



SF Labor Protections for Janitors

Janitorial Prevailing Wage (1999)

- Prevailing wages and fringe benefits required at property owned or leased by City
- Current rates: \$15.81 - \$23.98 for wages + fringe benefits
- Health benefit: additional payment of \$1,333.85 for employees who work > 90 hrs/month

SF Labor Protections

Unique Citywide Laws (all employers)

- Minimum Wage (2004)
 - Currently \$12.25 increases to \$13.00 on July 1
- Paid Sick Leave (2007)
 - 1 hour accrued for 30 hours worked up to 40 hours (1-9 employees) or 72 hours (10+ employees)

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SF Labor Protections

Citywide Labor Laws (20+ Employees)

- Health Care Security Ordinance (2007)
 - Health expenditures of \$1.68 per hour (medium sized) or \$2.53 per hour (large)
- Family Friendly Workplace Ordinance (2014)
 - Right to request a flexible or predictable schedule
- Fair Chance Ordinance (20+ EEs, 2014)
 - Limits inquiries about conviction and arrest history

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SF Labor Protections

Formula Retail Employee Rights Ordinances

- Applies to large chain businesses
- Ordinances specifically extend new rights to janitorial and security subcontractors:
 - Predictable scheduling
 - Offers of additional hours to P/T employees
 - Equal treatment for P/T employees

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Enforcement Results

- OLSE has investigated **41 janitorial companies** based on alleged violations of local labor laws
- OLSE has recovered **\$1,444,078** that violators owed to **427** San Francisco workers

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Exploitation in Janitorial Services

San Francisco Board of Supervisors
Government Audit & Oversight Committee Hearing

June 16, 2016



Minouche Kandel, Esq.
Director of Women's Policy
San Francisco Department on the Status of Women

Human Trafficking & Janitorial Services

- ❖ 36% of migrant janitorial workers in San Diego experienced labor trafficking violations – more than any other industry [Zhang, S. X. (2012). *Trafficking of Migrant Laborers in San Diego County: Looking for a Hidden Population*. San Diego, CA: San Diego State University.]
- ❖ In 2015, the Mayor's Task Force on Anti-Human Trafficking identified 2 human trafficking cases in janitorial services in San Francisco (out of 65 labor trafficking cases)



Rape on the Night Shift

- ❖ Women make up 51% of building and grounds cleaning in San Francisco
- ❖ People of color are 85% of building and grounds cleaners
- ❖ Asian women are roughly 25% of building and grounds cleaners
- ❖ 1 in 5 women will be raped during their lifetime
- ❖ 12% of women who are raped are assaulted at work
- ❖ 60% of women raped at work don't report to the police

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Vulnerability of Female Janitors

- ❖ Isolated – working alone at night (vulnerable to attack and no witnesses)
- ❖ Low awareness of rights
- ❖ Immigrants may be particularly fearful of complaining

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Recommendations

- ❖ Work in teams
- ❖ Increase awareness of sexual assault as a workplace safety issue
 - ❖ Clear sexual harassment policy communicated in English and language of employee
 - ❖ Training to employees, staff and managers about sexual harassment
- ❖ Improving reporting process
- ❖ Strengthen workers' ties to communities/organizations that elevate their voice

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