

ECONOMIC DEVELOPMENT COMMITTEE REPORT relative to actions related to the Fair Work Week Policy.

Recommendations for Council action, as initiated by Motion (Price - Martinez for Wesson - Koretz - Harris-Dawson - Cedillo - Ryu):

1. INSTRUCT the Office of Wage Standards Bureau of Contract Administration (BCA) to report with recommendations to implement a Fair Work Week Policy, including the types of protections for employees available in the cities reviewed by the Chief Legislative Analyst (CLA), procedures for implementation, a penalty system, and program and enforcement costs.
2. REQUEST the City Attorney, with the assistance of the CLA and BCA, to prepare and present a draft Fair Work Week Ordinance, as described in Motion, attached to the Council file.

Fiscal Impact Statement: None submitted by the CLA. The City Administrative Officer has not completed a financial analysis of this report.

Community Impact Statement: None submitted.

### SUMMARY

At the meeting held on June 25, 2019, your Economic Development Committee considered a CLA report in response to Motion (Price - Martinez for Wesson - Koretz - Harris-Dawson - Cedillo - Ryu) relative to actions related to the Fair Work Week Policy. The CLA reports that their report provides a review of fair work week policies adopted by San Francisco, CA; San Jose, CA; Emeryville, CA; Seattle, WA; and New York, NY (Attachment 1 of the CLA report dated June 21, 2019, attached to the Council file).

The policies have all been adopted within the last five years and are similar to each other in the protections available to employees and the consequences to employers who violate such protections. Some of these protections include advance notice of work schedule with compensation for schedule changes, right to rest between shifts, additional work hours offered to part-time employees before hiring new employees, and protection from retaliation. Employers are required to post notices relative to employee rights. After an opportunity for public comment was held, the Committee moved to approve the CLA's recommendations, as detailed above.

This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

ECONOMIC DEVELOPMENT COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
PRICE:	YES
BUSCAINO:	ABSENT
RODRIGUEZ:	YES

ME 6/25/19

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**