

# CITY OF OAKLAND



ONE FRANK H. OGAWA PLAZA • 6TH FLOOR • OAKLAND, CALIFORNIA 94612

Office of the City Attorney  
Barbara J. Parker  
City Attorney

(510) 238-3601  
FAX: (510) 238-6500  
TTY/TDD: (510) 238-3254

December 15, 2020

HONORABLE CITY COUNCIL  
Oakland, California

**Subject: Settlement to Resolve Investigation of Southwest Airlines' Alleged Violations of Oakland's Paid Sick Leave Law  
City Attorney File No. CR04309  
(Violations of Oakland's Paid Sick Leave Ordinance)**

President Kaplan and Members of the City Council:

Pursuant to Section 401 of the Charter, the City Attorney has prepared and requests your approval of a resolution ratifying compromise and settlement of the above-entitled claims by payment to the City of the sum of Fifty-Three Thousand Dollars and No Cents (\$53,000.00), the restoration of earned paid sick leave to ground crew employees at Oakland International Airport, and the modification of Southwest's sick leave policies and practices to comply with Oakland's paid sick leave law.

In November 2014, Measure FF was passed and codified as Oakland Municipal Code Chapter 5.92 et seq., containing certain requirements regarding the provision of paid sick leave to eligible employees working in Oakland. In 2017, the City received a complaint that Southwest Airlines' sick leave policies and practices violated Measure FF. Following significant fact investigation and prolonged negotiations with Southwest, the City has determined to compromise its claims and resolve the investigation without litigation.

The Council authorized settlement of the claims in Closed Session on Thursday, December 10, 2020 (moved by Councilmember Nikki Fortunato Bas and seconded by Councilmember Loren Taylor - 7 Ayes, 0 Noes, 1 Absent – Councilmember Lynette Gibson McElhaney).

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Barbara J. Parker". The signature is written in a cursive, flowing style.

BARBARA J. PARKER  
City Attorney

Assigned Attorney:  
Malia McPherson

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