

1 [Urging Developers Within the Central SoMa Plan to Include a “Community Good Jobs
2 Employment Plan” With Planning Application]

3 **Resolution urging developers within the Central South of Market Area Plan (“Central
4 SoMa Plan”) to submit a “Community Good Jobs Employment Plan” prior to project
5 approval by the Planning Commission, also urging that within 60 days after the
6 development receives its first Certificate of Occupancy, the developer or project
7 employer(s) should provide a report to the Office of the District 6 Supervisor and the
8 Office of Economic and Workforce Development (“OEWD”) detailing the steps that the
9 developer or project employer(s) took to implement the Plan, and the report is to
10 include: a list detailing which concerned community, civic, and labor organizations
11 were consulted and when; what strategies were used to reach out to “Target Workers;”
12 and how many “Target Workers” were hired; and finally urging OEWD to produce an
13 analysis of the report compared to the initial plan, and submit to the District 6
14 Supervisor within 60 days of receiving the report from the developer or project
15 employer(s).**

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17 WHEREAS, The Central South of Market Area Plan (Central SoMa Plan) is expected to
18 bring an estimated 33,000 new, permanent jobs to San Francisco; and

19 WHEREAS, Despite low overall unemployment rates in San Francisco, the problem of
20 chronic unemployment persists among vulnerable populations, including formally incarcerated
21 and homeless people; and

22 WHEREAS, Community members and long term residents of the SoMa neighborhood
23 should benefit from the economic development that will come to the area under the Central
24 SoMa Plan; such benefits include access to good jobs to allow them to stay in the
25 neighborhood; and

1 WHEREAS, “Good Jobs” are defined as providing living wages, fair work schedules
2 and respecting employees’ right to form a union; and

3 WHEREAS, “Target Workers” is defined as South of Market residents and other
4 community members who face barriers to employment, including those who are formally
5 incarcerated people, homeless people, those who have been homeless in the past ten years,
6 immigrants, transgender people, veterans, young adult students and graduates of the San
7 Francisco Community College District, and people with disabilities; and

8 WHEREAS, On May 10, 2018, the Planning Commission approved Motions and
9 Resolutions establishing the Central SoMa Plan yet these approved policies do not yet include
10 provisions for promoting Good Jobs for local SoMa residents or other community members
11 who face barriers to employment; now, therefore, be it

12 RESOLVED, All non-residential development more than 25,000 square feet that fall
13 into the geographic area of the Central SoMa Plan and that require an office allocation under
14 Section 321 et seq. or Conditional Use approval by the Planning Commission, should submit
15 to the Planning Commission a Community Good Jobs Employment Plan (“Plan”) for public
16 review and comment at least 20 days prior to consideration of project approval by the
17 Planning Commission; and, be it

18 FURTHER RESOLVED, The Planning Commission should post the plan on its website,
19 and the Plan should detail the project’s strategy for providing permanent jobs at good living
20 wages with benefits within the future development for Target Workers, including the future
21 commercial tenants of the project as well as the project’s property management and services
22 workforce; and, be it

23 FURTHER RESOLVED, A projected percentage goal for how many Target Workers
24 the project aims to hire into entry-level positions over a specified time period, including also
25 internship programs; and, be it

1 FURTHER RESOLVED, A strategy to reach this projected percentage goal, including
2 how the developer intends to work with the employer (if different than the developer), what
3 steps they will take to reach out to and hire Target Workers, and how they will engage
4 concerned community, civic, and labor organizations in the process, including the San
5 Francisco Community College District; and, be it

6 FURTHER RESOLVED, The projected wages and benefits for the employment
7 categories relevant to the project, including an assessment if these jobs and any internships
8 will meet at least the living wage as defined by MIT Living Wage Calculator rate for one adult;
9 and, be it

10 FURTHER RESOLVED, If the developer intends to sign a responsible contractor
11 agreement or a card check neutrality agreement with the respective unions; and, be it

12 FURTHER RESOLVED, How and when the developer will share the plan with the
13 employer, if the employer is different than the developer; and, be it

14 FURTHER RESOLVED, the Planning Commission should receive public comment on
15 the plan and include the plan in its public consideration of the public benefit of the said project;
16 and, be it

17 FURTHER RESOLVED, That OEWD should produce a report detailing the steps that
18 the developer or project employer(s) took to implement the Plan, and the report should
19 include: a list detailing which concerned community, civic, and labor organizations were
20 consulted and when; what strategies were used to reach out to “Target Workers”; and how
21 many “Target Workers” were hired, with an analysis of these outcomes compared to the initial
22 plan, and submit this report to the District 6 Supervisor and the South of Market Stabilization
23 Fund Citizens Advisory Committee within 60 days of receiving the report from the developer
24 or project employer(s); and, be it

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1 FURTHER RESOLVED, That OEWD should update such report no less than every
2 three years, and submit to the District 6 Supervisor and the South of Market Stabilization Fund
3 Citizens Advisory Committee.

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