

San Francisco Living Wage Coalition
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Resolution to Support and Improve the San Francisco Living Wage Laws

Whereas, the San Francisco Living Wage laws like the Minimum Compensation Ordinance are meant to establish a fair wage for employees of businesses and non-profits that receive city service contracts or lease property from the City; and

Whereas, the San Francisco Board of Supervisors are considering amendments to these laws that would raise wages for approximately 25,000 low-wage workers, including non-profit workers and In-Home Supportive Services home care workers, to \$1.86 above the current minimum wage; and

Whereas, the Minimum Compensation Ordinance ensures annual cost-of-living increases based on the Bay Area Consumer Price Index that would help low-wage workers to survive and continue to work in their communities; and

Whereas, the ordinance includes language that the City would make a commitment to budget adequate funding for non-profit organizations so that they can comply with the higher wage rate without laying off staff or cutting services; and

Whereas, vast income inequality and growing wealth disparity are some of the most pressing concerns facing our society today and the California Alliance for Retired Americans has historically allied with labor and community groups on issues of economic justice; and

Whereas, these amendments have been endorsed by the San Francisco Living Wage Coalition, the San Francisco and San Mateo Labor Councils, UNITE HERE Local 2, SEIUs USWW, 2015 and 1021, OPEIU Local 29, Machinists District 141, Church Women United, and the San Francisco Building Trades Council; and

Whereas, beneficial policies implemented originally in San Francisco often serve as a catalyst for positive state-wide policy changes; and

Whereas, the current unlivable wage rate causes the loss of experienced workers which harms the many elderly and disabled Californians who rely on the quality of the services these workers provide; and

Whereas, there is no better investment than investing in the people who do the hard work of taking care of our elderly and disabled, mentoring our youth, counseling families, caring for the homeless and serving our communities;

Therefore be it Resolved, that the California Alliance for Retired Americans supports the amendments to the San Francisco Minimum Compensation Ordinance and will send a letter to Mayor Ed Lee and to members of the San Francisco Board of Supervisors communicating this position; and

Therefore be it further Resolved, that the California Alliance for Retired Americans recognizes the importance of laws like the San Francisco Living Wage laws and urges other municipalities to adopt similar policies to support workers and the communities they serve.

SF Supervisors Legislative Digest of Amendments to Current Minimum Compensation Ordinance

For contracts and contract amendments, hourly gross compensation would be as follows:

- Beginning on July 1, 2017, an hourly gross compensation of \$15.86.
- Beginning on July 1, 2018, an hourly gross compensation of \$16.86.
- Beginning on July 1, 2019, the hourly gross compensation rate would increase by the prior year's increase, if any, in the Consumer Price Index.

The new rates would apply to employees of Nonprofit Corporations and public entities as well as employees of for-profit companies, regardless of whether there is a projected shortfall in the General Fund.