File No. 120927

Committee Item No. 1
Board Item No. 21

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Date 9/20/12

Board of Supervisors Meeting Date October 2, 2012

Cmte	Board	
☐	☒	Motion
☐	☐	Resolution
☒	☒	Ordinance
☐	☐	Legislative Digest
☐	☐	Budget Analyst Report
☐	☐	Legislative Analyst Report
☐	☐	Youth Commission Report
☐	☐	Introduction Form (for hearings)
☐	☐	Department/Agency Cover Letter and/or Report
☐	☐	MOU
☐	☐	Grant Information Form
☐	☐	Grant Budget
☐	☐	Subcontract Budget
☐	☐	Contract/Agreement
☐	☐	Award Letter
☒	☒	Application
☐	☐	Public Correspondence

OTHER (Use back side if additional space is needed)

☐	☐	
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☐	☐	

Completed by: Linda Wong Date 9/13/12
Completed by: L.W. Date 9/21/12

An asterisked item represents the cover sheet to a document that exceeds 25 pages. The complete document is in the file.

1 [Appointments, Wage Theft Task Force]
2
3 **Motion appointing Ace Wiseman, Charlotte Noss, Terrence Valen, Shaw San Liu, Tina**
4 **Liang Chen, Dawn Huston, Karen Heisler, and Mani Sheik, terms to be determined, the**
5 **Wage Theft Task Force.**
6
7 MOVED, That the Board of Supervisors of the City and County of San Francisco does
8 hereby appoint the hereinafter designated persons to serve as members of the Wage Theft
9 Task Force, pursuant to the provisions of Board of Supervisors Ordinance No. 102-12, for the
10 terms specified:
11 Ace Wiseman, seat 1, new appointment, must be a person with significant experience
12 confronting the issue of wage theft, who works at, serves on the Board of Directors of, or is a
13 member of a non-profit community-based organization that organizes or represents low-wage
14 works, for a one-year term to be determined.
15 Charlotte Noss, seat 2, new appointment, must be a person with significant experience
16 confronting the issue of wage theft, who works at, serves on the Board of Directors of, or is a
17 member of a non-profit community-based organization that organizes or represents low-wage
18 works, for a one-year term to be determined.
19 Terrence Valen, seat 3, new appointment, must be a person with significant experience
20 confronting the issue of wage theft, who works at, serves on the Board of Directors of, or is a
21 member of a non-profit community-based organization that organizes or represents low-wage
22 works, for a one-year term to be determined.
23 Shaw San Liu, seat 4, new appointment, must be a person with significant experience
24 confronting the issue of wage theft, who works at, serves on the Board of Directors of, or is a
25

member of a non-profit community-based organization that organizes or represents low-wage works, for a one-year term to be determined.

Tina Liang Chen, seat 5, new appointment, must be a person who works at a labor union and who has experience with an industry where widespread wage theft occurs or has occurred, for a one-year term to be determined.

Dawn Huston, seat 6, new appointment, must be a person representing responsible business(es) or employer(s) in San Francisco in an industry where wage theft is prevalent, for a one-year term to be determined.

Karen Heisler, seat 7, new appointment, must be a person representing responsible business(es) or employer(s) in San Francisco in an industry where wage theft is prevalent, for a one-year term to be determined.

Mani Sheik, seat 8, new appointment, must be a person representing responsible business(es) or employer(s) in San Francisco in an industry where wage theft is prevalent, for a one-year term to be determined.

Board of Supervisors
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Application for Boards, Commissions and Committees

Application for Appointment to: Wage Theft Task Force
Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable): 1,2,3,4 District: 4

Name: Ace Bernard Wiseman

Home Address: 410 15th Avenue Apt. #5 Zip: 94118

Home Phone: 415-894-7626 (cell only) Occupation: server

Work Phone: 415 759 5752 Employer: The Pizza Place on Noriega

Business Address: 3901 Noriega St. San Francisco, CA Zip: 94122

Business E-Mail: Home E-Mail: acewiseman@yahoo.com

Check All That Apply:

A citizen of the United States. ☑ At least 18 years old on or before Election Day. ☑

Not in prison or on parole for a felony conviction ☑

A resident of San Francisco ☑ Yes: ☐ No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)
see attached sheet

Education:
BA International Relations, San Francisco State University 2011

Business and/or professional experience:
I have worked in the food service industry for ten years, eight of which have been spent in San Francisco. I have worked as a waiter, busser, dishwasher, host, and barista at six different businesses, the majority of which are small family owned businesses.

Civic Activities:
Since the beginning of 2011 I have been a volunteer member with Young Workers United and since January 2012 I have been a board member. Since I've been a member, I've helped organize and plan actions and marches in support of workers rights, including their campaign against wage theft with the Progressive Workers Alliance.

Ethnicity: (optional) Sex: (optional) ☑ M ☐ F

Have you attended any meetings of the Board/Commission to which you wish appointment? ☑ Yes ☐ No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made.
(Applications must be received 10 days before the scheduled hearing.).
(Please Note: Once Completed, this form, including all attachments, become public record)

Date: 7/12/2012 **Applicant's Signature: (required)** [signature]

Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:
Appointed to Seat #:_____ Term Expires:_____ Date Seat was Vacated: _____

12/04/09

I have over ten years of experience working in the food service industry with 8 of those years worked in San Francisco. This has given me first hand insight of labor norms and practices in the food service industry as well as common problems workers face regarding wage theft. I've been a victim of wage theft and worked jobs where my co workers were underpaid or not paid for overtime. I quit jobs as quickly as possible when I found out I was being underpaid but didn't know what to do for my coworkers who found it more difficult and risky to quit due to their immigration status. My involvement as a member with Young Workers United, a nonprofit worker center, has given me further education about the application of labor laws regarding wages. It also has provided me with a means to help out people I felt I was leaving behind.

I have been an active member with Young Workers United for the last year and half and a board member since January 2012. I worked on their wage theft campaign by participating in community outreach, being a public speaker during events and attending city hall meetings. I am also a CAL OSHA certified food service safety trainer and have taught over 60 students in five separate trainings about work safety and rights regarding labor law. As part of my BA degree in International Relations at San Francisco State University, I have completed a class titled "Know Your Work Rights" that covered basic labor laws in California and in San Francisco. I also completed a seminar on negotiation and conflict resolution at the University of Amsterdam in the Netherlands during a study abroad program in 2010.

I believe my combined experience as a worker in the industry and my formal education and training have prepared me for this position. Not only do I understand how wage theft has a debilitating impact on communities and the lives of the workers who have been denied their full wages, I also have seen effective strategies toward gaining those wages back and preventing it in the future.

Ace Wiseman

Objective

A community organization member postion on the wage theft task force

Academic Background

San Francisco State University, San Francisco, CA
Bachelor of Arts, International Relations, Emphasis on Human Rights and Global Peace Studies December 2011
Overall GPA 3.2 Major GPA: 3.52

Honors And Activities

Active Volunteer board member with Young Workers United, a bilingual, community based worker center
Co authoring research paper to be presented at American Political Science Association annual conference 2012
Presented research on the topic of Social Movements and Technology in the Middle East and North Africa at 4th Annual Middle Eastern Studies Conference at Cal Poly Pomona Oct. 2011.
Dean's List for Spring 2010 and Fall 2011 at SFSU
Participated in Student Model United Nations Amsterdam, Netherlands- Jan. 2011
Recipient of Gilman Scholarship for Study Abroad Students
Recipient of Behavioral and Social Sciences Deans' Scholarship Award

Experience

Labor Occupational Health Program UC Berkeley Summer 2011, 2012
CAL/OSHA Certified Restaurant Worker Health and Safety Trainer
Taught two-hour classes on workplace safety in compliance with CAL/OSHA standards and regulations to groups of a dozen students.
Taught workers rights and ways to enforce those rights.

Young Workers United San Francisco, California February 2011- present

Volunteer Board Member
Outreach to workers in Immigrant communities in campaign to end wage theft in SF.
Advocating on behalf of victims of wage theft in city hall.
Organizing marches and actions against employers who have committed wage theft from their employees.

Relevant Studies And Coursework

San Francisco State University 2011
Labor Studies Dept.: Know Your Work Rights

University of Amsterdam August 2010- January 2011
Negotiation and Conflict Resolution, Model United Nations

Language Skills

Intermediate Spanish
Intermediate Japanese

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Application for Boards, Commissions and Committees

Application for Appointment to: Wage Theft Task Force
Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable): Seat # 1-4 District: 9

Name: Charlotte Noss

Home Address: 410 Andover St. Zip: 94110

Home Phone: (323) 717-2647 Occupation: Workers' Rights Attorney

Work Phone: (415) 864-8848 Employer: Legal Aid Society - Employment Law Center

Business Address: 180 Montgomery St., Suite 600 Zip: 94104

Business E-Mail: cnoss@las-elc.org Home E-Mail: charlotte@riseup.net

Check All That Apply:

A citizen of the United States. ☑ At least 18 years old on or before Election Day. ☑

Not in prison or on parole for a felony conviction ☑

A resident of San Francisco ☑ Yes: ☐ No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)

I have been working with low-wage immigrant workers to achieve economic justice for over a decade, as a community organizer, union organizer, political advocate, and employment lawyer. Please see the attached resume.

Education:

Bachelor of Science, SUNY - Environmental Science and Forestry (Syracuse, NY) 2001
Juris Doctor, Northeastern University School of Law (Boston, MA) 2010

Business and/or professional experience:

Legal Aid (2010-present), La Raza Centro Legal (summer 2009), ACLU - Immigrants Rights Project (spring 2009), Center for Migrants Rights in Zacatecas, Mexico (fall 2008), SEIU Local 615 in Boston, MA (2004-2007), etc.

Civic Activities:

CA Domestic Worker Coalition (2010-present), SF Progressive Workers Alliance Legal Advocates (2010-present), CA Low-wage and Immigrant Worker Advocates (2008-present), Low-wage Worker Legal Advocates (2008-present), etc.

Ethnicity: (optional) Sex: (optional) ☐ M ☐ F

Have you attended any meetings of the Board/Commission to which you wish appointment? ☐ Yes ☑ No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made.
(Applications must be received 10 days before the scheduled hearing.)
(Please Note: Once Completed, this form, including all attachments, become public record)

Date: 9/5/2012 **Applicant's Signature: (required)** _____
Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:
Appointed to Seat #:_____ Term Expires:_____ Date Seat was Vacated: _____

12/04/09

CHARLOTTE NOSS
• SAN FRANCISCO, CA • 94110
(323) 717-2647 • charlotte.noss@gmail.com

WORK EXPERIENCE

Legal Aid Society-Employment Law Center, San Francisco, CA — October 2010–present
Skadden Fellow/Staff Attorney: Engage in outreach, education, advocacy, direct representation and litigation to defend the employment rights of low-wage immigrant workers. Assist community organizations combat wage theft and advocate to improve state law applicable to domestic workers.
California Domestic Workers Coalition — 2010–present
San Francisco Progressive Workers Alliance Legal Advocates — 2010–present
California Low-wage and Immigrant Worker Advocates — 2008–present
National Low-wage Worker Legal Network — 2008–present

Rothner, Segal, Greenstone & Leheny, Pasadena, CA — February–May 2010
Legal Intern: Drafted legal memoranda with case research to advise labor union clients on

La Raza Centro Legal, San Francisco, CA — May–August 2009
Peggy Browning Fellow/Legal Intern: Organized day laborers through San Francisco Day Labor Project. Participated in worker-led legal clinic. Used non-traditional strategies to collect unpaid wages. Conducted legal research. Gave popular education workshops and know-your-rights presentations.

ACLU-Immigrant Rights Project, San Francisco, CA — February–May 2009
Legal Intern: Supported litigation defending and expanding the constitutional rights of non-citizens. Research on discrete legal issues. Drafted brief on suppression of evidence obtained unlawfully by state police. Prepared Director's AILA presentation on Supreme Court immigration cases.

Centro de los Derechos del Migrante, Zacatecas, Mexico — August–November 2008
Legal Intern: Provided case research and outreach to plaintiffs for potential H-2B guestworker litigation. Counseled clients regarding rights under settlement agreement. Drafted comments regarding proposed regulation changes to US guestworker program. Prepared position papers for the United Nations Global Forum on Migration and Development.

National Lawyers Guild, Boston, MA — January–August 2008
Street Law Clinic Coordinator: Recruited attorneys and law students to provide free legal services at community clinics. Coordinated with community organizations to organize clinics. Supervised interns.

Service Employees International Union (SEIU) Local 615, Boston, MA — February 2004–August 2007
Campaign Lead Organizer (May 2006 – August 2007): Coordinated organizing drives with non-union janitors. Responsibilities included running campaigns, strategic planning, training new organizers, and outreach to company managers and building owners. Promoted from Organizer.

ACORN, Boston, MA — February–August 2003
Senior Community Organizer: Conducted door-to-door community outreach to immigrant populations and organized community campaigns in Chelsea. Fundraised, trained staff, and coordinated volunteers.

EDUCATION

Northeastern University School of Law, Boston, MA — Juris Doctor, May 2010
State University of New York—College of Env. Science & Forestry, Syracuse, NY — 1999–2001
Bachelor of Science, *magna cum laude*, in Environmental & Forest Biology, May 2002
School for Field Studies, Sustainable Development Program, Atenas, Costa Rica — Feb–May 2002

HONORS & AWARDS

Honored by California Domestic Worker Coalition for my contribution to the campaign	2012
Skadden Fellowship	2010–2012
Honored by MA-National Lawyers Guild	2010
Peggy Browning Fellowship	Summer 2009
Deans Scholarship	2007–2010
Cornell University Presidential Research Scholar	1997–1998
Tandy Technology Scholar	1997
National Merit Finalist	1997

ADDITIONAL ACTIVITIES

National Lawyers Guild	2007–2011
National Executive Board, Co-Chair Anti-Racism Committee	2010–2011
Worker Center Project, Boston, MA, Research Assistant	December 2008–May 2010
Justice for Northeastern Janitors Coalition, Boston, MA, Coordinator	2007–2010
Centro Legal de la Raza, Oakland, CA, Volunteer at legal clinics	2009
Campaign to Elect Felix Arroyo to Boston City Council, Boston, MA	2009
Lawyers Committee for Civil Rights, Social Justice Project	2007–2008
Roxbury Against Northeastern Expansion, Boston, MA, Coordinator	2007–2008
Jobs with Justice, Boston, MA, Immigrant Worker Rights Committee	2007–2008

LANGUAGE SKILLS & TRAVEL

- Bilingual (English/Spanish); conversational (Portuguese).
- Traveled extensively in Latin America including living and working abroad in Costa Rica and Mexico.

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Application for Boards, Commissions and Committees

Application for Appointment to: Wage Theft Task Force
Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable): Vacant seat 1 District:

Name: Terrence A. Valen

Home Address: 1517 Irving Street #2, San Francisco, CA Zip: 94122

Home Phone: 415-731-1123 Occupation: Nonprofit Director

Work Phone: 415-333-6267 Employer: FADF: Filipino Community Center

Business Address: 4681 Mission Street, San Francisco, CA Zip: 94112

Business E-Mail: terry@filipinocc.org Home E-Mail: terrencevalen@yahoo.com

Check All That Apply:

A citizen of the United States. ☑ At least 18 years old on or before Election Day. ☑

Not in prison or on parole for a felony conviction ☑

A resident of San Francisco ☑ Yes: ☐ No: (Place of Residence): Inner Sunset

Please state your qualifications (attach supplemental sheet if necessary)

I have been the founding director of the Filipino Community Center (FCC) since August 2004 and we joined a collaborative of nonprofit community based organizations in 2008 to tackle the issue of wage theft in the primarily low-wage, immigrant worker communities of San Francisco. (continued on attached supplemental sheet)

Education:

Ph.D coursework in Urban Planning (uncompleted degree from UCLA 1997-2001)
Masters in Public Health with a specialization in Environmental Health Studies (UCLA 1997)
B.A. in Environmental Science and Policy (Duke University 1994)

Business and/or professional experience:

President, National Alliance for Filipino Concerns, 2011-Present
Executive Director, Filipino Community Center, 2004-Present
Board Member, South of Market Community Action Network, 2005-2011 (continued on attached supplemental sheet)

Civic Activities:

Volunteer, Filipino Community Support, Philip Vera Cruz Justice Project, San Jose, CA 2001-2004
Youth Program Coordinator and Advisor, Kapatid Program, New Orleans, LA 1997-1999

Ethnicity: (optional) Filipino Sex: (optional) ☑ M ☐ F

Have you attended any meetings of the Board/Commission to which you wish appointment? ☐ Yes ☑ No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made.
(Applications must be received 10 days before the scheduled hearing.)
(Please Note: Once Completed, this form, including all attachments, become public record)

Date: 7/16/12 **Applicant's Signature: (required)** [signature]

Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:
Appointed to Seat #:_____ Term Expires:_____ Date Seat was Vacated: _____

12/04/09

Wage Theft Task Force Application – Terrence Valen

Qualifications:

I have been the founding director of the Filipino Community Center (FCC) since August 2004, and we joined a collaborative of nonprofit community based organizations in 2008 to tackle the issue of wage theft in the primarily low-wage, immigrant worker communities of San Francisco. The FCC has a particular focus on caregivers and has joined with other Filipino, low-wage, immigrant, and excluded workers to raise the issue of wage theft to a national level and bring attention to this economic challenge to workers, communities, employers, and the larger economy. We work with both low-wage workers and employers in restaurants, hotels, day labor, domestic work who seek to end wage theft to restore fairness, justice, and equality among workers and employers at a time when families and our economy most need it. I have worked closely with San Francisco's Office of Labor Standards Enforcement and have assisted clients with case management, translation, and legal services to ensure that they receive their fair wages from employers. We also have recently developed our work with the State DLSE and the Federal Department of Labor to raise the issue of wage theft from Filipino caregivers and other workers. I look forward to continuing this work with the Progressive Workers Alliance in San Francisco and the new Wage Theft Task Force.

Business and/or Professional Experience:

President, National Alliance for Filipino Concerns, 2011-Present
Executive Director, Filipino Community Center, 2004-Present
Board Member, South of Market Community Action Network, 2005-2011
Research Associate, Communities for a Better Environment, 2003-2004
Board Member, FOCUS-Filipino Community Support 2002-2005
Public Health Liaison, Silicon Valley Toxics Coalition, Health and Environmental Justice Project, 2001-2003
Project Manager and Graduate Student Researcher, UCLA Labor Occupational Safety and Health Program, 1997-2001

Civic Activities:

Volunteer, Filipino Community Support, Philip Vera Cruz Justice Project, San Jose, CA 2001-2004
Youth Program Coordinator and Advisor, Kapatid Program, New Orleans, LA 1997-1999
PASANO Sports Association, Youth Basketball and Volleyball Coach, 1997-1999

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Application for Boards, Commissions and Committees

Application for Appointment to: Wage Theft Task Force
Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable): community organization, seat #1-4 District:

Name: Shaw San Liu

Home Address: 390 Arlington St. Zip: 94131

Home Phone: Occupation: Community Organizer

Work Phone: 415-391-6986 ext.313 Employer: Chinese Progressive Association

Business Address: 1042 Grant Ave. 5th Floor Zip: 94133

Business E-Mail: shawsan@cpasf.org Home E-Mail: shawsanbiz@gmail.com

Check All That Apply:

- A citizen of the United States. ☑
- At least 18 years old on or before Election Day. ☑
- Not in prison or on parole for a felony conviction ☑
- A resident of San Francisco ☑ Yes: ☐ No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)

Please see attached sheet

Education:

B.A., Stanford University 2001

Business and/or professional experience:

Civic Activities:

Ethnicity: (optional) Chinese American Sex: (optional) ☐ M ☑ F

Have you attended any meetings of the Board/Commission to which you wish appointment? ☐ Yes ☑ No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made.
(Applications must be received 10 days before the scheduled hearing.)
(Please Note: Once Completed, this form, including all attachments, become public record)

Date: July 16, 2012 **Applicant's Signature: (required)** [signature]
Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:
Appointed to Seat #:_____ Term Expires:_____ Date Seat was Vacated: _____

12/04/09

Jul 16 2012 6:44PM CHINESE PROGRESSIVE ASSOC 4153916987 p.2

Shaw San Liu

Supplement to Wage Theft Task Force membership application

Qualifications

Shaw San Liu is the Lead Organizer for the Tenants and Workers Center of Chinese Progressive Association. She leads the low-wage worker / tenant organizing, grassroots leadership development, alliance-building, and advocacy work at CPA. She also oversees CPA's wage clinic and services to low-wage workers.

As a staff member at CPA, Shaw San has worked directly with low-wage workers on issues of wage theft, legal claims, workers rights, and policy for the past six years. She has worked on numerous cases involving immigrant workers and wage theft, supervise She helped coordinate a community-based research project in conjunction with researchers at UC Berkeley and UCSF, and San Francisco Department of Public Health, which formed the basis of "Check, Please!", a report on health and working conditions of Chinatown restaurant workers published in September 2010. She was part of the founding leadership of the multiracial Progressive Workers Alliance which organizes low-wage workers across the city. In 2011, PWA launched the Campaign to End Wage Theft in 2011 and has worked on legislation to strengthen enforcement as well as create the Wage Theft Task Force.

Shaw San has been invited to speak on the topic of wage theft, immigrant workers organizing, and multiracial organizing work across the country. She speaks English, Mandarin, limited Cantonese and Spanish.

Jul 16 2012 6:45PM CHINESE PROGRESSIVE ASSOC 4153916987 p.3

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Application for Boards, Commissions and Committees

Application for Appointment to: Wage Theft Taskforce
Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable): #5 District:

Name: Tina Tang Chen

Home Address: Zip: 94112

Home Phone: 415 Occupation: Financial Secretary Treasurer, Local 2

Work Phone: 415 Employer:

Business Address: Zip: 94102

Business E-Mail: Home E-Mail:

Check All That Apply:

A citizen of the United States. ☑ At least 18 years old on or before Election Day. ☑

Not in prison or on parole for a felony conviction ☑

A resident of San Francisco ☑ Yes: ☐ No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)

Please see attached.

Education:

High School Diploma

Business and/or professional experience:

I have worked as a seamstress, sales clerk, hotel room attendant, union representative, and now am elected Secretary Treasurer of UNITE HERE Local 2.

Civic Activities:

Ethnicity: (optional) Asian Sex: (optional) ☐ M ☑ F

Have you attended any meetings of the Board/Commission to which you wish appointment? ☐ Yes ☑ No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made.
(Applications must be received 10 days before the scheduled hearing.)
(Please Note: Once Completed, this form, including all attachments, become public record)

Date: 9/10/2012 **Applicant's Signature: (required)** [signature]
Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:
Appointed to Seat #:_____ Term Expires:_____ Date Seat was Vacated: _____

12/04/09

Supplement to Application for Appointment: Tina Liang Chen

Qualifications

I am an immigrant from China. I have worked as a seamstress, sales clerk, hotel room attendant, union representative, and now am elected Secretary Treasurer of UNITE HERE Local 2. In my various jobs, I have been paid less than minimum wage, minimum wage, and fair wages from a union contract. As representative and Secretary Treasurer of Local 2, I have helped establish protections for hospitality workers against wage theft – including by negotiating precedent-setting language with major hospitality industry employers to curtail wage theft by subcontractors.

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Application for Boards, Commissions and Committees

Application for Appointment to: WAGE THEFT TASK FORCE
Name of Board, Commission, Committee, or Task Force 4k

Seat # or Category (If applicable): 4, 7, 8 District:

Name: SHAWN HUSTON

Home Address: AVE Zip:

Home Phone: 415 Occupation: SELF EMPLOYED

Work Phone: SAME Employer:

Business Address: st. SF Zip: 94110

Business E-Mail: mail.com Home E-Mail: SAME

Check All That Apply:

A citizen of the United States. ☑ At least 18 years old on or before Election Day. ☑

Not in prison or on parole for a felony conviction ☑

A resident of San Francisco ☑ Yes: ☐ No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)
16 YEARS EXPERIENCE EMPLOYING SF RESIDENT IN NIGHTLIFE.
7 " " PREVIOUSLY IN MENTAL HEALTH AND EMPLOYMENT.

Education:
UNIVERSITY STUDIES IN ANTHROPOLOGY AND SOCIOLOGY

Business and/or professional experience:
SEE QUALIFICATIONS ABOVE.

Civic Activities:
20+ YEARS OF FUNDRAISING FOR NUMEROUS NON PROFIT ORGS.
5+ " BOARD MEMBER - PROJECT DOG RESCUE
5+ " " " - FABULOSA FEST

Ethnicity: (optional) Sex: (optional) ☐ M ☐ F

Have you attended any meetings of the Board/Commission to which you wish appointment? ☐ Yes ☑ No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made.
(Applications must be received 10 days before the scheduled hearing.)
(Please Note: Once Completed, this form, including all attachments, become public record)

Date: Sept. 7 2012 **Applicant's Signature: (required)** _____
Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:
Appointed to Seat #:_____ Term Expires:_____ Date Seat was Vacated: _____

12/04/09

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Application for Boards, Commissions and Committees

Application for Appointment to: Wage Theft Task Force
Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable): business / employer 6, 7, 8 District: 9

Name: Karen Heisler

Home Address: San Francisco, CA Zip: 94110

Home Phone: Occupation: business owner (bakery/cafe)

Work Phone: Employer:

Business Address: t. San Francisco, CA Zip: 94110

Business E-Mail: Home E-Mail:

Check All That Apply:

A citizen of the United States. ☑ At least 18 years old on or before Election Day. ☑

Not in prison or on parole for a felony conviction ☑

A resident of San Francisco ☑ Yes: ☐ No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)

Our business is recognized by our staff, customers, community organizations, the SF Board of Supervisors, and State legislators as committed to and successfully demonstrating fair labor practices and high employment standards.

Education:

UC Berkeley (BS)

Business and/or professional experience:

Currently co-own/operate Mission Pie, retail bakery and cafe with 18 employees. Previously worked in Federal environmental regulation and policy, and founded a non-profit food system education organization.

Civic Activities:

20+ years volunteering on campaigns and issues related to agricultural, human and environmental health policy. Presently on SPUR's Food System and Urban Agriculture Policy Board, and business advisor to Little City Gardens.

Ethnicity: (optional) caucasian Sex: (optional) ☐ M ☑ F

Have you attended any meetings of the Board/Commission to which you wish appointment? ☐ Yes ☑ No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made.
(Applications must be received 10 days before the scheduled hearing.)
(Please Note: Once Completed, this form, including all attachments, become public record)

Date: 9/5/12 **Applicant's Signature: (required)** Karen Heisler

Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:
Appointed to Seat #:_____ Term Expires:_____ Date Seat was Vacated: _____

12/04/09

2901 Mission Street · San Francisco · California 94110 (415) 282 4PIE · (415) 282 1500

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BOARD OF SUPERVISORS
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San Francisco Board of Supervisors
Rules Committee
1 Dr. Carlton B. Goodlett Place, Rm 244
San Francisco, CA 94102-4689

September 5, 2012

To Supervisors Kim, Farrell, and Campos:

In submitting my application for the Wage Theft Task Force to your committee for consideration, I'd like to take the opportunity to explain my interest and qualifications for one of the 3 business seats.

I currently co-own and operate a neighborhood bakery and café in District 9, at the corner of Mission and 25th streets. Our business is founded on values of equity and fairness, and we express these both in our business relations with our customers and vendors, and in our compensation and benefits for staff. We also collaborate with several non-profit agencies that focus on employment development to host socially and economically disadvantaged interns in our business, in order to support their vocational development and self-empowerment in this challenging economy.

Our efforts and accomplishments related to labor, and more generally as a local business leader have been recognized by Young Workers United, Jewish Vocational Services, Urban Solutions, as well as by your Board (thank you again for that honor), and our State representatives.

My personal work history includes two decades in government regulation and non-profit sectors prior to launching Mission Pie, and therefore I have familiarity with policy development and enforcement, as well as a broad range of work groups and task forces. It would be an honor to serve on the Wage Theft Task Force.

Sincerely,

Karen Heisler

Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions and Committees

Application for Appointment to: Wage Theft Task Force
Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable): 6-8 District: 7

Name: Mani Sheik

Home Address: Zip: 94127

Home Phone: 415 Occupation: Attorney

Work Phone: 415- Employer: (

Business Address: Zip: 94111

Business E-Mail: Home E-Mail:

Check All That Apply:

A citizen of the United States. ☑ At least 18 years old on or before Election Day. ☑

Not in prison or on parole for a felony conviction ☑

A resident of San Francisco ☑ Yes: ☐ No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)

Please see attached CV.

Education:

Please see attached CV.

Business and/or professional experience:

Please see attached CV.

Civic Activities:

Please see attached CV.

RECEIVED
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Ethnicity: (optional) Sex: (optional) ☐ M ☐ F

Have you attended any meetings of the Board/Commission to which you wish appointment? ☐ Yes ☑ No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made.
(Applications must be received 10 days before the scheduled hearing.)
(Please Note: Once Completed, this form, including all attachments, become public record)

Date: 8-17-2012 **Applicant's Signature: (required)**
Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:
Appointed to Seat #:_____ Term Expires:_____ Date Seat was Vacated: _____

12/04/09

Mani Sheik

ɔm

EDUCATION

University of California, Berkeley School of Law (Boalt Hall) Juris Doctor 2006

Top 15% of class
Jurisprudence Award: Public International Law, Refugee Law; Prosser Award: Appellate Advocacy
Chair - Moot Court Board; Member - *California Law Review*
Teaching assistant for Appellate Advocacy course
CALI Award: Civil Procedure I, Civil Procedure II, Legal Research and Writing

Mani Sheik, *From Breard to Medellin: Supreme Court Inaction or ICJ Activism in the Field of International Law?*, 94 Calif. L. Rev. 531 (March, 2006)

Johns Hopkins School of Public Health Master of Public Health 1998

Focus: International Health. Certification in Health and Human Rights

University of California, Irvine Bachelor of Science 1995

Major: Biological Sciences. Excellence in Research Award, 1994

BAR ADMISSIONS

California (#245487)
Northern and Southern Districts of California; 4th and 9th Circuits

LEGAL EXPERIENCE

Curiale Hirschfeld Kraemer LLP San Francisco, CA

Associate, 2010 - Present

Labor and employment attorney. Sole or lead associate for most cases in court, arbitration, and class actions, including multi-million dollar matters. Conduct factual investigations. Draft pleadings, declarations, and motions, including summary judgment, discovery-related, and other dispositive motions. Propound and respond to discovery requests, including extensive experience with electronic discovery. Conduct and defend depositions, including expert witnesses and witness preparation. Prepare litigation budgets. Advise and counsel clients in wage and hour, termination, classification, and other labor matters. Significant client interaction.

Coblentz Patch Duffy & Bass, LLP San Francisco, CA

Associate, 2008 – 2010

Commercial litigation associate, with primary focus in general civil litigation, including appeals, post-trial motions, and other complex law and motion matters. Practice included labor and employment, commercial contract and lease disputes, fiduciary responsibility and liability, commercial fraud, and embezzlement. Member of trial team in six-week jury trial, including lead responsibility for primary opposing witnesses and drafting numerous discovery and trial motions. Conducted lay and expert witness examinations and cross-examination in court, including witness preparation. Drafted mediation statements. Negotiated and drafted settlement agreements. Provided pro bono representation, with an emphasis on political asylum law and a victory in an asylum claim before the Fourth Circuit Court of Appeals.

Reed Smith, LLP San Francisco, CA

Associate, 2006 – 2008; Summer Associate, Summer 2005

Member of commercial litigation and appellate groups. Obtained successful outcome as lead appellate attorney in *Stanley v. Sears* (9th Circ., 2008). Member of trial team in commercial real estate dispute (case successfully settled on the first day of trial). Conducted judgment debtor exam for commercial banking client. Participated in business development pitches with potential appellate clients; significant client interaction in many cases.

University of California, Berkeley School of Law Berkeley, CA
Research Assistant, Dec. 2004 – 2006

Provided research assistance to Professors David Caron on international law and Kate Jastram on refugee law. Research included international dispute resolution, claims arising from hostilities conducted during war, and public international law as well as a statistical review of asylum cases in immigration courts throughout the US.

California Court of Appeal, District One San Francisco, CA
Judicial Extern, Aug. – Dec. 2004

Extern to the Honorable James Lambden. Researched and prepared draft memoranda for two dozen criminal matters.

Office of the Solicitor General, Department of Justice Washington, DC
Intern, Summer 1994

Reviewed *In Forma Pauperis* cases filed in U.S. Supreme Court. Prepared initial responses to petitions and forwarded to proper departments for review.

LEGAL PUBLICATIONS

Martin, J.C. and Sheik M., *Ticking Time Bomb*, L.A. DAILY J., No. 20, 2007, at 9.

Chevalier, A.M. and Sheik M., *Reimbursement Roulette*, L.A. DAILY J., Oct. 12, 2007, at 9.

Fogel P. and Sheik M., *Courting Change*, S.F. DAILY J, Jan. 11, 2007, at 9.

Fogel P. and Sheik M. *Make Sure Court Carries Out 'Separate Document' Process*, S.F. DAILY J., Aug. 16, 2005, at 9.

OTHER EXPERIENCE

Assistant Disaster Director, American Red Cross. July 2001 – Aug. 2003. San Francisco, CA.

Supervised Training Institute that included 60+ classes for 450 participants. Responsible for disaster training program for 2,000 volunteers and 100 staff in six counties. Managed volunteer staff of 120.

Programme Epidemiologist, Medical Emergency Relief International. 2000 – 01. Republic of Tajikistan.

Worked with local health officials to improve health information systems for 2.1 million persons. Led investigation and response efforts for typhoid epidemic. Served as acting medical coordinator.

Associate/Faculty Member, Johns Hopkins School of Hygiene and Public Health, 1998 – 2000.

Provided technical expertise on epidemiology and health information systems in complex emergencies. Studied health indicators in post-emergency phase displaced persons camps (Thailand, Azerbaijan, Uganda, Nepal, Ethiopia and Sudan).

Consultant, American Red Cross, 1999. Turkey.

Member of three-person rapid health assessment team sent to Turkey following 7.4 earthquake.

Volunteer, United States Peace Corps, 1995 – 1996. Islamic Republic of Mauritania.

Water & Sanitation, Community Health, and Disease Control volunteer.

PROFESSIONAL AFFILIATIONS

San Francisco Court Appointed Special Advocated (CASA), Board of Directors (2012-present)
Iranian-American Bar Association, Board of Directors (2007-08)
Human Rights Watch, California Committee North, Member (2003-pres.; Programs Committee Chair, 2004 – 2005)
San Francisco Human Rights Commission – Issues Committee, Member (2003 – 2004)
Iranian Health Forum, Founding Member and Board Member (1999 – 2001)

OTHER PUBLICATIONS

Spiegel P, Sheik M, Crawford CG, Salama P. *Health programs and policies associated with decreased mortality in displaced people in post-emergency phase camps: a retrospective study.* The Lancet. Dec. 14, 2002. 360; 1927-34

Hynes M, Sheik M, Wilson HG, Spiegel P. *Reproductive health indicators and outcomes among refugee and internally displaced persons in post-emergency phase camps.* Journal of the American Medical Association. 2002 Aug. 7; 288(5): 595-603.

Spiegel P, Sheik M, Burnham G, Woodruff BA. *The Accuracy of Mortality Reporting in Displaced Population Camps in the Post-Emergency Phase.* Disasters. 2001 June; 25(2). 172-80.

Daley WR, Karpati A, Sheik M. *Needs Assessment of the Displaced Population Following the August 1999 Earthquake in Turkey.* Disasters. 2001 Mar.; 25(1): 67-75.

Sheik M, Gutierrez MI, Bolton P, Spiegel P, Thieren M, Burnham G. *Deaths Among Humanitarian Workers From 1986 to 1998.* British Medical Journal. 31. 15 July 2000. 166-68.

Spiegel P and Sheik M. *Notes From the Field in Kigoma, Tanzania.* Refuge. Nov., 1999; 18:4. 28-29.

Chippindale AK, Gibbs AG, Sheik M, Yee KJ, Djawdan M, Bradley TJ, Rose MR. *Resource acquisition and the evolution of stress resistance in Drosophila melanogaster.* Evolution: Vol. 52, No. 5. 1342–52.

LANGUAGES - Fluent in Farsi and French

FILE NO. 120431 ORDINANCE NO. 102-12

[Administrative Code - Establishing a Wage Theft Task Force]

Ordinance amending the San Francisco Administrative Code by adding Sections 5.260 through 5.260-5 to: 1) establish a Wage Theft Task Force to make recommendations to the Board of Supervisors regarding how the City may best address wage theft in San Francisco; 2) provide for the Task Force's membership, organization, and duties; and 3) set a sunset date for the Task Force.

NOTE: Additions are *single-underline italics Times New Roman*; deletions are ~~*strike-through italics Times New Roman*~~. Board amendment additions are double-underlined; Board amendment deletions are ~~strikethrough normal~~.

Be it ordained by the People of the City and County of San Francisco:

Section 1. **Findings.** The Board of Supervisors finds and declares as follows:

1. Wage theft occurs when employers do not pay workers the wages to which the workers are legally entitled. Common forms of wage theft are non-payment of overtime, failure to pay for all hours worked, under-payment of the minimum wage rate, misclassification of employees as independent contractors, misclassification of type of work performed on a public works contract, illegal deductions from worker paychecks, failure to pay for "training time", and complete non-payment of wages.

2. National and local studies report that wage theft is a pervasive problem that disproportionately affects immigrant and low-wage workers. For example, a national study of 4,000 workers in Chicago, New York, and Los Angeles conducted by the National Employment Law Project (NELP) found that 26 percent of those workers had been paid less

than the minimum wage in the preceding week, and 76 percent had either been underpaid or not paid at all for their overtime hours.

3. In San Francisco, a 2011 report by the Chinese Progressive Association (CPA) on workers in Chinatown restaurants found that one out of every two workers was paid less than the minimum wage. A 2006 national study of day laborers, that included hundreds of interviews with day laborers in San Francisco, conducted by University of California, Los Angeles, University of Illinois, and New School University, found that one out of every two day laborers experienced wage theft in the two months prior to being surveyed.

4. Since the San Francisco Minimum Wage Ordinance became effective in February 2004, the Office of Labor Standards Enforcement (OLSE) has recovered over $4.8 million for 2,761 employees who were denied minimum wage and overtime pay by employers in San Francisco. Since beginning prevailing wage enforcement in 2002, OLSE has recovered over $4.3 million for workers who were not paid prevailing wages on City & County of San Francisco public works contracts. OLSE has also recovered over $675,000 for employees who were denied the wages and paid time off to which they were entitled under the Minimum Compensation Ordinance (since 2001) and about $155,000 for workers who have been denied paid sick leave (since 2007).

5. According to NELP as stated in their recent manual entitled *An Advocate's Guide to State and City Policies to Fight Wage Theft*, "Wage theft is not incidental, aberrant or rare, or committed by a few rogue employers at the periphery of the labor market. It takes place in industries that span the economy—including retail, restaurants and grocery stores; caregiver industries such as home health care and domestic work; blue collar industries such as manufacturing, construction and wholesalers; building services such as janitorial and security;

and personal services such as dry cleaning and laundry, car washes, and beauty and nail salons."

6. Wage theft causes significant harm to San Franciscans. Worker victims of wage theft cannot make ends meet individually or for their families, responsible businesses face unfair competition from employers paying below legal wages, and our city government loses significant tax revenue during a time of large annual budget deficits.

7. Wage theft negatively impacts the health of individuals and communities in San Francisco. Extensive research shows that income is one of the most important determinants of health. By negatively impacting income earned, wage theft impacts workers' ability to meet basic needs such as rent, groceries, and health care, which can increase their risk of homelessness, overcrowding, hunger and inability to pay medical bills. Wage theft can also increase stress on individuals and families and increase risk of depression, anxiety, high blood pressure, and substance use. Additionally, employers who disregard wage and hour laws are more likely to disregard other laws, including consumer safety laws, which may increase consumers' risk of food borne illness or accidental injuries.

8. San Francisco has been a consistent leader in passing groundbreaking legislation to improve working standards for low-wage workers. San Francisco can continue its work at the cutting edge by further engaging in interdepartmental and department/community collaborations to best leverage resources to address wage theft. There are numerous promising examples of inter-agency collaboration that promote more efficient use of limited resources. At the state level, California recently created the Labor Enforcement Task Force involving six state bodies and local district attorneys to target the underground economy; New York and Michigan have established inter-agency bodies to address worker misclassification;

and Coalitions on Occupational Safety and Health in various states have helped bring together local labor, health and safety organizations.

Section 2. The San Francisco Administrative Code is hereby amended by adding Chapter 5, Article XXVI, Sections 5.260 through 5.260-5, to read as follows:

SEC. 5.260. ESTABLISHMENT.

The Board of Supervisors hereby establishes a Wage Theft Task Force ("the Task Force") to make recommendations to the Board of Supervisors about how the City can best address wage theft.

SEC. 5.260-1. MEMBERSHIP.

(a) Voting members of the Task Force shall be drawn from City departments that have the power to address wage theft, as well as individuals from businesses, community-based organizations and labor unions with experience and understanding of low-wage workers, low-wage industries, and the problem of wage theft.

(b) The Task Force shall consist of fifteen voting members, with Seats 8 through 15 appointed by the Board of Supervisors as follows:

(1) Seat 1: A representative from the City Attorney's Office.

(2) Seat 2: A representative from the Office of Labor Standards Enforcement.

(3) Seat 3: A representative from the District Attorney's Office.

(4) Seat 4: A representative from the Police Department.

(5) Seat 5: A representative from the Department of Public Health.

(6) Seat 6: A representative from the Treasurer's Office.

(7) Seat 7: A representative from the Office of Small Business.

(8) Seats 8, 9, 10 & 11: Persons with significant experience confronting the issue of wage theft, who work at, serve on the Board of Directors of, or are a member of a non-profit community based organization that organizes or represents low-wage workers.

(9) Seat 12: A person who works at a labor union who has experience with an industry where widespread wage theft occurs or has occurred.

(10) Seats 13, 14, & 15 Persons representing responsible business(es) or employer(s) in San Francisco in an industry where wage theft is prevalent.

SEC. 5.260-2. ORGANIZATION AND TERM OF OFFICE.

(a) The term of office of voting members of the Task Force shall be one year. The terms of office for all fifteen seats shall start from the date the last of the fifteen voting members of the Task Force is appointed and sworn in.

(b) Voting members of the Task Force in Seats 1 through 7 shall serve at the pleasure of the appointing authority.

(c) The representative from the Office of Labor Standards Enforcement (Seat 2) shall co-chair the Task Force together with one Task Force member from Seats 8 through 11 selected by the Task Force. The co-chairs of the Task Force, assisted by a staff member from the office of the Supervisor representing District 9, will have the responsibility to schedule Task Force meetings, create the agenda for each meeting, invite guest presenters, and perform any other administrative or other support needed for the Task Force.

(d) In the event a vacancy occurs during the term of office of any member, the appointing authority shall appoint a successor having the same qualifications for the unexpired term of the office vacated.

(e) Services of the voting members of the Task Force shall be voluntary and members will serve without compensation. Task Force members otherwise employed by the City shall receive no additional compensation for their service on the Task Force.

SEC. 5.260-3. POWERS AND DUTIES.

(a) The Task Force shall hold meetings regarding the problem of wage theft.

(b) The Task Force shall invite outside experts to present on the crisis of wage theft and on strategies and policies used by other government agencies to address wage theft.

(c) The Task Force shall develop recommendations on:

(1) Legislation needed to address wage theft;

(2) Studies, research, or data needed to better understand wage theft;

(3) Additional resources needed by City departments in order to implement new strategies to address wage theft;and,

(4) Hearings that the Board should conduct to further understand how City departments or community groups are addressing wage theft.

(d) No later than twelve months from the date that all fifteen voting members of the Task Force have been appointed, the Task Force shall submit its recommendations, including recommendations regarding legislation and appropriations, to the Board of Supervisors.

SEC. 5.260-4. MEETINGS.

The place, date and time of meetings of the Task Force shall be prescribed by rule of the Task Force; provided, however that the Task Force shall hold regular meetings not less than once every month for a minimum of six months. Except as provided by law, all meetings of the Task Force shall be open to the public.

SEC. 5.260-5. SUNSET.

The Task Force shall terminate by operation of law on December 31, 2013, unless the Board of Supervisors by resolution extends its term.

Section 3. Effective Date. This ordinance shall become effective 30 days from the date of passage.

Section 4. This section is uncodified. In enacting this Ordinance, the Board intends to amend only those words, phrases, paragraphs, subsections, sections, articles, numbers, punctuation, charts, diagrams, or any other constituent part of the Administrative Code that are explicitly shown in this legislation as additions, deletions, Board amendment additions, and Board amendment deletions in accordance with the "Note" that appears under the official title of the legislation.

APPROVED AS TO FORM:
DENNIS J. HERRERA, City Attorney

By: _____
THOMAS J. OWEN
Deputy City Attorney

City and County of San Francisco
Tails
Ordinance

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

File Number: 120431 **Date Passed:** June 12, 2012

Ordinance amending the San Francisco Administrative Code by adding Sections 5.260 through 5.260-5 to: 1) establishing a Wage Theft Task Force to make recommendations to the Board of Supervisors, regarding how the City may best address wage theft in San Francisco; 2) provide for the Task Force's membership, organization, and duties; and 3) set a sunset date for the Task Force.

May 17, 2012 Public Safety Committee - RECOMMENDED

June 05, 2012 Board of Supervisors - PASSED, ON FIRST READING

Ayes: 11 - Avalos, Campos, Chiu, Chu, Cohen, Elsbernd, Farrell, Kim, Mar, Olague and Wiener

June 12, 2012 Board of Supervisors - FINALLY PASSED

Ayes: 11 - Avalos, Campos, Chiu, Chu, Cohen, Elsbernd, Farrell, Kim, Mar, Olague and Wiener

File No. 120431

I hereby certify that the foregoing Ordinance was FINALLY PASSED on 6/12/2012 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

UNSIGNED
Mayor

JUNE 22, 2012
Date Approved

Date: June 22, 2012

I hereby certify that the foregoing ordinance, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter.

Angela Calvillo
Clerk of the Board

File No.
120431