

1 [Bike messenger employment protections]

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3 **Resolution urging the California Department of Industrial Relations to enforce state**  
4 **employment law in the messenger industry to protect rights of messengers.**

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6 WHEREAS, Hundreds of couriers work in San Francisco as bicycle and vehicle  
7 messengers delivering packages throughout the City and the greater Bay Area, providing a  
8 necessary and valued service to the operation of commerce in the region; and

9 WHEREAS, San Francisco couriers face many dangers daily while traversing the  
10 streets and highways of San Francisco, including, among others, road hazards, inclement  
11 weather, and reckless drivers; and,

12 WHEREAS, San Francisco couriers struggle to survive on jobs offering low pay, few  
13 benefits, and frequently lacking worker's compensation or unemployment insurance; and,

14 WHEREAS, It is in the public's interest that laws establishing and protecting workers'  
15 minimum rights, wages and benefits are enforced to encourage quality service and to  
16 decrease dependence on county social services; and,

17 WHEREAS, Several messenger companies have already been found to commit  
18 rampant violations of state wage and hour laws by failing to pay legal overtime, failing to  
19 provide legal breaks, failing to reimburse employees for expenses, charging illegal fees and  
20 deposits, and mis-classifying employees as independent contractors; and,

21 WHEREAS, The San Francisco Bike Messenger Association and the International  
22 Longshore & Warehouse Union have led the fight to improve working conditions in the  
23 messenger industry and protect the legal rights of couriers; now therefore be it

24 RESOLVED, That the Board of Supervisors urges California Department of Industrial  
25 Relations to take decisive action through the Bureau of Field Enforcement to enforce state

1 employment law in the messenger industry, and to protect the rights of messengers; and, be  
2 it

3 FURTHER RESOLVED, That the Board of Supervisors direct the Clerk of the  
4 Board to transmit this document to the Office of the Director, Department of Industrial  
5 Relations, 455 Golden Gate Avenue, San Francisco, CA 94102, and, be it

6 FURTHER RESOLVED, That the Board of Supervisors urges all messenger  
7 companies, and particularly expects those doing business with the City, to bring their  
8 employment practices into compliance with state and federal wage and hour laws.

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# City and County of San Francisco

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

## Tails Resolution

**File Number:** 021957

**Date Passed:**

Resolution urging the California Department of Industrial Relations to enforce state employment law in the messenger industry to protect rights of messengers.

December 9, 2002 Board of Supervisors — ADOPTED

Ayes: 8 - Daly, Gonzalez, Hall, Maxwell, McGoldrick, Newsom, Peskin, Sandoval

Absent: 1 - Ammiano

File No. 021957

**I hereby certify that the foregoing Resolution was ADOPTED on December 9, 2002 by the Board of Supervisors of the City and County of San Francisco.**

Gloria L. Young  
Clerk of the Board

DEC 20 2002

**Date Approved**

Mayor Willie L. Brown Jr.