fact that today's staff report on concessionaire relief doesn't even once use the word "employees" is a bad sign. In light of all that, we are asking you on the City Council step in and give clear direction to city staff on this issue. ***In particular, we ask that you insist upon the following as clear conditions in any resolution to grant to the city manager authority to negotiate over relief:***

- **A city council vote on all relief packages.** All proposed relief deals must come back to you on the City Council for consideration and approval. You should not give up the right to review these deals, including to ensure that the concerns we are raising here are addressed.
- **No relief without protecting the health of laid off concession employees.** Require concessionaires to make at least three months of healthcare coverage contributions on behalf of people who were working until they were laid off with this crisis. Also require concessionaires to pay for or provide "Day 1" health care coverage when employees return to work after the crisis.
- **No relief without crisis assistance for laid off employees.** The airport should set up a fund to provide food relief for all laid off airport workers, and concessionaires should have to contribute.
- **A safe workplace for concessions workers.** In the context of discussing relief, make sure that rigorous safety protocols are in place at all points of sale for those who are still working and others

when they return to work – e.g. shields for cashiers, gloves and masks, and continued social distancing. Don't just go back to business as usual when travel resumes.

- **No relief for concessionaires for longer than 90 days.** You should only permit 90 days of relief, with a review at that time and additional relief dependent on lifting of travel restrictions and increase in business. Other airports are doing this. Under the proposed San Jose resolution, the City Manager could grant concessionaires up to 15 months of relief.

We hope you will take the time on Tuesday to apply stronger guardrails and conditions on the work your staff faces for providing concessionaires with relief. We are happy to work with you before then to flesh out these ideas.

Thank you.

Sincerely,

Enrique Fernandez
Business Manager

From: bianca
Sent: Tuesday, April 14, 2020 11:25 AM
To: City Clerk
Subject: Agenda Item 20-463 | April 14, 2020 Agenda

Honorable Mayor and Council:

I am writing with a comment in regards to Agenda Item #20-463 on April 14's City Council Agenda.

I am the Managing Partner for DLV-WSE, LLC, a local minority- and woman-owned small business that currently has a food and beverage concession at the San Jose International Airport. Our business has been forced to close due to the decline in air traffic as a direct result of COVID-19, and we have had to furlough and in some cases layoff our hardworking employees. I am voicing support for the Council Agenda Item #20-463 that proposes MAG/rent relief for non-airline concessionaires. It is also imperative that any relief must be a minimum of 90 days, as air travel is not projected to return to pre-COVID-19 levels for some time. Further, any relief must be provided without delay, as time is critical to providing relief. Without this relief, including forgiveness, our local, small business could become another casualty of COVID-19.

Thank you,
Bianca Wilczoch