
Fw: vote yes on Agenda Item 3.5

From City Clerk <city.clerk@sanjoseca.gov>
Date Thu 4/16/2026 4:05 PM
To Agendadesk <Agendadesk@sanjoseca.gov>

Office of the City Clerk | City of San José
200 E. Santa Clara St., Tower 14th Floor
San Jose, CA 95113
Main: 408-535-1260
Fax: 408-292-6207

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From: Brenda Balcazar [REDACTED]
Sent: Thursday, April 16, 2026 4:01 PM
To: District1 <district1@sanjoseca.gov>; The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>
Subject: vote yes on Agenda Item 3.5

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Dear Mayor and Members of the San José City Council,

Workers on City contracts have been shortchanged for the past 3 years by an out-of-date formula in the City's Living Wage. Last year, the cost-of-living increase in the Living Wage was set at \$0.

Item 3.5 on the April 21 Council agenda would fix the formula going forward, but it does nothing to make up for the past three years, leaving workers with a permanently lower baseline

wage. **Please vote to implement the new formula AND add a 2025-26 catch-up increase to Item 3.5** to restore baseline cost-of-living adjustments to the Living Wage Ordinance for City contract workers.

Workers who clean our buildings, provide sanitation and security services, and keep this city running should not fall behind because of bureaucratic changes to a formula. A zero cost-of-living adjustment in the face of rising costs is not justifiable, and it should not become the new baseline.

We urge you to ensure the ordinance functions as intended by:

- Adopting the Bay Area CPI-U as a fair, transparent inflation standard going forward, and
- Including a catch-up adjustment so workers are not permanently set back by last year's missed increase.

In the heart of Silicon Valley, workers deserve wages that keep up with the cost of living.

Please take this opportunity to get it right and protect the future wages of the workers our city depends on.

In solidarity,

Brenda Balcazar

IBEW 1245

[Sent from Yahoo Mail for iPhone](#)

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Fw: Please Vote to Fix San José Living Wage

From City Clerk <city.clerk@sanjoseca.gov>
Date Mon 4/20/2026 8:29 AM
To Agendadesk <Agendadesk@sanjoseca.gov>

Office of the City Clerk | City of San José

200 E. Santa Clara St., Tower 14th Floor
San Jose, CA 95113
Main: 408-535-1260
Fax: 408-292-6207

How is our service? Your [feedback](#) is appreciated!

From: Brian Wheatley <[REDACTED]>

Sent: Sunday, April 19, 2026 6:37 AM

To: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: Please Vote to Fix San José Living Wage

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Dear Mayor and Members of the San José City Council,

As a retired teacher, union leader, and current SJUSD Board VP, I am disheartened to learn workers on City contracts have been shortchanged for the past 3 years by an out-of-date formula in the City's Living Wage. Last year, the cost-of-living increase in the Living Wage was set at \$0.

Item 3.5 on the April 21 Council agenda would fix the formula going forward, but it does nothing to make up for the past three years, leaving workers with a permanently lower baseline wage. **Please vote to implement the new formula AND support the memo from Councilmembers Candelas, Campos, Ortiz, and Casey to add a 2025-26 catch-up increase to Item 3.5** to restore baseline cost-of-living adjustments to the Living Wage Ordinance for City contract workers.

Workers who clean our buildings, provide sanitation and security services, and keep this city running should not fall behind because of bureaucratic changes to a formula. **They are the parents of children we serve in San Jose Unified SD.** A zero cost-of-living adjustment in the face of rising costs is not justifiable, and it should not become the new baseline.

We urge you to ensure the ordinance functions as intended by:

- Adopting the Bay Area CPI-U as a fair, transparent inflation standard going forward, and
- Including a catch-up adjustment so workers are not permanently set back by last year's missed increase.

In the heart of Silicon Valley, workers and their families deserve wages that keep up with the cost of living.

Please take this opportunity to get it right and protect the future wages of the workers our city depends on.

In solidarity,

Brian Wheatley
SJUSD Board VP
SVCTE Trustee

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Fw: April 22, 2026, Item 3.5: Revision to City Council Policy 3-3 Living Wage Policy, Relating to Living Wage Setting Methodology for Annual Rate Adjustments.

From City Clerk <city.clerk@sanjoseca.gov>
Date Mon 4/20/2026 12:10 PM
To Agendadesk <Agendadesk@sanjoseca.gov>

1 attachment (74 KB)
living-wage-COLA-letter-2.docx (1).pdf;

Office of the City Clerk | City of San José

200 E. Santa Clara St., Tower 14th Floor
San Jose, CA 95113
Main: 408-535-1260
Fax: 408-292-6207

How is our service? Your [feedback](#) is appreciated!

From: Vanessa Tapia <[REDACTED]>

Sent: Monday, April 20, 2026 11:54 AM

To: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: April 22, 2026, Item 3.5: Revision to City Council Policy 3-3 Living Wage Policy, Relating to Living Wage Setting Methodology for Annual Rate Adjustments.

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Good morning,

Please find attached a letter from the South Bay Labor Council and Working Partnerships USA regarding Item 3.5: Revision to City Council Policy 3-3 Living Wage Policy, Relating to Living Wage Setting Methodology for Annual Rate Adjustments.

Please reach out with any questions. Thank you.

Best Regards,

Vanessa Tapia (she/her)
Communications Organizer
South Bay AFL-CIO Labor Council


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April 20, 2026

Honorable Mayor and City Council
City of San José
200 E. Santa Clara Street
San Jose, CA 95113

RE: April 22, 2026, Item 3.5: Revision to City Council Policy 3-3 Living Wage Policy, Relating to Living Wage Setting Methodology for Annual Rate Adjustments.

Dear Mayor Mahan and Honorable Councilmembers:

On behalf of the South Bay Labor Council representing over 100,000 workers and their families, and of Working Partnerships USA, we urge you to support the memo from Councilmembers Candelas, Campos, Ortiz, and Casey to support people working on City contracts under the San José Living Wage by fixing the outdated inflation formula, and ensuring they are not further penalized by a permanently lower wage baseline for future years.

As a result of an outdated methodology, the value of the San Jose Living Wage has eroded over time, leaving workers who provide vital City-funded contract services struggling to make ends meet. Since 2020, the regional cost of living for wage earners (Bay Area CPI-W) has increased by 20.3%, yet the San José Living Wage has only gained 14.7%.

In July of 2025, matters got even worse. The City determined that the Living Wage COLA for 2025-2026 would be \$0. This is an egregious error with real-world consequences for San José residents and their families.

We thank the City Council and Administration for responding to this issue and bringing forward a proposal to fix the formula by moving to using the Bay Area Consumer Price Index for annual Living Wage adjustments.

However, by retaining a \$0 COLA for 2025-2026, the City would unfairly penalize contract workers by setting a permanently lower baseline for the City Living Wage. Due to the lack of an increase in July 2025, workers have already lost out on nearly a full year of COLA pay, at the same time that working people in San José are facing an affordability crisis. We cannot lock in that \$0 increase as the 'new normal' for workers who have already lost out on pay and are straining to afford the basics.

We respectfully ask your support for a “catch-up” adjustment to bring the Living Wage baseline back to normal for 2026-2027 and future years, as proposed in the memo from Councilmembers Candelas, Campos, Ortiz, and Casey

Thank you for your consideration.

Sincerely,
Jean Cohen
Executive Officer, South Bay Labor Council

Maria Noel Fernandez
Executive Director, Working Partnerships USA