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January 22, 2021

Los Angeles City Council President Nury Martinez
200 North Spring Street, Suite 470
Los Angeles, CA 90012

RE: Council file number 20-1609 Support for Hazard Pay for Grocery Workers

Dear Honorable Council President Martinez and LA City Council Members,

On behalf of Public Counsel, I am writing to express our strong support for an emergency, temporary ordinance providing \$5.00 hazard pay for grocery workers in the City of Los Angeles. Public Counsel is a non-profit, public interest law firm providing free legal services to low-income families and advocating on behalf of marginalized communities throughout Los Angeles. Our attorneys and staff work daily with low-income workers and their family members, the vast majority of whom are immigrants and/or people of color. Public Counsel is also a proud member of the Fair Workweek LA coalition which is a coalition of over 30 community groups advocating for safe and equitable workplaces in Los Angeles, including health advocates, clergy, women's rights organizations, worker rights groups, as well as grocery and retail workers.

We agree that grocery workers are the unsung heroes of this pandemic, risking their lives on the frontlines for nearly ten months straight to keep our communities fed. Unlike many of us, grocery workers have not had the luxury of sheltering in place or working from home during the pandemic, increasing their risk of exposure, illness and death. To date, over 2,000 UFCW 770 members have contracted COVID-19, and more than 200 UFCW members nationally have died of COVID-19. With the current surge of cases in California and even more contagious strains of the virus on the rise, grocery workers in Los Angeles are among those most at risk of infection.

COVID-19 has also taken a financial toll on hourly workers and their families. Many grocery workers have become the sole or primary earners in their households as other family members have lost jobs due to COVID-

*Past Chair

19. Grocery workers deserve fair compensation for the additional risks and strains they are experiencing as essential workers.

The grocery industry can afford to pay workers hazard pay. Unlike most other industries, major grocery chains and box stores like Target and Walmart have performed exceedingly well during the COVID-19 pandemic, remaining open and gaining new customers as smaller stores and restaurants have closed. Companies such as Kroger, which owns Food 4 Less and Ralphs, have seen their net earnings skyrocket this year. Kroger, for example, reported a 15.8% increase in sales and net earnings increase of just under 100% in the first three quarters of 2020 as compared to the first three quarters in 2019. Despite these profits, Kroger stopped paying its essential workers hazard pay in May after only six weeks of the pandemic.

Public Counsel supports a local ordinance requiring large grocery companies to pay their workers emergency hazard pay. It is the right policy for this unprecedented moment. Other large cities throughout California are poised to create similar policy solutions. Los Angeles must lead as it always has in fighting for the rights and dignity of working people. Thank you for your leadership and consideration of this important measure.

Respectfully submitted,

Jill Thompson, Esq.
Directing Attorney
Audrey Irmas Project for Women & Girls Rights
Public Counsel
jthompson@publiccounsel.org
213.385.2977 x 151

Fwd: Council file number 20-1609 Support for Hazard Pay for Grocery Workers

1 message

Anna Martinez <anna.martinez@lacity.org>

Mon, Jan 25, 2021 at 8:18 AM

To: City Clerk Council and Public Services <Clerk.CPS@lacity.org>, Izabella Hovhanisian <izabella.hovhanisian@lacity.org>

----- Forwarded message -----

From: **Brooke Billingsley** <brooke.billingsley@gmail.com>

Date: Sun, Jan 24, 2021 at 9:09 PM

Subject: Council file number 20-1609 Support for Hazard Pay for Grocery Workers

To: <councilmember.martinez@lacity.org>

CC: <CityClerk@lacity.org>, <Gilbert.Cedillo@lacity.org>, <councilmember.Krekorian@lacity.org>, <councilmember.blumenfield@lacity.org>, <contactCD4@lacity.org>, <paul.koretz@lacity.org>, <councilmember.rodriguez@lacity.org>, <councilmember.harris-dawson@lacity.org>, <councilmember.price@lacity.org>, <councilmember.ridley-thomas@lacity.org>, <councilmember.bonin@lacity.org>, <councilmember.Lee@lacity.org>, <councilmember.ofarrell@lacity.org>, <councilmember.kevindeleon@lacity.org>, <councilmember.buscaino@lacity.org>, <debby.kim@lacity.org>, <karo.torossian@lacity.org>, <lisa.hansen@lacity.org>, <joan.pelico@lacity.org>, <ackley.padilla@lacity.org>, <christine.jerian@lacity.org>, <solomon.rivera@lacity.org>, <curtis.earnest@lacity.org>, <chad.molnar@lacity.org>, <hannah.lee@lacity.org>, <jeanne.min@lacity.org>, <jennifer.barraza@lacity.org>, <jenny.chavez@lacity.org>, <Jose.RobertoHernandez@lacity.org>

January 24 2021

Los Angeles City Council President Nury Martinez
200 North Spring Street, Suite 470
Los Angeles, CA 90012

RE: Council file number 20-1609 Support for Hazard Pay for Grocery Workers

Dear Honorable Council President Martinez and LA City Council Members,

As a resident of Los Angeles, I am writing to express my strong support for the emergency, temporary ordinance of \$5.00 hazard pay for grocery workers in the City of Los Angeles. I am a former retail worker and store manager in the City of Los Angeles. I am also a member of the Fair Workweek LA coalition which is a coalition of over 30 community groups, including health advocates, clergy, worker rights groups, as well as, grocery and retail workers.

Together with UFCW 770, their members, as well as, grocery workers from across the city of Los Angeles we have been calling on grocery store corporations to reinstate hazard pay as companies see record profits. Major grocers, such as Kroger, which owns Food 4 Less and Ralphs, agreed to pay Los Angeles grocery store workers a \$2 an hour hazard pay increase in March, only to end it six weeks later in May. Meanwhile grocery store companies have seen their net earnings skyrocket this year, with Kroger reporting a 15.8% increase in sales and net earnings increase of just under 100% in the first three quarters of 2020 as compared to the first three quarters in 2019.

Grocery workers are the unsung heroes of this pandemic and have been risking their lives and been on the frontlines for months providing a lifeline for our communities and keeping us fed. Many grocery workers have become the primary earners in their households as families struggle under the combined weight of COVID-19 and widespread unemployment. Working Angelinos, especially families of color, have also not been able to shelter in place throughout the pandemic because they are more likely to hold essential jobs and thus face an increased exposure to COVID.

As COVID-19 cases soar and Intensive Care Unit capacity reaches a breaking point in Los Angeles, grocery store workers continue to face the risk of infection and endure hazardous working conditions. To date, over 2,000 UFCW 770 members have contracted COVID-19. Nationwide, more than 200 UFCW members have died of COVID-19. We know the number is much higher due to lack of reporting by all grocery chains.

This is the right policy for this unprecedented moment. Grocery workers deserve hazard pay. Large grocery chains can afford it. Other large cities throughout California are poised to create similar policy solutions. Los Angeles must lead as it always has in fighting for the rights and dignity of working people. Thank you for your leadership.

Sincerely,

Brooke Billingsley

January 24 2021

Los Angeles City Council President Nury Martinez
200 North Spring Street, Suite 470
Los Angeles, CA 90012

RE: Council file number 20-1609 Support for Hazard Pay for Grocery Workers

Dear Honorable Council President Martinez and LA City Council Members,

On behalf of United for Respect, we are writing to express our strong support for the emergency, temporary ordinance of \$5.00 hazard pay for grocery workers in the City of Los Angeles. United for Respect is a multiracial national nonprofit organization fighting to advance bold policies to improve the lives of people working in retail. Our vision is to uplift the millions of frontline retail workers across the country to create a sustainable economy and healthy working environments that work for them, their families, and their communities. We are also a member of the Fair Workweek LA coalition which is a coalition of over 30 community groups, including health advocates, clergy, worker rights groups, as well as, grocery and retail workers.

Together with UFCW 770, their members, as well as, grocery workers from across the city of Los Angeles we have been calling on grocery store corporations to reinstate hazard pay as companies see record profits. Major grocers, such as Kroger, which owns Food 4 Less and Ralphs, agreed to pay Los Angeles grocery store workers a \$2 an hour hazard pay increase in March, only to end it six weeks later in May. Meanwhile grocery store companies have seen their net earnings skyrocket this year, with Kroger reporting a 15.8% increase in sales and net earnings increase of just under 100% in the first three quarters of 2020 as compared to the first three quarters in 2019.

Grocery workers are the unsung heroes of this pandemic and have been risking their lives and been on the frontlines for months providing a lifeline for our communities and keeping us fed. Many grocery workers have become the primary earners in their households as families struggle under the combined weight of COVID-19 and widespread unemployment. Working Angelinos, especially families of color, have also not been able to shelter in place throughout the pandemic because they are more likely to hold essential jobs and thus face an increased exposure to COVID.

As COVID-19 cases soar and Intensive Care Unit capacity reaches a breaking point in Los Angeles, grocery store workers continue to face the risk of infection and endure hazardous working conditions. To date, over 2,000 UFCW 770 members have contracted COVID-19. Nationwide, more than 200 UFCW members have died of COVID-19. We know the number is much higher due to lack of reporting by all grocery chains.

This is the right policy for this unprecedented moment. Grocery workers deserve hazard pay. Large grocery chains can afford it. Other large cities throughout California are poised to create similar policy solutions. Los Angeles must lead as it always has in fighting for the rights and dignity of working people. Thank you for your leadership.

Sincerely,

Jocelyn Lopez
California Lead Organizer
United for Respect



January 23, 2021

Los Angeles City Council President Nury Martinez
200 North Spring Street, Suite 470
Los Angeles, CA 90012

RE: Council file number 20-1609 Support for Hazard Pay for Grocery Workers

Dear Honorable Council President Martinez and LA City Council Members,

On behalf of SAJE (Strategic Actions for a Just Economy), we are writing to express our strong support for the emergency, temporary ordinance of \$5.00 hazard pay for grocery workers in the City of Los Angeles. SAJE's mission is to build community leadership and power for economic justice, and we have worked for years to support good jobs in South Los Angeles, a low income community of color. For more than a decade we have convened the Figueroa Corridor Jobs Coalition, which places local community members into living wage and union jobs. We are also a member of the Fair Workweek LA coalition which is a coalition of over 30 community groups, including health advocates, clergy, worker rights groups, as well as, grocery and retail workers.

Together with UFCW 770, their members, as well as, grocery workers from across the city of Los Angeles we have been calling on grocery store corporations to reinstate hazard pay as companies see record profits. Major grocers, such as Kroger, which owns Food 4 Less and Ralphs, agreed to pay Los Angeles grocery store workers a \$2 an hour hazard pay increase in March, only to end it six weeks later in May. Meanwhile grocery store companies have seen their net earnings skyrocket this year, with Kroger reporting a 15.8% increase in sales and net earnings increase of just under 100% in the first three quarters of 2020 as compared to the first three quarters in 2019.

Grocery workers are the unsung heroes of this pandemic and have been risking their lives and been on the frontlines for months providing a lifeline for our communities and keeping us fed. Many grocery workers have become the primary earners in their households as families struggle under the combined weight of COVID-19 and widespread unemployment. Working Angelinos, especially families of color, have also not been able to shelter in place throughout the pandemic because they are more likely to hold essential jobs and thus face an increased exposure to COVID.

As COVID-19 cases soar and Intensive Care Unit capacity reaches a breaking point in Los Angeles, grocery store workers continue to face the risk of infection and endure hazardous working conditions. To date, over 2,000 UFCW 770 members have contracted COVID-19.

Nationwide, more than 200 UFCW members have died of COVID-19. We know the number is much higher due to lack of reporting by all grocery chains.

This is the right policy for this unprecedented moment. Grocery workers deserve hazard pay. Large grocery chains can afford it. Other large cities throughout California are poised to create similar policy solutions. Los Angeles must lead as it always has in fighting for the rights and dignity of working people. Thank you for your leadership.

Sincerely,

A handwritten signature in blue ink, appearing to read "Cynthia Strathmann". The signature is fluid and cursive, with a long horizontal stroke at the end.

Cynthia Strathmann
Executive Director, SAJE

January 22,2021

Los Angeles City Council President Nury Martinez
200 North Spring Street, Suite 470
Los Angeles, CA 90012

RE: Council file number 20-1609 Support for Hazard Pay for Grocery Workers

Dear Honorable Council President Martinez and LA City Council Members,

On behalf of Restaurant Opportunities Center Los Angeles, we are writing to express our strong support for the emergency, temporary ordinance of \$5.00 hazard pay for grocery workers in the City of Los Angeles. We are a non profit member based organization that advocates for the wellbeing of restaurant workers across the state and nation wide. We are also a member of the Fair Workweek LA coalition which is a coalition of over 30 community groups, including health advocates, clergy, worker rights groups, as well as, grocery and retail workers.

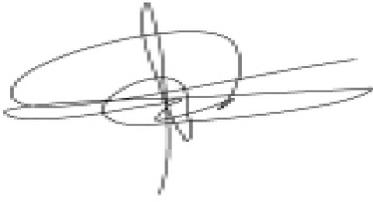
Together with UFCW 770, their members, as well as, grocery workers from across the city of Los Angeles we have been calling on grocery store corporations to reinstate hazard pay as companies see record profits. Major grocers, such as Kroger, which owns Food 4 Less and Ralphs, agreed to pay Los Angeles grocery store workers a \$2 an hour hazard pay increase in March, only to end it six weeks later in May. Meanwhile grocery store companies have seen their net earnings skyrocket this year, with Kroger reporting a 15.8% increase in sales and net earnings increase of just under 100% in the first three quarters of 2020 as compared to the first three quarters in 2019.

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As COVID-19 cases soar and Intensive Care Unit capacity reaches a breaking point in Los Angeles, grocery store workers continue to face the risk of infection and endure hazardous working conditions. To date, over 2,000 UFCW 770 members have contracted COVID-19. Nationwide, more than 200 UFCW members have died of COVID-19. We know the number is much higher due to lack of reporting by all grocery chains.

This is the right policy for this unprecedented moment. Grocery workers deserve hazard pay. Large grocery chains can afford it. Other large cities throughout California are poised to create similar policy solutions. Los Angeles must lead as it always has in fighting for the rights and dignity of working people. Thank you for your leadership.

Sincerely,

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Manuel Villanueva
California State Director
Restaurant Opportunities Center Los Angeles

January 25, 2021

Los Angeles City Council President Nury Martinez
200 North Spring Street, Suite 470
Los Angeles, CA 90012

RE: Council file number 20-1609 Support for Hazard Pay for Grocery Workers

Dear Honorable Council President Martinez and LA City Council Members,

On behalf of Food Chain Workers Alliance we are writing to express our strong support for the emergency, temporary ordinance of \$5.00 hazard pay for grocery workers in the City of Los Angeles. The Food Chain Workers Alliance is a coalition of worker-based organizations whose members plant, harvest, process, pack, transport, prepare, serve, and sell food, organizing to improve wages and working conditions for all workers along the food chain. The Alliance works together to build a more sustainable food system that respects workers' rights, based on the principles of social, environmental and racial justice, in which everyone has access to healthy and affordable food. We are also a member of the Fair Workweek LA coalition which is a coalition of over 30 community groups, including health advocates, clergy, worker rights groups, as well as, grocery and retail workers.

Together with UFCW 770, their members, as well as, grocery workers from across the city of Los Angeles we have been calling on grocery store corporations to reinstate hazard pay as companies see record profits. Major grocers, such as Kroger, which owns Food 4 Less and Ralphs, agreed to pay Los Angeles grocery store workers a \$2 an hour hazard pay increase in March, only to end it six weeks later in May. Meanwhile grocery store companies have seen their net earnings skyrocket this year, with Kroger reporting a 15.8% increase in sales and net earnings increase of just under 100% in the first three quarters of 2020 as compared to the first three quarters in 2019.

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Sincerely,

Jose Antonio Lopez