



April 2, 2015

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

***RE: File No. 150269 Formula Retail Workers Bill of Rights***

Dear Supervisor Breed:

As you know, last December the Mayor returned to the Board of Supervisors unsigned, two proposed ordinances regulating certain employment practices of "formula retailers". Mayor Lee urged the Board to recognize that because of the various businesses impacted, a more nuanced approach to the legislation was necessary. As a result, amendments are pending in the Budget Committee to Police Code, Articles 33F and 33G, increasing the employee threshold for the business to be covered and excluding from coverage certain unionized employers.

During the coming weeks we hope that a dialogue can be opened regarding a number of provisions that seriously impact the ability of many businesses to manage its workforce. Our industry is dynamic and highly competitive. As such, retailers must identify efficiencies in order to maximize productivity thereby enhancing the customer experiences, which causes each retailer to approach their needs and challenges differently. The notice and record keeping requirements when offering additional work hours to part-time employees, the 14 day requirement for posting schedules and the penalty threshold dates for changed schedules pose different problems for different business types.

We hope that over the next few weeks, we can engage in an open dialogue and work towards a solution to this rigid approach, which fails to contemplate the unique needs of our industry.

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Sincerely,

A handwritten signature in black ink, appearing to read 'AM', with a stylized flourish at the end.

Angie Manetti  
Director, Government Affairs

cc: The Honorable Ed Lee  
Supervisor Eric Mar  
Supervisor Mark Farrell  
Supervisor Julie Christensen  
Supervisor Katy Tang  
Supervisor Jane Kim  
Supervisor Norman Yee  
Supervisor Scott Wiener  
Supervisor David Campos  
Supervisor Malia Cohen  
Supervisor John Avalos