



December 6, 2022

Sent via Email: john.carroll@sfgov.org

TO: Public Safety and Neighborhood Services Committee
San Francisco Board of Supervisors
Legislative Chamber, Room 250
City Hall, San Francisco, CA 94102

RE: Military Leave Pay Protection Act
[Administrative Code – Private Sector Military Leave Pay]

Dear Public Safety and Neighborhood Services Committee Members,

On behalf of the San Francisco Veterans Affairs Commission, I am writing to express our support for the Military Leave Pay Protection Act, which will be considered by the Committee during its meeting on Thursday, December 8th. This ordinance will amend the Police Code to require private employers to pay military reservist called for military duty the difference between their military salary and their salary as employees, for up to 30 days in a calendar year.

Currently, under federal, state, and local laws, when public sector reservist are called for military duty they are compensated with their full pay for up to 30 days. However there isn't a law providing the same protection for reservists working in private sector employment. This often creates a precarious financial situation when reservist employed in the private sector leave their job for short term deployment.

When reservists are deployed, it is often to provide crucial assistance in emergency situations. Or to participate in training that will prepare them for such emergency service. This commitment of reservists should not result in financial hardship for themselves or their families. This is why the Veterans Affairs Commission supports this well thought out legislation, which has been modeled on the federal, state, and local laws for public sector employees. As Supervisor Gordon Mar was quoted in a 11/01/22 San Francisco Examiner article, "(This bill would) provide economic security and employment protection to thousands of San Francisco workers who are members of the National Guard or military reserve when they're deployed for training or emergency activations." The Commission agrees all reservists – working in either private or public sector – should have this economic security and employment protection.

Last month our country celebrated, "National Veterans and Military Families Month," as we have done every November since 1996. November is a time to honor the bravery, commitment and sacrifice of our nation's military. While it is important to make time to celebrate our brave service men and women, San Francisco remains proactive throughout the year to address the needs and concerns of veterans and their families living in San Francisco. The Commission is thankful to the

San Francisco Board of Supervisors for recent passage of veterans parks legislation and affordable housing legislation. These important laws will make a difference in the lives of many of our city's veterans for years to come.

The Veterans Affairs Commission believes the Military Leave Pay Protection Act will also make a positive difference in the lives of many reservists, and we strongly endorse this legislation. Both for the fair compensation it will bring to private sector reservists and, as we understand it to be the first legislation of its kind nationwide, for the example it will provide other cities to follow.

On behalf of my fellow commissioners, I thank the members of the Public Safety and Neighborhood Services Committee for the consideration of this important legislation to guarantee equitable wages to the private sector military reservists serving our country.

Sincerely,

Ikram Mansori
President, Veterans Affairs Commission
City and County of San Francisco Commissioner