

**CM CASAR
October 15, 2020
Items 73, 74, and 75**

MOTION SHEET

I move to amend Attachment A, the Draft Program Guidelines, of Items 73, 74, and 75 to replace the **Worker Rights** section with:

Worker Rights and Labor Issues

Applicant will adhere to worker safety protections and workers' rights as applicable to the facility and business operations in accordance with local, state, and federal laws. The City may find a breach of the program guidelines if a program participant is found to have violated workers' rights for a period of one year from grant award, either because of a substantiated finding as determined by the City and is not cured by the participant, of unfair labor practices, worker safety violations, violation of anti-discrimination laws, or violation of other applicable worker rights laws.

If the City determines that it is a market participant, such as when the City pays a third party to do work on City property or perform services for the City, then the City's labor peace provisions should apply in order to protect the City's proprietary interests.

I move to amend Item 74 Attachment A, the Draft Program Guidelines, Section 4.0 **Equity Consideration**, as follows:

Undoing Systemic Racism Training & Equity Process with Musicians (Required):

- Participation in workshops for live music venue leadership and staff with topics covering equity in hiring, institutional racism, and implicit bias, or
- Participation in a community-led process alongside musicians from historically marginalized backgrounds, with the goal of improving racial equity and inclusivity in the industry and better establishing professional standards to address issues raised by musicians of color such as timely pay and the elimination of any disparate treatment.