



President Yee; Members of the Board of Supervisors,

July 4, 2020

I am returning File 200455, "Creating a Right to Reemployment," unsigned.

Across San Francisco and the nation, businesses of all types and sizes are suffering. Over 153,000 San Franciscans have filed for unemployment. Locally, our retail businesses and food establishments, large and small, are experiencing limited foot traffic and are instead relying heavily on online sales and delivery. As the City continues to move towards reopening, we know that our economy will need transformation.

Our top economic priority should be getting as many San Franciscans back to work as quickly as possible, and to do so by working creatively and collaboratively with our business community. In this time of crisis and scarce resources, our work should have clear and distinct outcomes, and should alleviate, not add to, administrative burden and costs.

This Emergency Ordinance, in trying to get people back to work, is instead yet another heavy handed, short-term regulation that doesn't explicitly help any of our workers.

This ordinance adds bureaucracy: it mandates that businesses *retroactively* notify the City of layoffs and retain employee records for two years. It requires additional staffing at the Office of Economic and Workforce Development to track layoff and rehiring notices from businesses that may have already shuttered. Additionally, the scope of who is covered by this ordinance is a confusing patchwork. It exempts businesses who have under 100 employees, any business providing a severance package or who has a Collective Bargaining Agreement, and only applies to those businesses who are backfilling identical roles. As passed, it seems few people are likely to benefit from this Ordinance. I am doubtful this benefit is worth the tradeoff of new bureaucratic hoops, especially as the City faces its own \$1.5 Billion budget deficit, which we know will impact our capacity to manage and enforce these new requirements.

The desire to micromanage who, when, and how businesses may hire their workers creates a burden on all parties, and requires significant administrative infrastructure for a short-term program.

I remain unclear as to whom this policy serves or what its long-term employment goals are, and therefore am unwilling to endorse additional regulation without a clear benefit to all workers. However, the Board of Supervisors and I share a strong sense of urgency to work creatively to sustain our businesses and their employees. In the spirit of collaboration, and given that this expires after 60 days, I am returning this Ordinance unsigned.

Sincerely,

A handwritten signature in blue ink that reads "London Breed".

Mayor London N. Breed