

RECEIVED

Agenda Date: 4/8/2021
Council Meeting

2021 APR -6 A 8:58

CITY OF FRESNO
CITY CLERK'S OFFICE

FRESNO CITY COUNCIL



Information Packet

ITEM(S)

File ID 21-482 (1-B)

BILL No. B-5 (Intro 3/4/21) (for adoption) - An emergency ordinance adding Section 2-517 to the Fresno Municipal Code related to grocery store employee hazard pay. (Requires five affirmative votes)

Contents of Supplement: Email Comments.

Item(s)

Supplemental Information:

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available for public inspection in the City Clerk's Office, 2600 Fresno Street, during normal business hours (main location pursuant to the Brown Act, G.C. 54957.5(2)). In addition, Supplemental Packets are available for public review at the City Council meeting in the City Council Chambers, 2600 Fresno Street. Supplemental Packets are also available on-line on the City Clerk's website.

Americans with Disabilities Act (ADA):

The meeting room is accessible to the physically disabled, and the services of a translator can be made available. Requests for additional accommodations for the disabled, sign language interpreters, assistive listening devices, or translators should be made one week prior to the meeting. Please call City Clerk's Office at 621-7650. Please keep the doorways, aisles and wheelchair seating areas open and accessible. If you need assistance with seating because of a disability, please see Security.

Bernard Canez

From: Ryan Allain <ryan@calretailers.com>
Sent: Monday, April 05, 2021 11:52 AM
To: Clerk
Cc: Yvonne Spence
Subject: Public Comment for 4/8/21 Council Meeting -- Agenda Item 1-B
Attachments: Fresno Letter - 4.5.21.pdf

Follow Up Flag: Follow up
Flag Status: Completed

External Email: Use caution with links and attachments

Hello --

On behalf of the California Retailers Association and Californians for a Safe and Rapid Recovery, please see the attached letter in respectful opposition to the proposed premium pay ordinance.

Please reach out if you have any questions.

Thank you,

Ryan Allain

Manager, State and Local Government Affairs
California Retailers Association
1121 L Street, Suite 607
Sacramento, CA 95814
(916) 443-1975

April 5, 2021

The Honorable Luis Chavez
Council President
City of Fresno
2600 Fresno Street, Room 2097
Fresno, CA 93721

Dear Council President Chavez, Members of the City Council and Mayor Dyer:

Californians for a Safe and Rapid Recovery represents a diverse and growing coalition that opposes government-mandated premium pay ordinances (see attached for a full list of our coalition members). While mandated premium pay ordinances vary, the effects and unintended consequences of increasing labor costs on retailers by as much as 30 percent are the same:

Counterproductive for Workers

- 66,000 Californians could lose their jobs if premium pay mandates are enacted statewide on top of postponing hiring, promotions, and raises for employees.
- Five grocery stores have already closed in other cities as a result of government-mandated premium pay.

Increases the Cost of Living

- Adds about \$400 to the annual cost of food and household supplies for the typical family of four in California.
- Higher costs for food, diapers, and clothes will disproportionately impact those who can least afford it.

Hurt Communities

- A final blow to stores under financial pressure – forcing them to close and creating voids for the communities that rely on them.
- Vacant storefronts will further depress struggling neighborhoods and worsen pressing issues like homelessness.
- Local retail stores are part of the fabric of communities — often giving back to schools, supporting food banks, and contributing to non-profits.

Reports of windfall profits are over simplified. In 2020, retailers supported employees with billions of dollars in bonuses and voluntary premium pay on top of regular wages, while also hiring a record number of new employees. Additionally, retailers reinvested billions of dollars into employee pensions, benefits, and safeguards to protect workers and customers. The [City of Los Angeles's economic impact report](#) found mandated premium pay would “eliminate all current profit margin” for retailers — forcing them to raise prices or close stores.

Premium pay mandates put local governments in the middle of employer and labor bargaining processes. Rather, local governments should be focusing on quickly

administering vaccinations to keep everyone safe, while ensuring a rapid economic recovery.

We are encouraged by the cities of Pasadena and San Carlos who recognized that government-mandated premium pay is counterproductive and recently rejected ordinances.

Please feel free to reach out if you have any questions.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Rachel Michelin', with a stylized, cursive script.

Rachel Michelin
President
California Retailers Association

Attached:

- Californians for a Safe and Rapid Recovery coalition list

Coalition Members

The following organizations are members of Californians for a Safe and Rapid Recovery and opponents of government-mandated premium pay that is counterproductive for workers and hurts consumers and our communities.

Organizations

- Anaheim Chamber of Commerce
- Antelope Valley Chamber of Commerce
- Brea Chamber of Commerce
- California African American Chamber of Commerce
- California Asian Pacific Chamber of Commerce
- California Business Properties Association
- California Business Roundtable
- California Chamber of Commerce
- California Hispanic Chambers of Commerce
- California Retailers Association
- California Taxpayers' Coalition
- California Taxpayer Protection Committee
- Carlsbad Chamber of Commerce
- Central Valley Business Federation
- Central Valley Taxpayers Association
- Chamber of Commerce and Civic Association of Pasadena
- Consumer Choice Center
- Culver City Chamber of Commerce
- Family Business Association of California
- Fountain Valley Chamber of Commerce
- Fresno Chamber of Commerce
- Fresno County Farm Bureau
- Gardena Valley Chamber of Commerce
- Gilroy Chamber of Commerce
- Greater San Fernando Valley Chamber of Commerce
- Kern County Taxpayers Association
- LAX Coastal Chamber of Commerce
- Los Angeles County Business Federation
- Murrieta/Wildomar Chamber of Commerce
- National Association of Chain Drug Stores
- National Federation of Independent Business - California
- National Retail Federation
- Norco Area Chamber of Commerce
- Oceanside Chamber of Commerce
- Orange County Business Council
- Orange County Taxpayers Association
- Placer County Taxpayers Association
- San Diego Tax Fighters
- San Gabriel Valley Economic Partnership
- San Leandro Chamber of Commerce
- San Pedro Chamber of Commerce
- South Orange County Economic Coalition
- Southwest California Legislative Council
- Torrance Area Chamber of Commerce
- Valley Industry and Commerce Association
- West Hollywood Chamber of Commerce
- Yorba Linda Chamber of Commerce

**As of April 5, 2021*

Marco Martinez-Velasquez

From: Richard S <rchewie@gmail.com>
Sent: Tuesday, April 06, 2021 10:40 AM
To: Clerk
Subject: PUBLIC COMMENT, 4/8/21, Agenda Item B-5

External Email: Use caution with links and attachments

- **Destroys jobs**
 - More than 66,000 jobs could be lost if premium pay mandates are enforced statewide.
 - Fresno County has one of the highest unemployment rates in the state. We need policies that bring residents back to work not threaten jobs.
- **Increases the cost of living**
 - The average grocery bill for a family of four could increase by \$400 under premium pay mandates.
- **Hurts our communities**
 - Premium pay mandates can be the final blow to stores under pressure – forcing many to close and creating voids for the communities that rely on them.
- **Slows our economic recovery**
 - The Fresno City Council should be focused on quickly administering vaccinations to keep everyone safe, while ensuring a rapid economic recovery.
 - This ordinance will jeopardize economic recovery and put more families out of work.

Bernard Canez

From: Sharon Nelson <sharonk926@aol.com>
Sent: Wednesday, April 07, 2021 2:34 PM
To: Clerk
Subject: Public Comment, 4/8/21 Agenda item B5. Please vote NO on the Premium Pay Mandate!!!

External Email: Use caution with links and attachments

Sent from my iPhone

Bernard Canez

From: Jaye Redd <malanjarediii@gmail.com>
Sent: Wednesday, April 07, 2021 5:30 PM
To: Clerk
Subject: PUBLIC COMMENT, 4/8/21, Agenda Item B-5

External Email: Use caution with links and attachments

Dear representatives, I am a long time resident of California and currently the central valley. I do not support the proposed actions of Agenda Item B-5 or those council members who like so many other things pass off the alleged means as necessary sacrifice for some diluted sense of the greater good, that continues to never come and never yields much lasting results in anything other than, more government, and less livelihood and freedom for the individual. I currently help operate a starbucks location in northern fresno. In prior years in the bay area I worked in Industrial supply, field to refinery winerys, and specialized protection services.

In my experience, raising any government mandated forms of pay or applicable fines are all FORMS of taxation that have NEVER in a meaningful way helped the PEOPLE of our city or state. WHATEVER good will intentions you will use to rationalize this mandate WILL NOT produce better results than the alternative of simply leaving the people to be, to live, to decide, and to manage their own life according to their own conscious which includes those funds that this measure would take away from them. Let me make this clear, this measure like so many others will only mean one thing, more money shuffling through an assortment of new hands, government planners, and achieving more minimal effort for maximum financial theft.

I DO NOT SUPPORT THIS - NOW OR POSSIBLY EVER, LET ALONE DURING AN UNPRECEDENTED TIME IN HISTORY WHERE COMMERCE AND PERSONAL LOSS HAS SUFFERED SO MUCH DIRECTLY FROM GOVERNMENT MANDATES IN RECENT EVENTS.

The people who run these businesses, the people who work in them, the suppliers who stock them, and the people who shop at these businesses don't need any of this nonsense. VOTE NO