

**From:** [Board of Supervisors \(BOS\)](#)  
**To:** [BOS-Supervisors](#); [BOS-Legislative Aides](#)  
**Cc:** [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [BOS-Operations](#); [BOS Legislation, \(BOS\)](#); [Crayton, Monique \(BOS\)](#)  
**Subject:** FW: Inequality of HAO that needs to be Addressed and Amended  
**Date:** Wednesday, May 28, 2025 9:38:01 AM

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Hello,

Please see below for communication from Chris Wong regarding File No. 250210.

**File No. 250210:** Ordinance amending the Labor and Employment Code to revise the Healthy Airport Ordinance to require, beginning on January 1, 2026, that Contracting Parties employing certain airport workers make Irrevocable Health Care Expenditures on behalf of their employees at tiered rates reflecting the employee's household size. (Mandelman, Walton, Chan)

Sincerely,

**Joe Adkins**  
**Office of the Clerk of the Board**  
**San Francisco Board of Supervisors**  
**1 Dr. Carlton B. Goodlett Place, Room 244**  
**San Francisco, CA 94102**  
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**From:** wy Y <dragonflysfo@gmail.com>  
**Sent:** Thursday, May 22, 2025 3:14 PM  
**To:** ChenStaff <ChenStaff@sfgov.org>; Lurie, Daniel (MYR) <daniel.lurie@sfgov.org>; Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>  
**Subject:** Inequality of HAO that needs to be Addressed and Amended

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Supervisor Chen,district 11  
Mayor Daniel Lurie  
Board of Supervisors SF

Healthy Airport Ordinance (HOA) passed in 4/6/21 has been controversial to Flight Attendants Crews, Living and Working at SFO, that previously employer (United Airlines had paid our HMO Premiums) That since HOA was enacted (Unfairly) United Airlines has Stopped paying for this crucial "Health Benefits Premiums" but gave other SFO Employees (Family/Spouse) All the Health Care Premium Benefits!....NOT FAIR to Flight Attendants, Based and Primary Resident of San Francisco!

This is "Discriminatory and UNFAIR" and Needs to be Addressed and Amended!  
I have be resident of San Francisco along with my Spouse since 2005 and had my  
HMO Health Premiums paid by United Airlines....till HOA was passed, and United  
Airlines STOP Paying our HMO Health Premium Benefits!

Living and Working in HIGH COST City of San Francisco is Difficult Enough, adding  
this Once Included Health Premium Benefits HELPED Greatly to SFO Based Flight  
Attendants!

To give BS Excuses of Flight Crews Not Qualified as Airport Employees is Nonsense,  
as our Work Starts and Ends in SFO!

We contributed to the work force that makes SFO World Class Airline Hub, including  
all the Ground Staff...Should not "Discriminate of Who gets their Health Insurance  
Paid for by Employer at SFO"!!

Please Lobby for Amending this Ordinance Change and include all Airline Crews that  
is Based and Live in San Francisco to Health Insurance Paid Benefits!

Thank you,  
Chris Wong  
SFOSW

P.S. Google HOA (Healthy Airport Ordinance) to review its history and  
implementations!



November 12, 2025

President Rafael Mandelman and Members of the San Francisco Board of Supervisors  
City Hall, 1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Re: United Airlines Letter of Concern - Proposed Amendments to the Healthy Airport Ordinance  
– Item 2 – File No. 250210

Dear President Mandelman and Members of the Board,

United Airlines appreciates the opportunity to share our perspective regarding the proposed amendments to the Healthy Airport Ordinance (HAO). United has been proud to call San Francisco home for more than 90 years and is deeply invested in the success of San Francisco International Airport (SFO) and the broader Bay Area economy. Our partnership with the City has always been grounded in shared values of fairness, opportunity, and civic responsibility.

We submit this letter not in opposition to the City's goals, but to express concern about how the proposed amendments could unintentionally affect employers - like United - who already provide exceptional, affordable healthcare options to employees. We respectfully ask that the Board allow time over the next year to collaborate on improvements that ensure the City's objectives are met without disrupting the strong, collectively bargained benefits already in place for thousands of airport employees.

United Airlines has a strong record of providing exceptional, affordable healthcare.

United is set to invest \$1.5 billion in employee healthcare in the coming year. Our unionized workforce has access to a broad range of affordable, high-quality health plans, each negotiated through collective bargaining and tailored to meet employee needs. There is no argument that United employees lack access to comprehensive coverage.

It is important to note that the Healthy Airport Ordinance was initially designed to address shortcomings among airline service providers, not the airlines themselves. Yet as currently drafted, the ordinance continues to encompass airlines whose healthcare plans already exceed both generally applicable City and federal requirements. This broad application risks penalizing employers that have long exemplified the very principles the ordinance seeks to advance.

Papia Gambelin  
United Airlines  
Managing Director – State & Local Government Affairs – Western Region  
Cell (650) 714-6037 | [papia.gambelin@united.com](mailto:papia.gambelin@united.com)



United fully supports the City's commitment to improving healthcare access and affordability for all airport workers. Our concern lies not with the intent, but with the mechanism. The proposed "irrevocable health care expenditure" framework, while well-meaning, may unintentionally duplicate existing benefits or disrupt collectively bargained plans that already provide excellent coverage.

We encourage the Board to consider the proposal advanced by Airlines for America (A4A), which establishes a clear and flexible compliance model:

- Setting a minimum hourly healthcare expenditure tied to existing City standards;
- Automatically deeming compliance for employers that already provide high-value "Gold-level" healthcare plans under the Affordable Care Act; and
- Preserving employer flexibility to maintain additional plan options without limiting employee choice.

This framework would align with the City's stated goals while ensuring that collectively bargained and comprehensive plans - like those offered by United - remain protected and viable.

United respectfully requests that the City and all airport stakeholders use 2026 as a dedicated year of collaboration to refine and strengthen the ordinance before it takes effect in 2027. We believe this can be a constructive period to address implementation challenges, align the policy with existing collectively bargained healthcare coverage, and ensure that the final framework truly meets the City's goals.

United stands ready to work in partnership with the City, labor representatives, airport management and other airport employers to identify solutions that expand access to affordable care, avoid unintended overlap or duplication, and preserve the high-quality benefits that already serve thousands of airport workers.

Sincerely,

DocuSigned by:

*Papia Gambelin*

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Papia Gambelin

Managing Director State and Local Government Affairs  
United Airlines