

ECONOMIC DEVELOPMENT AND JOBS COMMITTEE REPORT relative to enacting an emergency ordinance that will provide all on-site grocery workers at grocery stores with 300 or more employees with an additional five dollars per hour in wages.

Recommendations for Council action, as initiated by Motion (Martinez - O'Farrell - Price - Koretz - Ridley-Thomas - Cedillo):

1. REQUEST the City Attorney to:

a. Prepare and present an Ordinance that will provide all hourly, non-managerial employees at grocery and drug retail stores in the City of Los Angeles with 300 or more employees nationally and 10 or more employees on-site, with a total of five dollars per hour premium hazard pay in addition to their base wage for the next 120 days and to incorporate the following:

i. The definition of "employer" for food and drug retail should mirror that of the City's COVID Worker Protection Ordinance and also include retail stores with 85,000 square feet or more that dedicate 10 percent of sales floor to grocery or drug retail.

ii. The Ordinance should also include a private right of action, similar to the City's Minimum Wage ordinance, as well as an urgency clause.

b. Report in regard to potential legal issues in connection with implementing an Ordinance as described above in Recommendation No. 1a.

2. INSTRUCT Office of Wage Standards, with assistance of City Attorney, to promulgate Rules and Regulations for implementing the Ordinance as described in Recommendation No. 1a.

3. INSTRUCT the Chief Legislative Analyst (CLA) to report in regard to:

a. Potential economic impacts of implementing an Ordinance as described above in Recommendation No. 1a.

b. Potential legal challenges of implementing an Ordinance as described above in Recommendation No. 1a and countering said legal challenges.

Fiscal Impact Statement: Neither the City Administrative Officer nor the CLA has completed a financial analysis of this report.

Community Impact Statement: Yes

For:
Arroyo Seco Neighborhood Council

Summary:

On January 26, 2021, your Committee considered a Motion (Martinez - O'Farrell - Price - Koretz - Ridley-Thomas - Cedillo) relative to enacting an emergency ordinance that will provide all on-site grocery workers at grocery stores with 300 or more employees with an additional five dollars per hour in wages. According to the Motion, since the beginning of the COVID-19 pandemic, grocery workers in the City of Los Angeles have continued to report to work and serve their communities, despite the ongoing hazards and danger of being exposed to the novel coronavirus. Because of the work of these essential grocery workers, families throughout the City have had access to the food they need during this pandemic. However, the pandemic is far from over and with increased case rates, the health threats that grocery workers face are even greater now than when this crisis began.

These essential grocery workers cannot choose to work from home - they must come in to work to do their jobs, which involves substantial interaction with customers. Workers are wearing masks, social distancing, and constantly wiping down cash registers, food conveyor belts and shopping carts in order to protect the public health. Additionally, these workers are continuously working to restock items that households desperately need like toilet paper, cleaning supplies and other essentials. These workers are staying inside with large crowds every day under ventilation systems that could be spreading the novel coronavirus. This puts these essential grocery workers in a position where they must live with the daily fear of not only contracting the virus but also bringing it home to their families. The number of COVID-19 clusters within the grocery industry in the City of Los Angeles continues to rise significantly. The health threat that these grocery workers face cannot be overstated- recent studies before the current surge report grocery workers to be 5 times more likely to test positive. We are now in the height of the pandemic with a stay at home order in our region and with ICU capacity below 15 percent. The city is also in a zone where there are more than 7 daily new cases per 100,000 residents or an 8 percent positivity rate. These workers must be justly compensated for the clear and present dangers of doing their jobs during the pandemic by requiring their employers to provide hazard pay at all times that the City of Los Angeles. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion, as amended. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

ECONOMIC DEVELOPMENT AND JOBS COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
PRICE:	YES
KREKORIAN:	YES
BLUMENFIELD:	YES
RAMAN:	YES
HARRIS-DAWSON:	

ARL
1/26/21

-NOT OFFICIAL UNTIL COUNCIL ACTS-