



PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO
An Organization of Professional, Technical, and Administrative Employees

November 14, 2024

The Honorable San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102

Re: Worker Justice Fund Ordinance (File No. 240905)

Dear Members of the Board of Supervisors:

I write to you as the elected President of IFPTE Local 21, which represents over 6,300 City and County of San Francisco technical and professional workers. Local 21 represents the compliance officers and senior and principal analysts at the Office of Labor Standards Enforcement – my coworkers and me. We take great pride in our work to enforce the laws written by this Board and fight wage theft. We always want to raise the bar and deliver as much as we can for San Francisco workers. Our record in doing so speaks for itself. With regret, we express our uniform opposition to the Worker Justice Fund Ordinance.

We, the workers who make the labor standards this Board writes work, first learned of this legislation just prior to its introduction, and then were subsequently asked to support it as Local 21 members. We expressed that we could not support it as written. Likewise, the amendments also do not address our serious concerns.

First, the Ordinance does not provide us with additional enforcement or collection tools. We firmly believe no worker should suffer harm and that any worker who does should be made whole. However, without concrete tools to do so, we cannot achieve these goals.

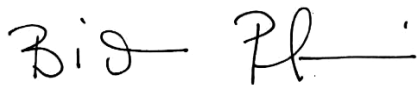
Second, and relatedly, we fear that because we have no additional enforcement tools, this Fund might inadvertently encourage bad employers to act even worse and exasperate and demotivate good employers. As written, why would a bad employer pay its employees what it owes, when the City can pay instead? If this legislation is passed, more employers will no longer remedy the harm they have caused working people.

Third, the Ordinance's costs must be paid somehow. At present, that looks like relying on penalties we fight to collect and the General Fund. We cannot support either scenario. The way this Ordinance is structured, it would burden OLSE's budget, which detracts from the enforcement work we do.

Lastly, the legislation, as written, could jeopardize the very workers it is meant to protect.

For all the reasons above, IFPTE Local 21 opposes the drafted legislation. We are willing and ready to work collaboratively alongside a broad coalition in early 2025 to discuss, plan, and implement improved outcomes for all San Francisco workers and to improve our already high-performing services to the public. We ask that we be included in step one of that process and start anew in early 2025. Had we been asked from the beginning how we could do our jobs even better, we would have participated fully in those discussions. As we stare down a second Donald Trump presidency, with no reason for optimism about how we will engage with and be funded by the federal government, we prefer to do this critical bridge-building work together from the start.

For the Union,



Bianca Polovina

President, IFPTE Local 21

cc: Angela Calvillo, Clerk of the Board of Supervisors