

Re: Hazard pay

Agendadesk <Agendadesk@sanjoseca.gov>

Wed 1/27/2021 8:34 AM

To: Gregory, Barbara <Barbara.Gregory@sanjoseca.gov>

Cc: Rules and Open Government Committee Agendas <rulescommitteeagenda@sanjoseca.gov>

Good Morning Barb,

Thank you!

### Agenda Desk

City of San José | Office of the City Clerk

200 East Santa Clara St. – Tower 14th Fl.

San José, CA 95113-1905

Phone 408.535.1275 | Fax 408.292.6207

[agendadesk@sanjoseca.gov](mailto:agendadesk@sanjoseca.gov)

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**From:** Gregory, Barbara <Barbara.Gregory@sanjoseca.gov>

**Sent:** Wednesday, January 27, 2021 6:55 AM

**To:** Agendadesk <Agendadesk@sanjoseca.gov>

**Subject:** Fw: Hazard pay

Good Morning

Was something on the agenda about this? If not I just file it

Thank You,

*Barb Gregory*



**Analyst II**

**Office of the City Clerk**

**200 E Santa Clara St FL T-14**

**San Jose, C-A 95112**

**408-535-1272 Fax: 408-292-6207**

**e-mail: [barbara.gregory@sanjoseca.gov](mailto:barbara.gregory@sanjoseca.gov)**

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**From:** Walter Lazo [REDACTED]

**Sent:** Wednesday, January 27, 2021 12:07 AM

**To:** City Clerk <city.clerk@sanjoseca.gov>

**Subject:** Hazard pay

[External Email]

As we are working during this pandemic, we are not only exposing ourselves we are also exposing our family members to the possibility of getting this deadly virus. It is not unreasonable to expect our employers to step up and compensate us accordingly. Hazard pay should be mandatory not optional.

Connie Thirionet

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Re: hazard pay for essential workers

Agendadesk <Agendadesk@sanjoseca.gov>

Wed 1/27/2021 11:09 AM

To: Gregory, Barbara <Barbara.Gregory@sanjoseca.gov>

Cc: Rules and Open Government Committee Agendas <rulescommitteeagenda@sanjoseca.gov>

Thank you!

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---

**From:** Gregory, Barbara <Barbara.Gregory@sanjoseca.gov>

**Sent:** Wednesday, January 27, 2021 11:05 AM

**To:** Agendadesk <Agendadesk@sanjoseca.gov>

**Subject:** Fw: hazard pay for essential workers

Hi

I think this is for you

Thank You,

*Barb Gregory*



**Analyst II**

**Office of the City Clerk**

**200 E Santa Clara St FL T-14**

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**From:** Erik Larsen [REDACTED]

**Sent:** Wednesday, January 27, 2021 9:00 AM

**To:** City Clerk <city.clerk@sanjoseca.gov>

**Subject:** hazard pay for essential workers

[External Email]

Dear City Council:

In March, I was out of work. I applied for unemployment. It took forever to get any response. COVID was just starting to hit the US. Stores and businesses were closing. I was fearful that I wouldn't be able to find work. I couldn't wait and so I snapped up the opportunity to work at Lucky's grocery store. They were hiring.

Working 8 hour days lifting heavy milk crates, twisting to put cans on shelves, interacting with customers, pushing carts, cleaning out the bloody butcher block, bending down on my knees to wipe up a broken ketchup jar, and more..... it's tough work. And for this 53-year body, there hasn't been a day where I don't come home aching tired.

Over the past months, COVID-19, wearing a mask all day long was just something that I had to get used to. Many customers have bitterly complained about it, though. Some have shouted at me other co-workers and refused to comply with County restrictions. As the 2020 elections rolled along, these confrontations continued. Trump and his campaign was partially fueling this stuff. I just shrugged at it all and kept my nose down and just did my work.

COVID became a real thing in my life when after the Christmas holidays, which were an extremely busy time in the store, I started seeing co-workers disappear. Where did Jen go? What happened to James? Did Carlos get sick? No one was saying anything. Management was silent. Last week Ashlyn came to work, finally. She told me it was COVID. She got it bad. Headache, sever fever, loss of smell and taste, body aches, and more.

I realized this was no joke. And certainly, it was not a fake new hoax. COVID was in my work place. My co-workers got it and were quarantined!

I don't take for granted the daily health check, anymore. And all the precautions we take to distance, wash hands, wear gloves, sanitize shopping carts, and wipe down surfaces are all very important to protect my health and the health of my co-workers, and to protect the public. I am starting to double mask after listening to a Dr Fauci interview yesterday.

Never have I thought of my work as anything special. In fact, I have kinda felt ashamed for having to take a grocery worker job. It pays \$15 an hour. It's a wage that is not sustainable. I'm glad my wife and son have steady jobs to keep our household afloat. But I have realized that my job is to help feed people. The hundreds of people coming into the store, especially around the holidays, really drove that point home to me. I realized that my health and the health of my co-workers impacts a lot of others. Large stores like Lucky's are critical in the food supply chain. My small task of bagging groceries, is a really big thing.

So my question to you, City Council members is this..... what is my labor worth?

I put myself in harms way. I am asked to mask up and be in an environment where exposure is a possibility. It's really only a matter time that I'm exposed to COVID. I work in an environment that is closed in. I take pride in the fact that I am an essential worker. Do I deserve more while big corporations are making money hand over fist on the back of my labor? Yes, I do.

I urge you to support the City of San Jose ordinance to pay essential workers the extra \$5 for our labor, and for my labor.

Sincerely,

Erik Larsen  


[REDACTED]  
[REDACTED]  
[REDACTED]

District 6 resident

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## Fw: Hazard Pay Ordinance

Gregory, Barbara <Barbara.Gregory@sanjoseca.gov>

Thu 1/28/2021 6:37 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

Good Morning

Thank You,

*Barb Gregory*



**Analyst II**

**Office of the City Clerk**

**200 E Santa Clara St FL T-14**

**San Jose, C-A 95112**

**408-535-1272 Fax: 408-292-6207**

**e-mail: [barbara.gregory@sanjoseca.gov](mailto:barbara.gregory@sanjoseca.gov)**

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**From:** Linda Hendley [REDACTED]

**Sent:** Wednesday, January 27, 2021 8:47 PM

**To:** City Clerk <[city.clerk@sanjoseca.gov](mailto:city.clerk@sanjoseca.gov)>

**Subject:** Hazard Pay Ordinance

[External Email]

Dear Council Members:

As a Bay Area resident, I am asking you to pass the Hazard Pay Ordinance at your next San Jose City Council meeting.

Thank you,

Linda Hendley



**Fw: in support of Hazard Pay for grocery workers**

Gregory, Barbara <Barbara.Gregory@sanjoseca.gov>

Thu 1/28/2021 10:37 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

this too

Thank You,

*Barb Gregory*



**Analyst II**

**Office of the City Clerk**

**200 E Santa Clara St FL T-14**

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**From:** paul rickey [REDACTED] >

**Sent:** Thursday, January 28, 2021 10:18 AM

**To:** City Clerk <city.clerk@sanjoseca.gov>

**Subject:** in support of Hazard Pay for grocery workers

[External Email]

To San Jose City Council

Vote Yes on Hazard Pay for Grocery Workers

I'm lucky in this quarantine to have kept my job, working from home on my computer.

Grocery Workers have also kept their jobs but now face the risk of catching the virus from co-workers and customers. They have no choice. They could quit their jobs but that means letting down all of us, who depend on them to stock shelves and keep us fed every day. They are essential, like healthcare workers.

Please vote to increase their pay in supporting HAZARD PAY for grocery workers.

Sincerely,  
Paul Rickey

Grocery Store Customer

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## Fw: Hero Pay Ordinance

Gregory, Barbara <Barbara.Gregory@sanjoseca.gov>

Thu 1/28/2021 12:27 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

one more 😞

Thank You,

*Barb Gregory*



**Analyst II**

**Office of the City Clerk**

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**e-mail: [barbara.gregory@sanjoseca.gov](mailto:barbara.gregory@sanjoseca.gov)**

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**From:** Christopher Antonelli [REDACTED]

**Sent:** Thursday, January 28, 2021 10:37 AM

**To:** City Clerk <city.clerk@sanjoseca.gov>

**Subject:** Hero Pay Ordinance

[External Email]

Mayor Liccardo and Members of the San Jose City Council-

I am emailing to respectfully request that the City of San Jose pass a Hero Pay Ordinance to provide an additional \$5 per hour to grocery and drug store workers.

This pandemic has put all of us at risk, but essential workers such as grocery store workers and drug store workers are of particular risk and, as such, should be compensated in a fashion that recognizes the risks that they are taking to keep the public safe and fed.

Thank you for your consideration.

Best,

Christopher Antonelli  
via email

## Fw: Hazard Pay ordinance

Gregory, Barbara <Barbara.Gregory@sanjoseca.gov>

Fri 1/29/2021 12:50 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

Thank You,

*Barb Gregory*



**Analyst II**

**Office of the City Clerk**

**200 E Santa Clara St FL T-14**

**San Jose, C-A 95112**

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**From:** jentouchton [REDACTED]

**Sent:** Friday, January 29, 2021 7:35 AM

**To:** City Clerk <[city.clerk@sanjoseca.gov](mailto:city.clerk@sanjoseca.gov)>

**Subject:** Hazard Pay ordinance

[External Email]

To the City Clerk:

I am writing to express my support for the Hazard Pay ordinance for grocery workers. In the midst of this pandemic we are very fortunate that workers in our grocery stores have been willing to work despite the dangers of interacting day after day with the public. They risk their health and that of their families so that the most essential service is available to all of us: access to the food and essentials we need.

I know that the big grocery chains, Targets, WalMarts, etc. have seen huge profits during this time. It is time those profits were shared with the low-wage workers who put their lives on the line.

Thank you for sharing this concern with all members of the San Jose City Council, and thank you for your attention to this matter.

Sincerely,

Jennifer Touchton



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## Fw: Letter to council re: hazard pay

City Clerk <city.clerk@sanjoseca.gov>

Mon 2/1/2021 9:25 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

### Office of the City Clerk | City of San José

200 E. Santa Clara St., Tower 14<sup>th</sup> Floor

San Jose, CA 95113

Main: 408-535-1260

Fax: 408-292-6207

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---

**From:** Veronica Diaz <[REDACTED]>

**Sent:** Friday, January 29, 2021 8:42 PM

**To:** City Clerk <city.clerk@sanjoseca.gov>

**Subject:** Letter to council re: hazard pay

[External Email]

My name is Veronica and this statement is on behalf of my tía, Maria Isabel Contreras, who lives on 1127 10th St:

I came to this country with little knowledge of the language and with my main skills being cooking and cleaning. For the last 30 years I have cleaned home owners' homes, I have served food to students in universities, and I have raised two young men who are college educated and my absolute pride. I have prayed to God fervently that they would take every opportunity to prepare and progress themselves.

My son Miguel works in a local Safeway in the meat department to pay his way through school. He found a passion for butcher, food safety and general service during his time at Safeway. I celebrated his interest. There is value in every person's labor, whether higher education was required in their profession or not.

Then the pandemic came. Every day as I watched my son pack his lunch and cover his face with two masks, my prayers became different. I prayed that my son, an essential worker providing a noble service to our community, would not become sick. Would not accidentally transfer the virus in to our home. As his coworkers became sick not once but two times during this pandemic, and ran out of paid sick leave benefits, the reality became clearer than ever- as a society, we place very little monetary value on our essential workers. My son's paychecks did not reflect the service he was providing. I had several conversations with him about how I would rather work to support him than have him risk his health for

a non livable wage and not enough income to be able to save for a rainy day.

I understand you are considering a hazard pay for essential workers. My prayers have once again changed. I now pray that you have the compassion to put yourself in my son's shoes. I now pray that you find it an appropriate allocation of money to respect and help lift up the essential workers who have fed us through this pandemic. I pray the light of God guide you during this difficult time and instill within you the desire to do good, to do good for my son and the many essential workers who are doing good for us.

Thank you for your considerations.

On behalf of Maria Isabel.

Veronica G. Diaz



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**Fw: SUPPORT: Hazard Pay for Retail Food Workers**

City Clerk <city.clerk@sanjoseca.gov>

Mon 2/1/2021 9:38 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

**Office of the City Clerk | City of San José**

200 E. Santa Clara St., Tower 14<sup>th</sup> Floor

San Jose, CA 95113

Main: 408-535-1260

Fax: 408-292-6207

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**From:** Melodi Masaniai [REDACTED]  
**Sent:** Sunday, January 31, 2021 8:37 PM  
**To:** City Clerk <city.clerk@sanjoseca.gov>  
**Subject:** SUPPORT: Hazard Pay for Retail Food Workers

[External Email]

Dear Hon. Sam Liccardo  
Mayor, City of San Jose  
and Hon. Councilmembers:

I am a resident, registered voter, and small-business owner in D8. I am writing in support for Councilmember Jimenez's memo and for the letter submitted by Mr. Erik Larsen. Please pass this emergency ordinance. The workers deserve to be paid for the extraordinary risks they are taking with their health.

Respectfully,  
Melodi Masaniai

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## Fw: Hazard Pay for Retail Food Workers

City Clerk <city.clerk@sanjoseca.gov>

Mon 2/1/2021 9:39 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

### Office of the City Clerk | City of San José

200 E. Santa Clara St., Tower 14<sup>th</sup> Floor

San Jose, CA 95113

Main: 408-535-1260

Fax: 408-292-6207

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---

**From:** City Clerk <city.clerk@sanjoseca.gov>

**Sent:** Monday, February 1, 2021 9:39 AM

**To:** Agendadesk <Agendadesk@sanjoseca.gov>

**Subject:** Fw: Hazard Pay for Retail Food Workers

### Office of the City Clerk | City of San José

200 E. Santa Clara St., Tower 14<sup>th</sup> Floor

San Jose, CA 95113

Main: 408-535-1260

Fax: 408-292-6207

How is our service? [Please take our short survey.](#)

---

**From:** Renee Rettig [REDACTED]

**Sent:** Sunday, January 31, 2021 3:48 PM

**To:** City Clerk <city.clerk@sanjoseca.gov>

**Subject:** Hazard Pay for Retail Food Workers

[External Email]

Dear Honorable Mayor and San Jose City Councilmembers,

This devastating pandemic shines a light on what's broken in our society, and what we now value in this

new context; I think we can agree on the absolute importance of essential workers to our communities and economy more than ever.

Retail food workers, especially those in big-box supermarkets, are essential workers. Alongside doctors, nurses, and so many others, they've selflessly served San Jose's community while taking on tremendous risks to their wellbeing.

Hazard pay is so necessary at this time to justly compensate retail food workers for the daily dangers of doing their jobs to keep us fed during the pandemic, ensure the welfare of these loyal workers, and provide a consistent operation of our much-needed food supply chain.

COVID-19 infection rates are still scarily high, our region's ICU capacity is still concerningly low, and rolling out vaccine administration has just begun: voting YES for an ordinance instituting hazard pay of an additional \$5 an hour for retail food workers is the right thing for San Jose at this time.

Please, set the standard for the rest of the Bay Area, and show our food providers you prioritize and value their health!

With my appreciation,  
Renee Rettig

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**John Nunes**  
President

**Jack Landes**  
Secretary - Treasurer

**Main Office:**

**United Food & Commercial  
Workers Union, Local 5**

28870 Mission Blvd.  
Hayward, CA 94544  
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Fax: (510) 889-6415  
Toll Free: (877) 655-FIVE  
[www.ufcw5.org](http://www.ufcw5.org)

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208 Miller Avenue  
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Fax: (415) 883-1043

840 E Street, Suite 8  
Eureka, CA 95501  
(707) 442-1751  
Fax: (707) 442-9572

Dear Members of San Jose City Council,

Since the beginning of the COVID-19 pandemic, grocery workers have continued to report to work and serve their communities, despite the ongoing hazards and danger of being exposed to the novel coronavirus. The pandemic is far from over and the health threats that grocery workers face are just as real now as they were when this crisis began.

With the appearance of a new strain of coronavirus the risk posed to grocery workers is even higher. In a recent VOX article Tom Frieden, the former director of the Centers for Disease Control, stated: “Shopping for five minutes in the grocery store is a lot better — six times better — than shopping for 30 minutes”. Grocery workers do not have the option to be in the stores for five minutes. Grocery workers cannot choose to work from home-- they must come to work do their jobs, which involves substantial interaction with customers.

The number of COVID-19 clusters within the grocery industry across the state continues to rise significantly. The health threat that these grocery workers face cannot be overstated. The local grocery workers union, UFCW Local 5, reports that over 1,200 grocery workers in their ranks have tested positive with COVID-19, and members of their union have been hospitalized or lost their life to this coronavirus. This is what the union reports, imagine what the non-union grocery workers are facing. In addition, there have been highly publicized outbreaks at local grocery stores across the region.

When grocery workers signed up to do their job, they did not sign up to take on the risks they now face and because of this the undersigned organizations support the efforts requiring their employers to provide “hazard pay” of an additional \$5/hr as long as the City is at or above a coronavirus risk level of moderate under the State Health orders.

It is a shame that all the top retail food companies but for one, Lucky/Save Mart, stopped paying their workers “hazard pay” in June to pursuit profits. A recent Brookings Institute Study indicates that the retail food companies have earned record-breaking profits during the pandemic and this increase in profit has not transferred to workers. Since the beginning of the pandemic Lucky/Save Mart has been giving additional pay to their workers. The actions of Lucky/Save Mart show it is only the lack of will and true appreciation of their workers that prevents large companies from putting some of their profits back into the pockets of workers.



**John Nunes**  
President

**Jack Landes**  
Secretary - Treasurer

**Main Office:**  
**United Food & Commercial  
Workers Union, Local 5**  
28870 Mission Blvd.  
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Fax: (415) 693-9352

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Fax: (415) 883-1043

840 E Street, Suite 8  
Eureka, CA 95501  
(707) 442-1751  
Fax: (707) 442-9572

The work of these essential workers is critical for the health of our community and the sustainability of our economy, and if the companies will not act to reward and safeguard our communities then the government must.

Sincerely,



**Jim Araby**  
UFCW 5  
Strategic Campaigns  
Director [jaraby@ufcw5.org](mailto:jaraby@ufcw5.org)

February 1, 2021



**Re: Hazard Pay Ordinance**

Dear Members of the San Jose City Council:

On behalf of the California Retailers Association (CRA), inclusive of our grocery and retail pharmacy members, we respectfully urge the Council to refrain from passing a mandated wage increase, especially in the absence of a complete economic impact analysis on the effects such a mandate would have on essential businesses, and subsequently, our local communities.

The California Retailers Association is the only statewide trade association representing all segments of the retail industry including general merchandise, department stores, mass merchandisers, fast food restaurants, convenience stores, supermarkets and grocery stores, chain drug, and specialty retail such as auto, vision, jewelry, hardware and home stores. CRA works on behalf of California's retail industry, which currently operates over 164,200 stores and employs around 2,776,000 people—nearly one fifth of California's total employment.

A mandated pay increase beyond what retail employers can tolerate without raising prices or cutting workforce hours will hurt both consumers and our hardworking employees. This is the last thing our members want to do in the middle of the COVID-19 pandemic and economic crisis. A number of our members are already offering substantial increases in hourly pay and employee bonuses in recognition of the essential work these employees are providing. An inflexible, one-size-fits-all approach risks increasing the cost of food, grocery, and retail pharmacy drugs and will disproportionately impact those in our communities who are already bearing the brunt of this pandemic. All of this comes on top of the recent minimum wage increase. This is why we would request an economic study before the Council mandates a substantial pay increase.

We request that this motion be amended to include an economic study prior to any consideration of an increase in pay.

Sincerely,



Steve McCarthy  
Vice President, Public Policy  
California Retailers Association



February 1, 2021

Dear Local Elected Leaders:

Our coalition of local grocers, community advocates, and business leaders strongly urge our region's local elected leaders to undertake a complete economic impact assessment to fully understand the consequences of any proposed mandatory grocery worker wage-increase ordinances before moving forward.

Local grocery stores are committed to paying competitive wages and benefits to their employees. Since the start of the COVID-19 pandemic, **grocers have invested significantly in infrastructure and enhanced safety protocols to protect frontline essential workers and shoppers, as well as to provide incentive pay, bonuses and additional health benefits for grocery workers.**

The proposed emergency pay mandates ignore this commitment and ongoing efforts, and would have significant, negative impacts at the worst possible time.

***The proposed increases in grocery worker pay would substantially increase the cost of food and groceries for our region's residents and families by an estimated \$400 per year for a family of four.*** Higher grocery costs would hurt Californians at a time they are already struggling to put food on the table – and would be especially harmful to low-income, people of color and disadvantaged communities.

According to a recent Public Policy Institute of California survey, 29% of Bay Area residents earning less than \$40,000 per year have had trouble paying some kind of bill as a result of COVID-19. Forty-seven percent (47%) of the region's low-income residents report cutting back on food. Increasing the cost of groceries and other essentials would only compound these already-concerning statistics.

Extra pay mandates could also harm the very workers they are intended to help. Higher costs could force grocers to reduce the number of workers, available hours, and even store locations.

In addition, extra pay mandates could make it more difficult for many grocers to stay afloat, especially independent grocers, small markets, ethnic grocers and grocery stores in disadvantaged communities already struggling to keep their doors open. Most grocers operate with thin margins, even during the pandemic. **Shutting down grocery stores will result in**

**increased food insecurity and food deserts, especially in low-income and disadvantaged neighborhoods.**

These ordinances are rushed and not adequately researched. We urge our local elected leaders to pause the vote on any local extra pay ordinance until you complete a full analysis of the costs, impacts on local families and our community, and input from local businesses.

**Additional, extra pay mandates will not make grocery workers any safer.**

Sincerely,

Ron Fong, President & CEO  
**California Grocers Association**

Robert Rivinius, President  
**Family Business Association of California**

Elizabeth Graham, Executive Director  
**California Fuels & Convenience Alliance**

Jay King, President  
**California Black Chamber of Commerce**

Faith Bautista, Chief Executive Officer  
**National Diversity Coalition**

Doug Kessler, Executive Director  
**Si Se Puede Foundation of Fresno, Kern, Kings and Tulare Counties**

Ruben Guerra, Chairman & CEO  
**The Latin Business Association**

Mark Turner, President & CEO  
**Gilroy Chamber of Commerce**

Rachel Michelin, President & CEO  
**California Retailers Association**

Robert C. Lapsley, President  
**California Business Roundtable**

Pat Fong Kushida, President & CEO  
**CalAsian Chamber of Commerce**

Julian Canete, President & CEO  
**California Hispanic Chambers of Commerce**

Faith Bautista, President & CEO  
**National Asian American Coalition**

Lily Rocha, Board Chair  
**Latino Restaurant Association**

Catherine Somers, Executive Director  
**Los Gatos Chamber of Commerce**

**Fw: Essential workers pay**

City Clerk <city.clerk@sanjoseca.gov>

Mon 2/1/2021 4:41 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

**Office of the City Clerk | City of San José**

200 E. Santa Clara St., Tower 14<sup>th</sup> Floor

San Jose, CA 95113

Main: 408-535-1260

Fax: 408-292-6207

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**From:** Stephen Muto [REDACTED]

**Sent:** Monday, February 1, 2021 4:40 PM

**To:** City Clerk <city.clerk@sanjoseca.gov>

**Subject:** Essential workers pay

[External Email]

I would like to see a yearly settlement of \$20,000 per year for workers that were overexposed to the grocery industry up to 60 years.

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