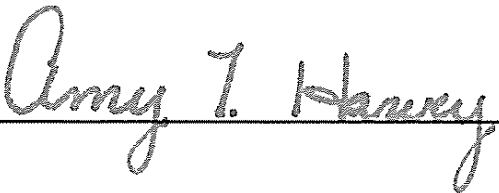


I, Amy T. Harvey, Deputy Town Clerk of the Town of Chapel Hill, North Carolina, hereby certify that the attached is a true and correct copy of (2019-05-08/R-0.1) adopted by the Chapel Hill Town Council on May 8, 2019.

This the 9th day of May, 2019.


A handwritten signature in cursive script, reading "Amy T. Harvey", is written over a horizontal line.

**Amy T. Harvey
Deputy Town Clerk**



**A RESOLUTION IN SUPPORT OF NORTH CAROLINA'S WORKING PEOPLE AND THEIR FAMILIES
(2019-05-08/R-0.1)**

WHEREAS, everyday working people in North Carolina are struggling in an economy that doesn't work for them, and stagnant wages, cuts to public services, systemic discrimination, and a weakened social safety net are the norm for many communities; and

WHEREAS, public policy choices, not just market forces, determine whether working people have access to economic opportunities and benefit fairly from the work they do; and

WHEREAS, diverse local governments across North Carolina have enacted policies to support our own employees to the extent allowed by law, but are limited in our ability to extend protections and benefits to other working people in our communities; and

WHEREAS, the Town of Chapel Hill is a certified living wage employer; prohibits discrimination on the basis of age, sex, race, color, religion, nonjob-related disability, national origin, sexual orientation, gender identity, gender expression, or marital status; and offers generous benefits including health insurance, and medical and family leave; and

WHEREAS, North Carolinians need access to safe, green, living wage jobs, free from violence, harassment, and discrimination; and

WHEREAS, worker organizing, union membership, and collective bargaining remain the most effective tools for working people to exercise their power on the job and in the public sphere;

WHEREAS, for any policy that impacts employees positively or negatively, the Town engage them in focus groups to gather input so that any decision that is made is takes that feedback into account; and

WHEREAS, the Town has a Grievance and Dispute Resolution Process which allows for employees to be heard when they feel a decision that was made by management is not fair; and

WHEREAS, Chapel Hill has established a Town Ombuds role- this is a confidential non-formal place for employees to seek help with issues; and

NOW, THEREFORE, BE IT RESOLVED that the Council of the Town of Chapel Hill urges our legislative delegation to promote the well-being of North Carolina's workers and their families by supporting:

- Legislation to provide paid family leave for workers in North Carolina who want or need to take parental leave, care for a sick family member, or meet other important family needs, as called for in the [NC Families First Act, House Bill 696](https://www.ncleg.gov/BillLookup/2019/H696)¹; and
- Legislation to raise the minimum wage for all workers in North Carolina, as called for in the [Raising Wages for NC Workers bill, House Bill 366](https://www.ncleg.gov/BillLookup/2019/H366)²; and
- Legislation that empowers public employees in North Carolina to negotiate wages and other conditions of their employment, such as repealing "right to work" laws and extending the right to collective bargaining to public sector employees, as called for in the [Restore Bargaining Rights bill, Senate Bill 575](https://www.ncleg.gov/BillLookup/2019/S575)³.

This the 8th day of May, 2019.

¹ <https://www.ncleg.gov/BillLookup/2019/H696>

² <https://www.ncleg.gov/BillLookup/2019/H366>

³ <https://www.ncleg.gov/BillLookup/2019/S575>