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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

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: _____, 2024 **ATTEST:** _____
Myrna Rios
City Clerk