

1 [Urging Grocery Stores to Provide All Employees an Additional Five Dollars Per Hour in
2 Hazard Pay]

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

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

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

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

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

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

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

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

24 WHEREAS, Essential grocery workers are continuously working to restock items that
25 households desperately need like toilet paper, cleaning supplies and other essentials; and

1 WHEREAS, Essential grocery workers continue to live with the daily fear of not only
2 contracting the virus but also bringing it home to their families; and

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

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

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

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

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

22 WHEREAS, Studies have shown that wage increases result in more money being
23 spent in our local small businesses and also act as a stimulus for our local economy; and

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1 WHEREAS, The United States' top retail companies have earned record-breaking
2 profits during the pandemic, this increase in profit has not transferred to workers, according to
3 a Brookings Institution analysis conducted in November 2020; and

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

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

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

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

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

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