

1 **RESOLUTION NO.**

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

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

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

14 **WHEREAS**, the workers unanimously voted in favor of unionization in a
15 National Labor Relations Board (NLRB) sanctioned union election on April 26,
16 2023; and

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

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

22 **WHEREAS**, the NLRB has issued multiple rulings determining that Google
23 does in fact control, or codetermines with Cognizant, the essential terms and
24 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.

54
55 **ADOPTED:** _____, 2024 **ATTEST:** _____

57 Myrna Rios
58 City Clerk
59