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**RESOLUTION NO.**

**WHEREAS**, the City recognizes the importance of fair labor practices and the rights of workers to organize and negotiate for better working conditions that are memorialized in the National Labor Relations Act and other applicable laws; and

**WHEREAS**, YouTube Music, a subsidiary of Google, LLC (Google), relies on the hard work and dedication of the Austin-based YouTube Music Content Operations Team, which is subcontracted by Cognizant Technology Solutions (Cognizant), to review, edit and correct the YouTube Music catalog metadata; and

**WHEREAS**, on October 21, 2022, a super majority of the 58 YouTube Music Content Operations Team workers in Austin filed for a union election seeking the Alphabet Workers Union-Communication Workers of America (AWU-CWA) as their representative; and

**WHEREAS**, the workers unanimously voted in favor of unionization in a National Labor Relations Board (NLRB) sanctioned union election on April 26, 2023; and

**WHEREAS**, on August 3, 2023, Google announced that it would not bargain with these workers, ignoring basic labor law; and

**WHEREAS**, reports have surfaced indicating concerns amongst workers of the YouTube Music Content Operations Team regarding inadequate compensation, lack of job security, and insufficient benefits; and

**WHEREAS**, the NLRB has issued multiple rulings determining that Google does in fact control, or codetermines with Cognizant, the essential terms and conditions of the YouTube Music Content Moderation Team workers’

25 employment, and therefore should engage in collective bargaining with their union;  
26 and

27 **WHEREAS**, negotiation is a fundamental right protected by law, and it is  
28 essential for both employers and workers to engage in good faith negotiations to  
29 address grievances and improve working conditions; and

30 **WHEREAS**, the City is committed to fostering a climate of fairness, equity,  
31 and respect for workers' rights within its jurisdiction and beyond; **NOW**,  
32 **THEREFORE**,

33 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

34 City Council calls on Google, as the parent company of YouTube Music, and  
35 Cognizant to engage in good-faith negotiations with the union representing the  
36 workers of the YouTube Music Content Operations Team to address their concerns  
37 and work towards mutually beneficial solutions; and urges Google and Cognizant to  
38 prioritize fair compensation, job security, and workplace protections for YouTube  
39 Music workers, recognizing their integral role in the success of the platform.

40 **BE IT FURTHER RESOLVED:**

41 City Council reaffirms its commitment to supporting workers' rights and  
42 encourages all employers within the City to uphold fair labor practices and engage  
43 constructively with their employees.

44 **BE IT FURTHER RESOLVED:**

45 City Council directs the City Clerk to transmit a copy of this Resolution to  
46 the executive leadership of Google, YouTube Music and the subcontractor

47 Cognizant, expressing the City’s concerns and its expectation for prompt and  
48 meaningful action.

49 **BE IT FURTHER RESOLVED:**

50 The City Manager is encouraged to explore opportunities for collaboration  
51 with relevant stakeholders, including labor organizations and advocacy groups, to  
52 further support the interests of YouTube Music workers and promote fair labor  
53 standards in Austin.

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55 **ADOPTED:** \_\_\_\_\_, 2024 **ATTEST:** \_\_\_\_\_

56  
57 Myrna Rios  
58 City Clerk  
59