

## **A Safe South Bay for All: Upholding Bay Area Standards for Major Sporting Events, Worker Rights, and Human Rights in 2026**

WHEREAS, the California Bay Area and Silicon Valley are global centers of innovation and social progress, where working people have led efforts to establish high standards for economic fairness, worker dignity, and human rights; and

WHEREAS, the 2026 professional sporting events, including Super Bowl, FIFA World Cup matches and other major tournaments hosted in or impacting the Bay Area, represent a major opportunity to showcase our region's commitment to equity, worker protections, good contracting standards, and inclusive community values; and

WHEREAS, the success of these events depends on the workers who make them possible—stadium employees, janitors, hotel workers, food service providers, stagehands, construction tradespeople, transportation, health and public safety, and hospitality workers—many of whom are immigrant and low-wage workers who deserve respect and strong workplace protections; and

WHEREAS, the Bay Area has a proud tradition of demanding accountability from employers, rooting out wage theft, advancing immigrant protections, and ensuring that large public and private events uphold community safety and human rights; and

WHEREAS, major sporting events require careful coordination among government agencies, employers, workers, unions, and community organizations to ensure that protocols, safety standards, and communication systems protect both workers and the public;

THEREFORE BE IT RESOLVED THAT the Santa Clara County Democratic Party (SCCDP):

- commits to working with trade union partners and allies locally, nationally, and globally to guarantee that the rights and dignity of all workers, including volunteers and temporary or contracted workers, residents, players, and fans are respected and protected in local major sporting events;
- calls on ICE and other federal authorities, as well as local and county law enforcement, to respect our communities and not target sporting events for their enforcement activities nor over-police or have a militarized presence at such events; that we call on Bay Area sports teams, and all businesses involved in providing goods and services related to major sporting events, to prohibit ICE from entering its property without a judicial warrant ; to inform ICE and other law enforcement agencies of this policy directly and with clear signage on the property; and to support and train all of their employees;
- calls on professional sports leagues, organizations and large-scale venues, including FIFA, the NFL, and NHL, to protect their workers, fans, and players by

rejecting any plans for ICE enforcement or military participation in security operations related to their events;

- calls on Bay Area cities and counties to take active steps to ensure the safety of workers, residents, and fans at and around major sporting events, and to take active and effective measures to avoid potential adverse impacts of hosting such events on vulnerable persons and communities, such as displacement of unhoused persons without providing shelter and support or increased risk of human trafficking;
- calls on officials at all levels of government to hold employers accountable for fair labor standards and to create safe, confidential mechanisms for workers to report abuse, wage theft, or violations of their rights to report violations; and
- commits to organizing, protecting, and educating its affiliated members and communities to understand and exercise their rights, ensuring that all workers and attendees can safely work at and participate in major sporting events; and

BE IT FINALLY RESOLVED THAT the SCCDP shall transmit this resolution to relevant public agencies, elected officials, and labor and community partners, and shall work in collaboration with affiliates to advance these standards across all jurisdictions and venues preparing for the 2026 professional sporting events.

Approved by the Santa Clara County Democratic Central Committee on November 6, 2025