

From: [Board of Supervisors. \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [BOS Legislation. \(BOS\)](#)
Subject: FW: SF BOS agenda 1/5/21. Item 23. 201405
Date: Tuesday, January 5, 2021 2:42:22 PM
Attachments: [image.png](#)
[image002.png](#)

From: Janet Tarlov <janet@canyonmarket.com>
Sent: Monday, January 4, 2021 5:29 PM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Cc: Dee Dee Workman <deedee.workman@yahoo.com>; Mundy, Erin (BOS) <erin.mundy@sfgov.org>; raphael.mandelman@sfgov.org
Subject: Fwd: SF BOS agenda 1/5/21. Item 23. 201405

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Dear Ms Calvillo,

I am forwarding my email regarding this proposed resolution to you at the suggestion of Dee Dee Workman, with a request that it be distributed to the members of the board.

Please do not hesitate to contact me if there is anything further required.

Sincerely,

Janet Tarlov

----- Forwarded message -----

From: **Janet Tarlov** <janet@canyonmarket.com>
Date: Mon, Jan 4, 2021 at 4:47 PM
Subject: SF BOS agenda 1/5/21. Item 23. 201405
To: <raphael.mandelman@sfgov.org>, Mundy, Erin (BOS) <erin.mundy@sfgov.org>
CC: Richard Tarlov <richard@canyonmarket.com>, Maryo Mogannam <maryo@sfcdma.org>, Dee Dee Workman <deedee.workman@yahoo.com>

201405

Sponsors: Walton; Haney

Resolution urging Grocery Stores in San Francisco to provide all employees an additional five dollars per hour in hazard pay for the duration that the City and County of San Francisco is in

the Purple, Red, or Orange level of Community Disease Transmission for COVID-19 under

State Health orders. REFERRED FOR ADOPTION WITHOUT COMMITTEE REFERENCE

AGENDA AT THE NEXT BOARD MEETING.

https://sfbos.org/sites/default/files/bag010521_agenda.pdf

Dear Supervisor Mandelman,

I am writing with regard to the above proposed resolution. This is a gut punch and we are discouraged and disappointed. Retail and hospitality workers in San Francisco are suffering more than anyone from the economic effects of this pandemic and one of the very few sectors that has been somewhat protected is our own. We have been fortunate not to have had to lay off any workers, despite drastic changes to our throughput, operations and finances. This has not been easy. For example, our critically important prepared foods sales continue at 50% of pre-pandemic levels, but we have managed to keep our 26 member kitchen team fully employed through careful stewardship of our limited resources. Were we to be pressured or mandated to pay all our workers \$5 more per hour, we would have no choice but to conduct significant lay-offs for the first time in the 14 years we have been operating.

It seems that the intention here must be to have regional and national formula grocery store chains comply. These organizations with hundreds of thousands of employees all over the country and tens of billions in revenue may have the resources to absorb such an expense, but we do not. Our family-owned business would be swept up in this effort and it will cost hard-working people their steady paychecks. In addition, there will be even more strain on our business which is already so significantly impacted, most recently by our need to comply with vastly reduced occupancy. This alone makes it virtually impossible for us to earn the additional revenue that our compliance to this resolution would require. We need help from our legislators, and instead we are getting crushed.

Do Supervisors Walton, Haney and Ronen believe that this additional pay to grocery store workers will help the most vulnerable SF workers: servers and bartenders and cooks and dishwashers and gig workers and artists and musicians and hotel staff? Is it their intention to drive a wedge between us and our staff by leading them to believe we are somehow cheating them by not paying them more? Do they have assistance or advice for where this money will come from?

We have worked side-by-side with our nearly 100 member team every single day during this pandemic, managing the business carefully so that we can safely provide essential services to the Glen Park community. Our employees tell us they are grateful for the work and our customers have generously expressed their own gratitude to the staff in the form of cash tips, register round-up contributions and venmo payments that our company has matched, often in multiples.

Finally, using the term "Hazard Pay" is, frankly, insensitive and provokes unnecessary fear. At our store, we work as a unified team to keep our workplace as safe as we possibly can in response to the pandemic. As a result, to our knowledge, no one has become infected with the virus due to working

at the store and we all feel relatively safe as we perform our meaningful work, day after day after day. In a very stressful time, many of us in fact feel grateful to be able to interact regularly and safely in person with other people, and to avoid the crippling isolation that is afflicting so many people we know. Terms like "hazard" serve only to undermine the culture of positivity and mutual care that we have worked so hard to foster.

Please help us continue to protect jobs and serve our community. Small local businesses must be protected from the drastic unintended consequences of this resolution and similar future ordinances..

Sincerely,

Janet Tarlov

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Janet Tarlov
Co-founder
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