



CITY AND COUNTY OF SAN FRANCISCO
LONDON BREED, MAYOR

OFFICE OF SMALL BUSINESS
REGINA DICK-ENDRIZZI, DIRECTOR

November 28, 2018

Ms. Angela Calvillo, Clerk of the Board
City Hall Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

RE: BOS File No. 180805 - Police Code - Agreements Between Cannabis Businesses and Labor Organizations - Hiring Graduates of Apprenticeship and Pre-Apprenticeship Programs

Small Business Commission Recommendation to the Board of Supervisors: Recommendation of Approval in amending or substituting the legislation with these conditions:

1. Decouple the hiring requirements from State-approved apprenticeship or City-certified pre-apprenticeship programs from the Labor Peace Agreement requirements.
2. The pre-apprenticeship and apprenticeship relationship is an “and” not an “or”.
3. Include a condition in the legislation that mandates San Francisco Community-Based Organization (CBO) participation in the programs.

This motion passed 5 to 0, with 1 recusal and 1 absence.

Dear Ms. Calvillo,

On Monday, October 22, 2018 the Small Business Commission (SBC) BOS File No. 180805 - Police Code - Agreements Between Cannabis Businesses and Labor Organizations - Hiring Graduates of Apprenticeship and Pre-Apprenticeship Programs. Suhagey Sandoval, aide to Supervisor Ahsha Safai provided the SBC with presentation and noted there would be substantive changes to the legislation that would 1) decouple the hiring requirements from State-approved apprenticeship or City-certified pre-apprenticeship programs from the Labor Peace Agreement requirements; 2) having the pre-apprenticeship and apprenticeship relationship is an “and” not an “or”; 3) clarifying that workers are technically “registered apprentices enrolled in a state-approved apprenticeship program” not “graduates of a state-approved apprenticeship program,”; and 4) how the Office of Cannabis or Workforce will account for the hiring requirement should either programs not be established or not enough individuals to hire from the program.

Josh Arce, Director of Workforce, Office of Economic and Workforce Development provided a good overview on how the City plans to work with State approved apprenticeship programs and develop a City-approved pre-apprenticeship program. The SBC also received a presentation on what a CityGrow program would be constructed.

The SBC stated confidence in San Francisco establishing a CityGrow program, based up the success of the CityBuild program. In the discussion the SBC did stressed the importance of mandating San Francisco Community-Based Organization (CBO)ⁱ participation in the programs. Mandating that participation will help ensure the San Francisco equity workforce the Board of Supervisors is targeting with the mandatory hiring requirements for this industry will be achieved.

The SBC was not afforded the ability to see a written copy of such amendments at the time of presentation as they were still with the City Attorney. As of today's date, November 28, 2018, I have received confirmation that the SBC recommendations are included in the substituted legislations and therefore the conditions of the SBC's recommendation for approval have been met.

Please feel free to contact me should you have any questions.

Sincerely,



Regina Dick-Endrizzi
Director, Office of Small Business

cc: Ahsha Safai, Member, Board of Supervisors,
Kanishka Karunaratne Cheng, Mayor's Liaison to the Board of Supervisors
Andres Power, Policy Director, Office of Mayor London Breed
Nicole Elliot, Director, Office of Cannabis
Josh Arce, Director of Workforce, Office of Economic and Workforce Development
Lisa Pagan, Office of Economic and Workforce Development
Alisa Somera, Clerk of the Rules Committee

ⁱ According to 20 U.S.C.A § 7801(6), the term "community-based organization" means "a public or private nonprofit organization of demonstrated effectiveness that:
(A) is representative of a community or significant segments of a community; and
(B) provides educational or related services to individuals in the community."