Resolution urging Grocery Stores in San Francisco to provide all employees an additional five dollars per hour in hazard pay for the duration that the City and County of San Francisco is in the Purple, Red, or Orange level of Community Disease Transmission for COVID-19 under State Health orders.

WHEREAS, Since the beginning of the COVID-19 pandemic in March, grocery workers in the City of San Francisco have continued to report to work and serve their communities, despite the ongoing hazards and danger of being exposed to COVID-19; and

WHEREAS, The COVID-19 pandemic is far from over and the health threats that grocery workers face are just as real now as they were when this crisis began; and

WHEREAS, Because of the work of these essential grocery workers, families throughout the City are able to access to the food they need during this pandemic; and

WHEREAS, Given the nature of these jobs, grocery workers must be there to help countless customers who are stressed and fearful of for their wellbeing; and

WHEREAS, Grocery workers are staying inside with large crowds every day, with ventilation systems that could be potentially spread COVID-19; and

WHEREAS, Essential grocery workers cannot choose to work from home, they must come to work do their jobs, which involves substantial interaction with customers; and

WHEREAS, Essential grocery workers are wearing masks, social distancing, and constantly wiping down cash registers, food conveyor belts and shopping carts in order to protect the public health; and

WHEREAS, Essential grocery workers are continuously working to restock items that households desperately need like toilet paper, cleaning supplies and other essentials; and
WHEREAS, Essential grocery workers continue to live with the daily fear of not only contracting the virus but also bringing it home to their families; and

WHEREAS, The number of COVID-19 clusters within the grocery industry in the City and County of San Francisco continues to rise significantly and the health threat that these grocery workers face cannot be overstated; and

WHEREAS, United Food and Commercial Workers (UFCW) Local 5 and Local 648, two unions that represent grocery workers in San Francisco and the Bay Area, reports that over 700 grocery workers in their ranks have tested positive with COVID-19, and members of their union have been hospitalized or lost their life to the coronavirus; and

WHEREAS, Despite the roll out of the vaccine which is limited to frontline healthcare workers and those in long-term care facilities, we are currently in the height of the pandemic with a stay at home order in our region with ICU capacity below 15 percent and San Francisco is in a zone where there are more than 212 new cases daily; and

WHEREAS, San Francisco is a long way from yellow level of minimal risk with one daily new case per 100,000 people or less than 2 percent positivity among the city population; and

WHEREAS, The City and County of San Francisco recognizes that essential grocery workers must be justly compensated for the clear and present dangers of doing their jobs during the pandemic by requiring their employers to provide hazard pay at all times that the City is at a coronavirus risk level of moderate, substantial, or widespread under the State Health orders; and

WHEREAS, Studies have shown that wage increases result in more money being spent in our local small businesses and also act as a stimulus for our local economy; and
WHEREAS, The United States’ top retail companies have earned record-breaking profits during the pandemic, this increase in profit has not transferred to workers, according to a Brookings Institution analysis conducted in November 2020; and

WHEREAS, The City and County of San Francisco has previously adopted emergency ordinances specific to grocery establishments both to address worker retention and recently to address COVID-19 related protections; and

WHEREAS, The City and County of San Francisco has also previously crafted wage ordinances specific to employment sectors through its formula retail ordinance; and

WHEREAS, There are numerous large grocery chains in San Francisco that fall under the formula retail ordinance who employ workers in the City, and have at least 40 locations nationwide with workers who are facing the hazard of COVID-19 in the workplace at every hour of everyday; and

WHEREAS, During the week of December 14 to December 18, 2020, cities across California including Los Angeles and Long Beach are announcing legislation for hazard pay for essential grocery workers during the period where counties are in the Purple, Red, or Orange level of Community Transmission for COVID-19 under State Health orders and more cities are expected to announce in the new year and San Francisco has also requested legislation; now, therefore, be it,

RESOLVED, That the San Francisco Board of Supervisors urges Grocery Stores that are considered Formula Retail Establishments in San Francisco to provide all employees an additional five dollars per hour in wages for the duration until the City and County of San Francisco returns to a yellow or minimum level of Community Disease Transmission for COVID-19 under State Health orders.
Resolution urging Grocery Stores in San Francisco to provide all employees an additional five dollars per hour in hazard pay for the duration that the City and County of San Francisco is in the Purple, Red, or Orange level of Community Disease Transmission for COVID-19 under State Health orders.

January 05, 2021 Board of Supervisors - AMENDED, AN AMENDMENT OF THE WHOLE BEARING SAME TITLE
Ayes: 11 - Fewer, Haney, Mandelman, Mar, Peskin, Preston, Ronen, Safai, Stefani, Walton and Yee

January 05, 2021 Board of Supervisors - ADOPTED AS AMENDED
Ayes: 11 - Fewer, Haney, Mandelman, Mar, Peskin, Preston, Ronen, Safai, Stefani, Walton and Yee

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without her approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.