

RESOLUTION NO. 20240229-100

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'

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

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

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

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

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

BE IT FURTHER RESOLVED:

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

BE IT FURTHER RESOLVED:

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

Cognizant, expressing the City's concerns and its expectation for prompt and meaningful action.

BE IT FURTHER RESOLVED:

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

ADOPTED: February 29, 2024

ATTEST: Stephanie Hall for
Myrna Rios
City Clerk