

# Memorandum

**TO:** HONORABLE MAYOR AND  
CITY COUNCIL

**FROM:** Councilmember Jimenez  
Councilmember Cohen  
Councilmember Esparza

**SUBJECT:** SEE BELOW

**DATE:** 10/29/2021

Approved

Date: 10/29/21



**SUBJECT: TEMPORARY FINANCIAL RELIEF AND AMENDMENTS TO  
AGREEMENTS FOR AERONAUTICAL AND NON-AERONAUTICAL  
TENANTS AT THE NORMAN Y. MINETA SAN JOSE INTERNATIONAL  
AIRPORT**

## **RECOMMENDATION**

1. Accept staff recommendations per the staff memorandum.
2. Direct staff to return to the Community and Economic Development Committee with an evaluation of the challenges facing workers at SJC, including a reexamination of the Airport Living Wage, and potential avenues to ensure that worker voices are heard as we consider airport issues.

## **BACKGROUND**

As we move forward to provide this much needed relief to those businesses in our airport that are struggling due to the unprecedented challenges of the pandemic, we must also keep our attention on the airport employees who have endured severe hardships during this pandemic. Many of these employees have been laid off or furloughed since the beginning of the pandemic, struggling for the past year and a half just to survive. These workers are disproportionately from low income communities of color, the same communities that have endured the worst impacts of the public health and economic crisis. As we continue to slowly recover and open up from this crisis, we must continue to prioritize the well-being of our workers, including their health and safety as they return to working on the front lines of the pandemic.

An equitable response to this crisis requires that we work to address not only the needs of employers, but their employees who keep SJC up and running. Staff notes that only 36% of Food and Beverage concessions and 73% of Retail concessions are open at the Airport, and with limited hours at that. More than simply lost revenue and sales, these numbers represent continue lost work, hours, and jobs for the concession employees.

The staff memorandum briefly mentions increased labor costs and the labor shortage, but does not provide any further detail or analysis. As a Council, we need to more fully understand how these issues are playing out and affecting these workers. That is why we recommend that staff bring back to the Community and Economic Development Committee a thorough evaluation of the challenges faced by our SJC workers in light of the ongoing pandemic. We ask that this evaluation include a reexamination of the Airport Living Wage, given the strain that these workers have faced in supporting themselves and their families. We also want to ensure that the voices of workers are adequately heard as we continue to grapple with the many challenges facing SJC. Staff should contemplate a structure that will allow for this, including looking at best practices from other airports in the region. As part of this effort, we ask Staff to outreach to those unions and labor organizations that represent workers at the airport.

*The signers of this memorandum have not had, and will not have, any private conversation with any other member of the City Council, or that member's staff, concerning any action discussed in the memorandum, and that each signer's staff members have not had, and have been instructed not to have, any such conversation with any other member of the City Council or that member's staff.*