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*"Jobs for All at a Living Wage"*

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## Wages Increased for 15,000 Low-wage Workers!

More than 15,000 low-wage workers scored a major victory with passage of amendments to the living wage law.

The amendments became effective on October 1 and increased the minimum wage for non-profit workers, home health care aides, and CalWORKs participants working for their welfare grant. The new law will also provide annual cost-of-living wage adjustments to the minimum rate every January 1.

The San Francisco Board of Supervisors gave final approval to the Living Wage amendments on September 11 and Mayor Gavin Newsom signed them into law three days later. The amendments were introduced by Supervisor Tom Ammiano, and co-sponsored by Supervisors Jake McGoldrick, Chris Daly and Ross

Mirkarimi. Of the 11 Supervisors, only former Supervisor Ed Jew voted against them.

As of October 1, the minimum rate for non-profit workers and CalWORKs participants was increased to \$10.77 per hour and on January 1, it will be increased to \$11.03 per hour. Previously, non-profit workers and CalWORKs participants only were required to be paid the city-wide minimum wage of \$9.14 per hour.

For home health care aides receiving in addition to the base wage an hourly cash equivalent for 12 paid days off, their wage increased on October 1 from \$10.95 per hour to \$11.50 per hour, with a further increase to \$11.54 on January 1.

The minimum wage will be increased

every January 1 based on the Consumer Price Index for the Bay Area.

By indexing the wage to the Consumer Price Index, the minimum wage of these workers will keep up with inflation.

"Because indexing has not been included in the law in the past, each non-profit worker has lost over \$17,000," Supervisor Ammiano said. "These same workers are now making just over \$21,000 a year. The increases they have lost is almost a year's worth of income and when you're talking about making ends meet, this legislation will have a life-changing impact."

The amendments require the City to provide adequate funding to non-profit agen-

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***Living Wage Coalition***

***2940 16th St. #205***

***San Francisco, CA 94103***



## Federal Minimum Wage Increases for First Time in 10 Years

The first increase in the federal minimum wage in a decade went into effect on July 24 increasing the minimum wage 70 cents from \$5.15 per hour to \$5.85 per hour.

The minimum wage will increase another 70 cents to \$6.55 per hour in July 2008 and 70 cents in July 2009 to reach \$7.25 per hour. For a full-time worker, this will increase annual pay from \$11,000 to around \$15,000.

An estimate 5.3 million workers earn less than \$7.25 per hour, according to the Economic Policy Institute, a Washington research group. As wage compression pushes up wages of other workers who are just above the minimum wage, around 12.5

million workers will benefit from the minimum wage increase by 2009.

The last increase was in 1997, the longest period without an increase since the federal minimum wage was enacted in 1938. For the minimum wage to have the same purchasing power that it had in 1968, it would need to be around \$8.82 per hour to have kept up with inflation.

While the federal government delayed taking action to raise the minimum wage, thirty states and the District of Columbia adopted minimum wages exceeding the previous federal level.

California's minimum wage increased from \$6.75 per hour to \$7.50 per hour on

January 1, 2007. Another increase to \$8 per hour is scheduled for January 1, 2008. Let Justice Roll, a national coalition of faith, community and labor organizations led a national campaign to pressure Congress and a reluctant President Bush to pass the federal minimum wage increase. The coalition adopted its name from a speech by Rev. Martin Luther King Jr.

Polling has shown raising the minimum wage to be one of the most popular issues in the country even among Republican voters in "red states."

-Karl Kramer

## San Francisco Minimum Wage Increases

San Francisco's minimum wage is scheduled to increase 22 cents from \$9.14 per hour to \$9.36 per hour on January 1.

The City's Minimum Wage Ordinance, passed at the ballot box in 2004, requires an annual cost-of-living adjustment to the minimum wage based on the U.S. Department of Labor's Consumer Price Index for Urban Wage Earners and Clerical Workers in the San Francisco-Oakland-San Jose region.

San Francisco's Minimum

Wage Ordinance was groundbreaking in containing annual increases based on the inflation rate in the Bay Area.

The City Controller measures the CPI increase from August, 2006, to August, 2007. DOL Bureau of Labor Statistics data show the increase to be 2.4 percent as inflation slowed this year. Last year the increase was 3.6 percent.

The Living Wage Coalition was one of the nine organizations on the steering committee of the Minimum Wage

Coalition which campaigned for the Minimum Wage Ordinance and included UNITE HERE Local 2, the Chinese Progressive Association, People Organized to Win Employment Rights, Young Workers United, the Association of Community Organizations for Reform Now, Central City SRO Collaborative, Mission Agenda and Mission Anti-Displacement Coalition.

-Karl Kramer



art by Rini Templeton

### Living Wage Coalition

2940 16th St. #205 San Francisco, CA 94103

phone (415) 863-1225, fax (415) 863-1927, [sflivingwage@riseup.net](mailto:sflivingwage@riseup.net)

☐ Add my name endorsing the Living Wage campaign (indicate if organization for ID only)

☐ Enclosed is a donation of \$\_\_\_\_\_. (Make out check to San Francisco Living Wage Coalition. For a tax deductible donation of \$50 or more, make out check to SF Living Wage Coalition/Agape Foundation. We also accept tax deductible vehicle donations.)

☐ I want to get involved. Please contact me.

☐ I would like to become a member - \$25 for individuals, \$100 per year for organizations (includes a sub to the Mobilizer).

Name \_\_\_\_\_

Title & Organization \_\_\_\_\_

Phone \_\_\_\_\_ (day) \_\_\_\_\_ (eve) Email \_\_\_\_\_

## The San Francisco Living Wage Coalition

### Who We Are

*The Living Wage Coalition is a grass-roots movement of low-wage workers and their allies fighting for economic justice. We believe that everyone who works full time should be able to survive on what they earn, without relying on public assistance or charity to support their families.*

### What We Do

*We educate, organize and mobilize to demand that our tax dollars and use of public property do not go to businesses that pay poverty wages.*

### History

*The Living Wage Coalition was initiated in 1998 by labor unions, community organizations and religious congregations to develop a movement led and democratically run by low-wage workers. As a result of a grass-roots campaign, San Francisco's living wage laws - called the Minimum Compensation Ordinance and the Health Care Accountability Ordinance - require that businesses with a service contract with the City or property lease at the Airport must pay workers at least \$10.77 per hour, provide 12 paid days off per year and provide health care coverage. In addition, businesses leasing other property from the City must provide health care coverage as a condition of their lease. By the City's estimates, more than 30,000 workers have benefited.*

### When We Meet

*We meet the 3rd Wednesday of the month, 6:30 p.m. to 8:30 p.m., at 2940 16th Street, room 204 (between Mission St. and South Van Ness Ave.). Everyone is welcome.*

### Coordinating Committee

*Robert Bustamonte, Campaign Co-director; Karl Kramer, Campaign Co-director; Tom Ladd, Recording Secretary; Phil Tryon, Treasurer; Nicky Trasviña, Volunteer Coordinator; David Frias, Mark Gruberg, Larry Lattimore, Louis Parrilla, Guillermo Ponce de Leon, Alice Rogoff, Sarah Shaker, David Williams*

# Living Wage Coalition and LCLAA put Fun in Fundraising

One can find a variety of ways to celebrate September 15, Mexican Independence Day.

But only in San Francisco can you find such a special September 15 celebration as the fundraiser hosted by two San Francisco workers' rights organizations, the SF Living Wage Coalition and the SF chapter of the Labor Council for Latin American Advancement (LCLAA).

These organizations hold high their common struggle to uphold workers' rights and immigrant rights and are committed to the elimination of economic and social injustice.

Giving exponential cause for celebration was the victory that took place one day before the celebration. On September 14, Mayor Newsom signed into law the Living Wage amendments giving wage increases to 15,000 workers in San Francisco after a two-year

ing termination to any and all abuses of workers rights and human rights.

The entertainment portion of the program was produced by the Billie Holiday Collective



Labor troubadour Jon Fromer (left) and cultural activist Francisco Herrera perform a duet.

photo - Lance Medberry



Una Flor, Un Canto y Una Poesía charm the audience at the September 15 benefit event. (l-r: Nancy, Sonia and Elizabeth Esteva.

photo - Lance Medberry

campaign spearheaded by the Coalition.

The celebration began with SEIU Local 87 organizer and Mistress of Ceremony Jaqueline Ramirez telling the audience not only are we recognizing the El Grito of Father Hidalgo in 1810 that declared Mexican independence from Spanish rule, but that we must call for a new El Grito of our generation seeking

and included some of our most talented local progressive artists such as Francisco Herrera, the Labor Heritage Rockin' Solidarity Chorus, Diane Amos, Alex and Harriet Bagwell, Vukani Mawethu, Elizabeth Esteva and Nancy Esteva - "Una Flor, Un Canto y Una Poesía".

They were extremely entertaining in a wholesome and progressive way, while providing riveting comedy and moving musical performances. The audience was repeatedly moved to join in.

About one hundred guests enjoyed a great evening of song, food and solidarity. Thank you to the activists, students, union members, teachers, parents, workers, and others for your support.

A special thanks to our loyal friend Dolores "Josie" Reyes of Los Jarritos restaurant for providing delicious antojitos and agua fresca, to Louis Parrilla of Teamsters Local 85 for successfully managing the bar, to Local 87 for the use of their auditorium and to the faithful volunteers!



Labor Heritage Rockin' Solidarity Chorus rocks the house.

photo - Lance Medberry

-Nicky Trasviña

# Living Wage Amendments Passed!

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cies for the wage increases.

The campaign for the living wage amendments was supported by the San Francisco Labor Council, Office and Professional Employees Local 3, Service Employees International Union Local 1021, United Healthcare Workers West SEIU, UNITE HERE Local 2, United Food and Commercial Workers Local 101, United Taxicab Workers, Pride at Work/AFL-CIO, Labor Council for Latin American Advancement/AFL-CIO, Office of Public Policy - Archdiocese of San Francisco, Church Women United, Religious Witness with Homeless People, National Lawyers Guild, La Raza Centro Legal, South of Market Community Action Network, Harvey Milk Lesbian Gay Transgender Democratic Club, San Francisco People's

Organization, People Organized to Win Employment Rights (POWER), St. Boniface Neighborhood Center, and the Human Services Network.

The Living Wage Coalition is working on monitoring the implementation of the amendments.

The enforcement agency is the City's Office of Labor Standards Enforcement. The Office does spot checks and audits. A complaint from an individual worker also generates an investigation.

-Robert Bustamonte

## How to File a Complaint

All workers have the right to wages and benefits under San Francisco's living wage law regardless of immigration status or legal authorization to work.

It is against the law for an employer to retaliate, threaten or discriminate against a worker for asserting their rights under the living wage law or informing other workers of their rights.

A worker has the right to report a violation of the living wage law to the City's enforcement agency which keeps the worker's identity confidential.

## Office of Labor Standards Enforcement

City Hall room 430  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

ph. 415-554-6235  
554-6292 – Spanish, Cantonese, Mandarin  
website: [www.sfgov.org/olse](http://www.sfgov.org/olse)

email addresses:

MCO@sfgov.org (for Minimum Compensation Ordinance)  
HCAO@sfgov.org (for Health Care Accountability Ordinance)  
MWO@sfgov.org (for Minimum Wage Ordinance)  
PSL@sfgov.org (for Paid Sick Leave Ordinance)  
HCSO@sfgov.org (for Health Care Security Ordinance)

The **Living Wage Coalition** is available to assist you in filing a complaint or asserting your rights. Please contact us:

## San Francisco Living Wage Coalition

2940-16th St., #205  
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art by Rini Templeton

*The Mobilizer* is a publication of the San Francisco Living Wage Coalition.

Send articles and announcements for the next issue to the attention of *the Mobilizer*:

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## Help Low-wage Workers by Donating Goods to the...

**Community Thrift Store**  
623 Valencia  
(between 17th & 18th Sts.)

donation door - south side of  
building on Sycamore Alley (one-  
way from Mission to Valencia)

Donate in the name of the San  
Francisco Living Wage Coalition  
number 56

(on master list on door)

Open Every Day

10 a.m. to 5 p.m.

receipts for tax deductions

**"No Repair/Ready to Wear"**  
call 861-4910 with any questions  
on acceptable donations or to  
schedule donation pick up

## Living Wage Coalition TV Show

**"It's Time for a Living Wage"**  
3rd Sunday of each month  
7:30 p.m. to 8 p.m.  
Cable Channel 29