



Commission on Labor

Regular Meeting AGENDA

Wednesday, May 18, 2022, 7:00 p.m.

To join the meeting online:

<https://us06web.zoom.us/j/85399338378>

To join by phone: Dial US: 1-669-900-6833 and Enter Meeting 853 9933 8378

Commission Secretary: Joshua Oehler JOehler@cityofberkeley.info

Pursuant to Section 3 of Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, this meeting of the City Council will be conducted exclusively through teleconference and Zoom videoconference.

Please be advised that pursuant to the Executive Order and the Shelter-in-Place Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, there will not be a physical meeting location available.

If you do not wish for your name to appear on the screen, then use the drop-down menu and click on "rename" to rename yourself to be anonymous. To request to speak, use the "raise hand" icon. If you wish to comment during the public comment portion of the agenda, Press *9 and wait to be recognized by the Chair.

Preliminary Matters

1. Roll Call
2. Public Comments
The public may comment about any item not on the agenda. Public comments regarding agenda items will be heard while the Commission is discussing the item.
3. Approval of Draft March 9, 2022. Meeting Minutes (*Attachment 1*)

Action Items

The Commission may take action related to any subject listed on the Agenda. Public comments regarding agenda items will be heard while the Commission is discussing the item.

4. Presentation and Discussion - Sweatshop Free Ordinance reports for FY2019 (*Attachment 2*), FY2020 (*Attachment 3*) and FY2021 (*Attachment 4*) by Daryl Sweet, General Services Manager, City of Berkeley

5. Fair Work Week Policy – Status update for the Council action on April 12, 2022 regarding Commission on Labor Council Report for the proposed Fair Workweek Ordinance (Botello and Katz) (*Attachment 5*)
6. Discussion of Health and Life Enrichment Committee presentation on May 9, 2022 for Fair Work Week Policy (Botello)
7. Discussion and possible action regarding the role of the Commission on Labor to provide technical assistance to the community (Botello)
8. Discussion of Berkeley Federation of Teachers (teachers' union) contract negotiations with Berkeley Unified School District (Harlow)
9. Discussion of Labor Education in Schools Subcommittee updates (Schriner)
10. Discussion of Labor Shortage Subcommittee updates (Schriner)
11. Discussion of white paper report for Council regarding Labor Shortage (Berne)
12. Recommendations to Council regarding State legislation (Katz)
13. Future Agenda Items
14. Announcements

Adjournment

Attachments

1. Draft March 9, 2022 Meeting Minutes
2. FY19 Sweatshop-Free Annual Review
3. FY20 Sweatshop-Free Annual Review
4. FY21 Sweatshop-Free Annual Review
5. 2022-04-12 Item 40a Harrison Supplemental Agenda Item

COMMUNICATION ACCESS INFORMATION

This meeting is being held in a wheelchair accessible location. To request a disability-related accommodation(s) to participate in the meeting, including auxiliary aids or services, please contact the Disability Services specialist at 981-6418 (V) or 981-6347 (TDD) at least three business days before the meeting date. Please refrain from wearing scented products to this meeting.

Communications to Berkeley boards, commissions or committees are public record and will become part of the City's electronic records, which are accessible through the City's website. **Please note: e-mail addresses, names, addresses, and other contact information are not required, but if included in any communication to a City board, commission or committee, will become part of the public record.** If you do not want your e-mail address or any other contact information to be made public, you may deliver communications via U.S. Postal Service or in person to the secretary of the relevant board, commission or committee. If you do not want your contact information included in the public record, please do not include that information in your communication. Please contact the commission secretary for further information.

Written material may be viewed in advance of the meeting at the Housing & Community Services Department, 2180 Milvia, 2nd Floor, during regular business hours or at the Berkeley Public Library, Shattuck/Kittredge Streets, during regular library hours at the Reference Desk. The Commission Agenda and Minutes may be viewed on the City of Berkeley website: <https://berkeleyca.gov/your-government/boards-commissions/commission-labor>.

Secretary:

Joshua Oehler
Health, Housing & Community Services
Department
(510) 981-5408
E-mail: JOehler@cityofberkeley.info

Mailing Address:

Commission on Labor
Joshua Oehler, Secretary
2180 Milvia, 2nd Floor
Berkeley, CA 94704



Commission on Labor

Attachment 1

DRAFT MINUTES

Wednesday, March 9, 2022, 7:00 p.m.
To join the meeting online:

<https://us06web.zoom.us/j/4863098496>

Commission Secretary: Mary-Claire Katz MKatz@cityofberkeley.info

Pursuant to Section 3 of Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, this meeting of the City Council will be conducted exclusively through teleconference and Zoom videoconference. Please be advised that pursuant to the Executive Order and the Shelter-in-Place Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, there will not be a physical meeting location available.

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Preliminary Matters

1. Roll Call
Commissioners Present: Botello, Berne, Scantlebury, Schriener, Harlow, Jones, Osborne, Katz, Absent: None.
Staff: Mary-Claire Katz, Margot Ernst
Members of the Public: None.
2. Public Comments
The public may comment about any item not on the agenda. Public comments regarding agenda items will be heard while the Commission is discussing the item.

None.
3. Approval of Draft January 19, 2022. Meeting Minutes (*Attachment 1*)
(M/S/C: Katz/Schriener. Yes: Botello, Berne, Scantlebury, Schriener, Harlow, Jones, Osborne, Katz. Noes: None. Abstentions: None. Absent: None).

Action Items

The Commission may take action related to any subject listed on the Agenda. Public comments regarding agenda items will be heard while the Commission is discussing the item.

4. Elections for Chair and Vice Chair

Motion: To appoint Commissioner Berne as Chair.

(M/S/C: Schriener/Katz. Yes: Botello, Berne, Scantlebury, Schriener, Harlow, Jones, Osborne, Katz. Noes: None. Abstentions: None. Absent: None).

Motion: To appoint Commissioner Harlow as Vice Chair.

(M/S/C: Schriener/Katz. Yes: Botello, Berne, Scantlebury, Schriener, Harlow, Jones, Osborne, Katz. Noes: None. Abstentions: None. Absent: None).

5. Fair Work Week Policy – Status update regarding the Commission on Labor Council Report for the proposed Fair Workweek Ordinance (Botello and Katz) (*Attachments 2 and 3*)

Margot Ernst tells the commission that this item is scheduled to go before Council as a Consent item on April 12, 2022 and that it will have a companion report.

Motion: For Commissioner Botello to make a public comment before Council on the Fair Work Week Ordinance.

(M/S/C: Schriener/Harlow. Yes: Botello, Berne, Scantlebury, Schriener, Harlow, Jones, Osborne, Katz. Noes: None. Abstentions: None. Absent: None).

6. Discussion and possible action regarding the role of the Commission on Labor to receive disputes and provide technical assistance to the community (Botello)

Commissioner Botello discussed this topic with a Council member and determined that technical assistance and education may be in this commission's purview but not disputes.

7. Discussion and possible action regarding Cal. Student Researchers and possible presentation (Schriener)

No Action

8. Future Agenda Items

Commissioner Schriener – Subcommittee meetings report back – Labor Education in Schools; Labor Shortage Subcommittee.

Keep all agenda items on next meeting agenda except for the elections.
Commissioner Katz – Recommendations to Council regarding State legislation.

9. Announcements
None.

Adjournment

Adjourned at 8:09pm.

Attachments

1. Draft Jan. 19, 2022 Meeting Minutes
2. Draft Fair Workweek Council Report
3. Proposed Fair Workweek Ordinance

COMMUNICATION ACCESS INFORMATION

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Secretary:

Mary-Claire Katz
Health, Housing & Community Services
Department
(510) 981-5410
E-mail: MKatz@cityofberkeley.info

Mailing Address:

Commission on Labor
Mary-Claire Katz, Secretary
2180 Milvia, 2nd Floor
Berkeley, CA 94704



Attachment 2

Department of Finance

INFORMATION CALENDAR

May 18, 2022

To: Commission on Labor

From: Dee Williams-Ridley, City Manager

Submitted by: Henry Oyekanmi, Director of Finance

Subject: Ordinance No. 7,099-N.S. (Sweatshop-Free Procurement) – Annual Report on Apparel Purchases and Compliance for FY 2019

BACKGROUND

On July 7, 2009 the Berkeley City Council passed Ordinance No. 7,099-N.S. referred to as the “Sweatshop-Free Procurement Ordinance”. The Ordinance was added to the Berkeley Municipal Code as Chapter 13.97. The purpose of this Chapter is to protect the interests of local residents, workers and businesses by establishing a sweatshop-free procurement policy and code of conduct that ensures that items of apparel procured by the City of Berkeley or its agents through contracts or purchase orders be produced in workplaces free of sweatshop conditions. By this ordinance, the City seeks to end taxpayer support for sweatshops, protect the basic labor rights and human rights of workers who produce apparel for the City of Berkeley, level the playing field for ethical vendors, and begin the creation of a sweatshop-free procurement policy consistent with federal law and United States trade obligations.

On September 12, 2017, Ordinance No. 7,099-N.S. was adopted lowering the sweatshop free procurement threshold from \$1,000 to \$0 “so that all goods purchased by the City are actually sweatshop free, consistent with the purpose of the ordinance.”

CURRENT SITUATION AND ITS EFFECTS

Section 13.97.090 of the Ordinance requires the City Manager to provide a written report after the first full fiscal year after the effective date of this Chapter and annually thereafter. A report was filed to report on FY 2018 expenditures, vendors, complaints, and compliance.

During FY 2019 - July 1, 2018 through June 30, 2019 - the City of Berkeley placed in excess of fifty (50) purchase orders with ten (10) vendors to provide apparel and related goods. The total spend for the fiscal year was \$557,022. Aggregate purchase order amounts by vendor are shown in the table below. The distribution of purchase orders by vendor and aggregate value is as follows: in excess of \$25,000 with four (4) vendors; \$10,000 - \$24,999 with one (1) vendor, and \$0 - \$9,999 with five (5) vendors. The types of purchases the City made during the fiscal year were: uniform rentals, towels, mats, and laundry service

of those, camp and sports tee-shirts, jackets, inclement weather wear, protective/safety gear, miscellaneous apparel, and branded item goods (giveaways).

FY 2019 APPAREL & ACCESSORIES PURCHASES BY VENDOR

| Vendor ID | Vendor Name | FY19 Spend | Products (Departments) |
|------------------|--------------------|-------------------|---|
| 5321 | Alliance Graphics | \$ 6,867.62 | Shirts, Table cloths (HHCS, Fin, BPL) |
| 17525 | Aramark | \$ 129,087.96 | Uniform rentals, towels, rugs, safety clothing, laundry service (PW, PRW) |
| 21738 | Aramark National | \$ 165.00 | Jackets (PW) |
| 9519 | Blue Sky Sports | \$ 4,531.00 | Sports apparel (PRW) |
| 19380 | Gall's, LLC | \$ 60,845.00 | Uniforms, safety supplies (BPD) |
| 232 | L.N. Curtis & Sons | \$ 305,386.00 | Protective Clothing, uniforms (BFD, others) |
| 28488 | Matrix Promotional | \$ 25,668.71 | Shirts, promo items (PRW, Fin) |
| 8309 | West Marine Pro | \$ 3,682.83 | Vests (BFD) |
| 12808 | Bob Barker Company | \$ 1,787.00 | Health care uniforms/supplies (HHCS) |
| 20144 | 4Imprint | \$ 20,683.08 | Branded goods, jackets, bags (HHCS, PLNG, BPL, PW, Marina) |
| | | \$ 557,022.33 | |

Protective Clothing made up the single largest share of total apparel expenditures for the fiscal year at 54.8%; L.N. Curtis is the contracted vendor. Aramark Uniform Services, the provider of rental and laundering services for employee uniforms, towels, and floor mats accounted for 23.2% of the annual spend. Each vendor previously attested to understand the ordinance, and specifically that should its facilities, or those of any manufacturer be found to be out of compliance with any provisions of the Chapter and fails to take reasonable steps within a certain time period specified by the City of Berkeley, it risks the potential of contract termination.

During FY 2019, General Services did not discover, nor did it receive notice of, any alleged violations of the Sweatshop-Free Procurement Ordinance No. 7,099-N.S. There were no exceptions to the ordinance approved by the City Manager.

FUTURE ACTION

With a new division manager and updated staff assignments, the General Services Division monitors vendor purchases on a city-wide basis. When purchasing apparel goods, departments will be reminded by General Services staff of the City's sweatshop-free policy and the imperative to communicate to and require compliance of all vendors for all purchases made with City funds. Moreover, whether communicating to internal or external parties General Services emphasizes notification and compliance on all purchases regardless of the order value in relation to the Sweatshop-Free Procurement Ordinance's threshold.

CONTACT PERSON

Darryl Sweet, General Services Manager, Finance, 510-981-7329



Attachment 3

Department of Finance

INFORMATION CALENDAR
May 18, 2022

To: Commission on Labor

From: Dee Williams-Ridley, City Manager

Submitted by: Henry Oyekanmi, Director of Finance

Subject: Ordinance No. 7,099-N.S. (Sweatshop-Free Procurement) – Annual Report on Apparel Purchases and Compliance for FY 2020

BACKGROUND

On July 7, 2009 the Berkeley City Council passed Ordinance No. 7,099-N.S. referred to as the “Sweatshop-Free Procurement Ordinance”. The Ordinance was added to the Berkeley Municipal Code as Chapter 13.97. The purpose of this Chapter is to protect the interests of local residents, workers and businesses by establishing a sweatshop-free procurement policy and code of conduct that ensures that items of apparel procured by the City of Berkeley or its agents through contracts or purchase orders be produced in workplaces free of sweatshop conditions. By this ordinance, the City seeks to end taxpayer support for sweatshops, protect the basic labor rights and human rights of workers who produce apparel for the City of Berkeley, level the playing field for ethical vendors, and begin the creation of a sweatshop-free procurement policy consistent with federal law and United States trade obligations.

On September 12, 2017, Ordinance No. 7,099-N.S. was adopted lowering the sweatshop free procurement threshold from \$1,000 to \$0 “so that all goods purchased by the City are actually sweatshop free, consistent with the purpose of the ordinance.”

CURRENT SITUATION AND ITS EFFECTS

Section 13.97.090 of the Ordinance requires the City Manager to provide a written report after the first full fiscal year after the effective date of this Chapter and annually thereafter. A report was filed to report on FY 2018 expenditures, vendors, complaints, and compliance.

During FY 2020 - July 1, 2019 through June 30, 2020 - the City of Berkeley placed in excess of fifty (50) purchase orders with ten (10) vendors to provide apparel and related goods. The total spend for the fiscal year was \$561,628.93. Aggregate purchase order amounts by vendor are shown in the table below. The distribution of purchase orders by vendor and aggregate value is as follows: in excess of \$25,000 with four (4) vendors; \$10,000 - \$24,999 with two (2) vendors, and \$0 - \$9,999 with four (4) vendors. The types of purchases the City made during the fiscal year were: uniform rentals, towels, mats, and laundry

service of those, camp and sports tee-shirts, jackets, inclement weather wear, protective/safety gear, miscellaneous apparel, and branded item goods (giveaways).

FY 2020 APPAREL & ACCESSORIES PURCHASES BY VENDOR

| Vendor ID | Vendor Name | FY20 Spend | Products (Departments) |
|------------------|--------------------|-------------------|--|
| 5321 | Alliance Graphics | \$ 22,727.43 | Sports clothing, giveaways (BPL, PRW, multiple) |
| 17525 | Aramark | \$ 255,216.56 | Uniform rentals, towels, rugs, safety clothing, laundry service (PW, PRW, BPD) |
| 21738 | Aramark National | \$ 2,989.55 | Jackets, facemasks (PW) |
| 9519 | Blue Sky Sports | \$ 6,675.95 | Sports apparel (PRW) |
| 19380 | Gall's, LLC | \$ 87,949.33 | Uniforms, safety supplies (BPD, Animal) |
| 232 | L.N. Curtis & Sons | \$ 129,218.59 | Protective Clothing (BFD) |
| 28488 | Matrix Promotional | \$ 4,738.21 | Jackets, tee shirts, caps (PRW, HR) |
| 8309 | West Marine Pro | \$ 4,200.00 | Rain gear, bags, misc. (BFD, Marina) |
| 12808 | Bob Barker Company | \$ 20,966.68 | Health care uniforms/supplies (HHCS) |
| 20144 | 4Imprint | \$ 28,945.63 | Branded goods, jackets, bags (PH, BPL, PW, Marina) |
| | | | |
| | | \$ 561,628.93 | |

Uniforms/Laundry services made up the single largest share of total apparel expenditures for the fiscal year at 45.9%; Aramark is the contracted vendor. L.N. Curtis, the provider of fire turnouts and safety uniforms, 23% of the annual spend. Each vendor previously attested to understand the ordinance, and specifically that should its facilities, or those of any manufacturer be found to be out of compliance with any provisions of the Chapter and fails to take reasonable steps within a certain time period specified by the City of Berkeley, it risks the potential of contract termination.

During FY 2020, General Services did not discover, nor did it receive notice of, any alleged violations of the Sweatshop-Free Procurement Ordinance No. 7,099-N.S. There were no exceptions to the ordinance approved by the City Manager.

FUTURE ACTION

With a new division manager and updated staff assignments, the General Services Division monitors vendor purchases on a city-wide basis. When purchasing apparel goods, departments will be reminded by General Services staff of the City's sweatshop-free policy and the imperative to communicate to and require compliance of all vendors for all purchases made with City funds. Moreover, whether communicating to internal or external parties General Services emphasizes notification and compliance on all purchases regardless of the order value in relation to the Sweatshop-Free Procurement Ordinance's threshold.

CONTACT PERSON

Darryl Sweet, General Services Manager, Finance, 510-981-7329



Attachment 4

Department of Finance

INFORMATION CALENDAR
May 18, 2022

To: Commission on Labor

From: Dee Williams-Ridley, City Manager

Submitted by: Henry Oyekanmi, Director of Finance

Subject: Ordinance No. 7,099-N.S. (Sweatshop-Free Procurement) – Annual Report on Apparel Purchases and Compliance for FY 2021

BACKGROUND

On July 7, 2009 the Berkeley City Council passed Ordinance No. 7,099-N.S. referred to as the “Sweatshop-Free Procurement Ordinance”. The Ordinance was added to the Berkeley Municipal Code as Chapter 13.97. The purpose of this Chapter is to protect the interests of local residents, workers and businesses by establishing a sweatshop-free procurement policy and code of conduct that ensures that items of apparel procured by the City of Berkeley or its agents through contracts or purchase orders be produced in workplaces free of sweatshop conditions. By this ordinance, the City seeks to end taxpayer support for sweatshops, protect the basic labor rights and human rights of workers who produce apparel for the City of Berkeley, level the playing field for ethical vendors, and begin the creation of a sweatshop-free procurement policy consistent with federal law and United States trade obligations.

On September 12, 2017, Ordinance No. 7,099-N.S. was adopted lowering the sweatshop free procurement threshold from \$1,000 to \$0 “so that all goods purchased by the City are actually sweatshop free, consistent with the purpose of the ordinance.”

CURRENT SITUATION AND ITS EFFECTS

Section 13.97.090 of the Ordinance requires the City Manager to provide a written report after the first full fiscal year after the effective date of this Chapter and annually thereafter. A report was filed to report on FY 2018 expenditures, vendors, complaints, and compliance.

During FY 2021 - July 1, 2020 through June 30, 2021 - the City of Berkeley placed in excess of fifty (50) purchase orders with eleven (11) vendors to provide apparel and related goods. The total spend for the fiscal year was \$744,356. Aggregate purchase order amounts by vendor are shown in the table below. The distribution of purchase orders by vendor and aggregate value is as follows: in excess of \$25,000 with five (5) vendors; \$10,000 - \$24,999 with one (1) vendor, and \$0 - \$9,999 with five (5) vendors. The types of purchases the City made during the fiscal year were: uniform rentals, towels, mats, and laundry service

of those, camp and sports tee-shirts, jackets, inclement weather wear, protective/safety gear, miscellaneous apparel, and branded item goods.

FY 2021 APPAREL & ACCESSORIES PURCHASES BY VENDOR

| Vendor ID | Vendor Name | FY21 Spend | Products (Departments) |
|------------------|------------------------|-------------------|---|
| 5321 | Alliance Graphics | \$ 4,737.47 | Sports clothing, beanies (BPL, PRW) |
| 17525 | Aramark | \$ 247,712.98 | Uniform rentals, towels, rugs, safety clothing, laundry service (PW, PRW) |
| 21738 | Aramark National | \$ 4,159.40 | Jackets, facemasks (PW) |
| 9519 | Blue Sky Sports | \$ 900.00 | Sports apparel (PRW) |
| 19380 | Gall's, LLC | \$ 80,000.00 | Uniforms, safety supplies (BPD) |
| 232 | L.N. Curtis & Sons | \$ 320,466.00 | Protective Clothing (BFD) |
| 28488 | Matrix Promotional | \$ 23,073.90 | Jackets, tee shirts, caps (PRW) |
| 8309 | West Marine Pro | \$ 3,682.83 | Rain gear, bags, misc. (BFD, Marina) |
| 12808 | Bob Barker Company | \$ 25,692.00 | Health care uniforms/supplies (HHCS, MHA) |
| 20144 | 4Imprint | \$ 32,739.49 | Branded goods, jackets, bags (PH, BPL, PW, Marina) |
| 52720 | Express Shirt Printing | \$ 1,192.00 | Safety Vests (PLNG) |
| | | \$ 744,356.00 | |

Protective Clothing made up the single largest share of total apparel expenditures for the fiscal year at 43%; L.N. Curtis is the contracted vendor. Aramark Uniform Services, the provider of rental and laundering services for employee uniforms, towels, and floor mats accounted for 33% of the annual spend. All but one vendor has provided affidavits of compliance with the ordinance. Blue Sky Sports appears to no longer be in business. Each vendor attests to understand the ordinance, and specifically that should its facilities, or those of any manufacturer be found to be out of compliance with any provisions of the Chapter and fails to take reasonable steps within a certain time period specified by the City of Berkeley, it risks the potential of contract termination.

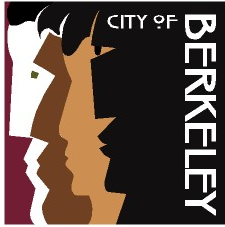
During FY 2021, General Services did not discover, nor did it receive notice of, any alleged violations of the Sweatshop-Free Procurement Ordinance No. 7,099-N.S. There were no exceptions to the ordinance approved by the City Manager.

FUTURE ACTION

With a new division manager and updated staff assignments, the General Services Division monitors vendor purchases on a city-wide basis. When purchasing apparel goods, departments will be reminded by General Services staff of the City's sweatshop-free policy and the imperative to communicate to and require compliance of all vendors for all purchases made with City funds. Moreover, whether communicating to internal or external parties General Services emphasizes notification and compliance on all purchases regardless of the order value in relation to the Sweatshop-Free Procurement Ordinance's threshold.

CONTACT PERSON

Darryl Sweet, General Services Manager, Finance, 510-981-7329



Kate Harrison
Vice Mayor, District 4

Attachment 5

SUPPLEMENTAL AGENDA MATERIAL for Supplemental Packet 1

Meeting Date: April 12, 2022

Item #: 40a.

Item Description: Fair Workweek Ordinance; Adding Berkeley Municipal Code Chapter 13.110

Submitted by: Vice Mayor Harrison

Recommendation:

1. Delay Council consideration of the Fair Workweek Ordinance to a date certain: the May 24, 2022 Council meeting, to provide HHCS staff with additional time to consider staffing needs with regard to enforcement.
2. Submit to the June 2022 Budget Process of approximately \$104,863 in General Funds with additional benefits to hire another Community Development Project Coordinator to assist with enforcement of this ordinance and other labor laws and regulations.

Background:

Vice Mayor Harrison originally submitted this ordinance to the Labor Commission in 2018. Due Council consideration and enactment of this ordinance continues to be a top priority for workers within across the city, including within the City Departments.

While the pandemic has been extremely challenging for businesses, workers have also suffered greatly. Indeed, the fight for worker rights has received renewed attention during the pandemic and following high profile unionization efforts at Starbucks and Amazon. It is in the public interest for the City of Berkeley to finish the work its started in 2018 and finally stand in solidarity with part-time workers whose schedules are precarious and uncertain. The proposed Fair Work Week Ordinance, modelled on ordinances in neighboring cities and those across the nation, would bring predictability and added compensation to part-time workers.

Vice Mayor Harrison's office respectfully disagrees that this ordinance should be referred to a Council Policy Committee for up to another 120 days. This ordinance was already duly considered by the Ad Hoc Subcommittee on Paid Family Leave and Fair Work Week in 2018. In addition, the Labor Commission considered the ordinance

closely for nearly four years and submitted its updated version of the ordinance for Council action.

In consulting with the Deputy City Manager and the Director of the Health, Housing & Community Services Department, it is prudent to delay consideration of the ordinance for one month to the May 24, 2022 Council meeting to provide staff with additional time to consider enforcement and staffing needs to effectively implement the ordinance. This compromise avoids further and unnecessary delays and provides workers and the community with timely consideration and possible action.

This supplemental also includes an initial budget referral to hire an additional Community Development Project Coordinator to assist with enforcement of this ordinance and other labor laws and regulations.