



June 17, 2025

Supervisor Rafael Mandelman  
1 Dr. Carlton B. Goodlett Place  
City Hall, Room 244  
San Francisco, California 94102

Dear Supervisor Mandelman,

I am writing on behalf of the Service Employees International Union Local 2015, representing California's Long-Term Caregivers, to express our strong opposition to proposed legislation to repeal key provisions of the San Francisco Sweatfree Contracting Ordinance. This Ordinance was adopted in 2005, with the full support of San Francisco Labor Council, as an expression of the City's commitment that uniforms worn by employees of our public agencies, many of whom are union members, are not made under abusive labor conditions.

As you know, in today's global economy, most apparel sold in our country, including public employee uniforms, is made overseas, in countries where labor rights and human rights are routinely violated, where garment workers often labor under sweatshop conditions, and where their rights to form unions are frequently, and sometimes violently, repressed. The Sweatfree Contracting Ordinance was adopted as our City's means of ensuring that its purchases of uniforms for public employees would not be associated with such unethical business practices.

The proposed amendment to the Sweatfree Contracting Ordinance would represent an unjustified and shameful retreat from this commitment, as it would:

- Remove the requirement that the City have overseas factories producing public employee uniforms monitored globally by an independent expert nonprofit body – meaning that workers facing sweatshop abuses in those factories would have no effective way to safely report these violations and have them corrected.
- Eliminate the City's Sweatfree Purchasing Advisory Group, which provides for input and oversight on the Ordinance's implementation from community representatives, particularly representatives of organized labor and experts on international labor rights – eliminating transparency and accountability to these key stakeholders.
- Remove the requirement that workers who make public employee uniforms for the City be paid a wage above the local poverty line for their country – inviting the use of factories paying sweatshop wages to make these products for the City.

- Make the Ordinance not apply to factories that are subcontractors or produce less than \$200,000 of apparel for the City - even though it is subcontracted garment factories, producing such smaller orders, where the worst labor rights and human rights violations are most likely to appear.
- Sunsets the Ordinance in 2035 – even though there is reason to believe that the broader issue of abusive labor conditions in the global garment industry will be any less relevant by then than it is today.

This kind of wholesale retreat from protecting worker rights and protecting our City from being implicated in sweatshop abuses overseas is completely unacceptable. It would represent an embarrassing and unjustified step back from leadership on this issue, particularly when other leading public institutions in our state – including the City of Los Angeles and the University of California – maintain similar policies for their apparel purchasing and trademarking and are not retreating from these commitments.

It was more than a decade ago that sweatshop abuses at a factory in the Dominican Republic were reported in the production of uniforms for the San Francisco City jail ([https://www.sfexaminer.com/our\\_sections/forum/anti-sweatshop-law-makes-statement-for-san-francisco/article\\_ff790f14-8676-5dfe-badd-110010756fda.html](https://www.sfexaminer.com/our_sections/forum/anti-sweatshop-law-makes-statement-for-san-francisco/article_ff790f14-8676-5dfe-badd-110010756fda.html)). Since that time, the Sweatfree Purchasing Ordinance has helped corrected violations and improve working conditions for tens of thousands of workers at garment factories making City employee uniforms in Vietnam, Myanmar and other countries around the world (<https://www.sf.gov/information--sweatfree-contracting-ordinance>).

The Sweatfree Purchasing Ordinance protects our City’s reputation for leadership on human rights and worker rights. The public employees represented by our labor allies deserve to be able to trust and have confidence that the uniforms they wear with pride as they do their work for the City were not made with the abuse and exploitation of other workers in other countries. We strongly insist that this unwise and poorly conceived proposal for amendment of the Sweatfree Purchasing Ordinance be reconsidered.

Respectfully,



Kim Evon  
Executive Vice President

CC: San Francisco Board of Supervisors



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# LiUNA! LOCAL 261

*Feel the Power*

July 2, 2025

Supervisor Rafael Mandelman  
1 Dr Carlton B. Goodlett Place  
City Hall, Room 244  
San Francisco, CA 94102

Dear Supervisor Mandelman:

On behalf of Local 261 and our dedicated members, many of whom proudly wear uniforms manufactured under the ethical standards mandated by San Francisco's Sweatfree Contracting Ordinance, we write to express our unwavering support for this vital legislation. This ordinance is not merely a policy; it is a tangible commitment to human dignity and fair labor practices, directly impacting the lives of workers both within our city and across the globe. Our members understand firsthand the importance of knowing that the uniforms they wear and use daily are not born from exploitation, a peace of mind directly attributable to the foresight and integrity of this Board in enacting and upholding such a progressive measure when it was adopted in 2005.

San Francisco has long stood as a beacon of progress and social justice, consistently demonstrating a profound commitment to workers' rights, both in our vibrant local economy and through our influence on global supply chains. The Sweatfree Contracting Ordinance is a cornerstone of this commitment, ensuring that taxpayer dollars do not inadvertently support exploitative labor practices, child labor, or unsafe working conditions anywhere in the world. Repealing or revising this ordinance would send a chilling message, undermining the city's moral standing and betraying the very principles of ethical procurement that San Francisco has so courageously championed.

The Sweatfree Procurement Advisory Group (SPAG) plays an indispensable role in the effective implementation and oversight of this ordinance. Its expertise and dedication are crucial in navigating complex global supply chains, identifying compliant manufacturers, and holding contractors accountable. Disbanding this group would effectively cripple the ordinance, rendering it a hollow promise without the necessary infrastructure to enforce its provisions. Maintaining both the ordinance and SPAG is essential to ensuring transparency, accountability, and the continued integrity of San Francisco's procurement processes.

We urge you to reaffirm San Francisco's leadership in ethical governance by unequivocally rejecting any proposals to repeal or revise the Sweatfree Contracting Ordinance or to disband SPAG.

In solidarity,

Ramon Hernandez  
Business Manager

*Affiliated with the Laborers' International Union of North America  
serving San Francisco, San Mateo and Marin Counties*