

1 [Administrative Code - Creating a Wage Theft Task Force]

2

3 **Ordinance amending the San Francisco Administrative Code by adding Sections 5.260**
4 **through 5.260-5 to: 1) create a Wage Theft Task Force to make recommendations to the**
5 **Board of Supervisors regarding how the City may best address wage theft in San**
6 **Francisco; 2) provide for the Task Force's membership, organization, and duties; and**
7 **3) set a sunset date for the Task Force.**

8

NOTE: Additions are *single-underline italics Times New Roman*;
9 deletions are ~~*strike-through italics Times New Roman*~~.
Board amendment additions are double-underlined;
10 Board amendment deletions are ~~strikethrough normal~~.

9

10

11

12 Be it ordained by the People of the City and County of San Francisco:

12

13 Section 1. **Findings.** The Board of Supervisors finds and declares as follows:

13

14 1. Wage theft occurs when employers do not pay workers the wages to which the
15 workers are legally entitled. Common forms of wage theft are non-payment of overtime,
16 failure to pay for all hours worked, under-payment of the minimum wage rate, misclassification
17 of employees as independent contractors, misclassification of type of work performed on a
18 public works contract, illegal deductions from worker paychecks, failure to pay for “training
19 time”, and complete non-payment of wages.

14

15

16

17

18

19

20 2. National and local studies report that wage theft is a pervasive problem that
21 disproportionately affects immigrant and low-wage workers. For example, a national study of
22 4,000 workers in Chicago, New York, and Los Angeles conducted by the National
23 Employment Law Project (NELP) found that 26 percent of those workers had been paid less

20

21

22

23

24

25

1 than the minimum wage in the preceding week, and 76 percent had either been underpaid or
2 not paid at all for their overtime hours.

3 3. In San Francisco, a 2011 report by the Chinese Progressive Association (CPA) on
4 workers in Chinatown restaurants found that one out of every two workers was paid less than
5 the minimum wage. A 2006 national study of day laborers, that included hundreds of
6 interviews with day laborers in San Francisco, conducted by University of California, Los
7 Angeles, University of Illinois, and New School University, found that one out of every two day
8 laborers experienced wage theft in the two months prior to being surveyed.

9 4. Since the San Francisco Minimum Wage Ordinance became effective in February
10 2004, the Office of Labor Standards Enforcement (OLSE) has recovered over \$4.8 million for
11 2,761 employees who were denied minimum wage and overtime pay by employers in San
12 Francisco. Since beginning prevailing wage enforcement in 2002, OLSE has recovered over
13 \$4.3 million for workers who were not paid prevailing wages on City & County of San
14 Francisco public works contracts. OLSE has also recovered over \$675,000 for employees
15 who were denied the wages and paid time off to which they were entitled under the Minimum
16 Compensation Ordinance (since 2001) and about \$155,000 for workers who have been
17 denied paid sick leave (since 2007).

18 5. According to NELP as stated in their recent manual entitled *An Advocate's Guide to*
19 *State and City Policies to Fight Wage Theft*, "Wage theft is not incidental, aberrant or rare, or
20 committed by a few rogue employers at the periphery of the labor market. It takes place in
21 industries that span the economy—including retail, restaurants and grocery stores; caregiver
22 industries such as home health care and domestic work; blue collar industries such as
23 manufacturing, construction and wholesalers; building services such as janitorial and security;
24
25

1 and personal services such as dry cleaning and laundry, car washes, and beauty and nail
2 salons.”

3 6. Wage theft causes significant harm to San Franciscans. Worker victims of wage
4 theft cannot make ends meet individually or for their families, responsible businesses face
5 unfair competition from employers paying below legal wages, and our city government loses
6 significant tax revenue during a time of large annual budget deficits.

7 7. Wage theft negatively impacts the health of individuals and communities in San
8 Francisco. Extensive research shows that income is one of the most important determinants
9 of health. By negatively impacting income earned, wage theft impacts workers' ability to meet
10 basic needs such as rent, groceries, and health care, which can increase their risk of
11 homelessness, overcrowding, hunger and inability to pay medical bills. Wage theft can also
12 increase stress on individuals and families and increase risk of depression, anxiety, high
13 blood pressure, and substance use. Additionally, employers who disregard wage and hour
14 laws are more likely to disregard other laws, including consumer safety laws, which may
15 increase consumers' risk of food borne illness or accidental injuries.

16 8. San Francisco has been a consistent leader in passing groundbreaking legislation
17 to improve working standards for low-wage workers. San Francisco can continue its work at
18 the cutting edge by further engaging in interdepartmental and department/community
19 collaborations to best leverage resources to address wage theft. There are numerous
20 promising examples of inter-agency collaboration that promote more efficient use of limited
21 resources. At the state level, California recently created the Labor Enforcement Task Force
22 involving six state bodies and local district attorneys to target the underground economy; New
23 York and Michigan have established inter-agency bodies to address worker misclassification;

24
25

1 and Coalitions on Occupational Safety and Health in various states have helped bring
2 together local labor, health and safety organizations.

3
4 Section 2. The San Francisco Administrative Code is hereby amended by adding
5 Chapter 5, Article XXVI, Sections 5.260 through 5.260-5, to read as follows:

6
7 **SEC. 5.260. ESTABLISHMENT.**

8 The Board of Supervisors hereby establishes a Wage Theft Task Force ("the Task Force") to
9 make recommendations to the Board of Supervisors about how the City can best address wage theft.

10
11 **SEC. 5.260-1. MEMBERSHIP.**

12 (a) Voting members of the Task Force shall be drawn from City departments that have the
13 power to address wage theft, as well as individuals from businesses, community-based organizations
14 and labor unions with experience and understanding of low-wage workers, low-wage industries, and
15 the problem of wage theft.

16 (b) The Task Force shall consist of fifteen voting members, with Seats 8 through 15 appointed
17 by the Board of Supervisors as follows:

18 (1) Seat 1: A representative from the City Attorney's Office.

19 (2) Seat 2: A representative from the Office of Labor Standards Enforcement.

20 (3) Seat 3: A representative from the District Attorney's Office.

21 (4) Seat 4: A representative from the Police Department.

22 (5) Seat 5: A representative from the Department of Public Health.

23 (6) Seat 6: A representative from the Treasurer's Office.

24 (7) Seat 7: A representative from the Office of Small Business.

1 (8) Seats 8, 9, 10 & 11: Persons with significant experience confronting the issue of
2 wage theft, who work at, serve on the Board of Directors of, or are a member of a non-profit
3 community based organization that organizes or represents low-wage workers.

4 (9) Seat 12: A person who works at a labor union who has experience with an industry
5 where widespread wage theft occurs or has occurred.

6 (10) Seats 13, 14, & 15 Persons representing responsible business(es) or employer(s)
7 in San Francisco in an industry where wage theft is prevalent.

8
9 **SEC. 5.260-2. ORGANIZATION AND TERM OF OFFICE.**

10 (a) The term of office of voting members of the Task Force shall be one year. The terms of
11 office for all fifteen seats shall start from the date the last of the fifteen voting members of the Task
12 Force is appointed and sworn in.

13 (b) Voting members of the Task Force in Seats 1 through 7 shall serve at the pleasure of the
14 appointing authority.

15 (c) The representative from the Office of Labor Standards Enforcement (Seat 2) shall co-chair
16 the Task Force together with one Task Force member from Seats 8 through 11 selected by the Task
17 Force. The co-chairs of the Task Force, assisted by a staff member from the office of the Supervisor
18 representing District 9, will have the responsibility to schedule Task Force meetings, create the agenda
19 for each meeting, invite guest presenters, and perform any other administrative or other support
20 needed for the Task Force.

21 (d) In the event a vacancy occurs during the term of office of any member, the appointing
22 authority shall appoint a successor having the same qualifications for the unexpired term of the office
23 vacated.

1 (e) Services of the voting members of the Task Force shall be voluntary and members will serve
2 without compensation. Task Force members otherwise employed by the City shall receive no
3 additional compensation for their service on the Task Force.

4
5 **SEC. 5.260-3. POWERS AND DUTIES.**

6 (a) The Task Force shall hold meetings regarding the problem of wage theft.

7 (b) The Task Force shall invite outside experts to present on the crisis of wage theft and on
8 strategies and policies used by other government agencies to address wage theft.

9 (c) The Task Force shall develop recommendations on:

10 (1) Legislation needed to address wage theft;

11 (2) Studies, research, or data needed to better understand wage theft;

12 (3) Additional resources needed by City departments in order to implement new
13 strategies to address wage theft;and,

14 (4) Hearings that the Board should conduct to further understand how City departments
15 or community groups are addressing wage theft.

16 (d) No later than twelve months from the date that all fifteen voting members of the Task Force
17 have been appointed, the Task Force shall submit its recommendations, including recommendations
18 regarding legislation and appropriations, to the Board of Supervisors.

19
20 **SEC. 5.260-4. MEETINGS.**

21 The place, date and time of meetings of the Task Force shall be prescribed by rule of the Task
22 Force; provided, however that the Task Force shall hold regular meetings not less than once every
23 month for a minimum of six months. Except as provided by law, all meetings of the Task Force shall be
24 open to the public.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

SEC. 5.260-5. SUNSET.

The Task Force shall terminate by operation of law on December 31, 2013, unless the Board of Supervisors by resolution extends its term.

Section 3. Effective Date. This ordinance shall become effective 30 days from the date of passage.

Section 4. This section is uncodified. In enacting this Ordinance, the Board intends to amend only those words, phrases, paragraphs, subsections, sections, articles, numbers, punctuation, charts, diagrams, or any other constituent part of the Administrative Code that are explicitly shown in this legislation as additions, deletions, Board amendment additions, and Board amendment deletions in accordance with the "Note" that appears under the official title of the legislation.

APPROVED AS TO FORM:
DENNIS J. HERRERA, City Attorney

By: _____
THOMAS J. OWEN
Deputy City Attorney