



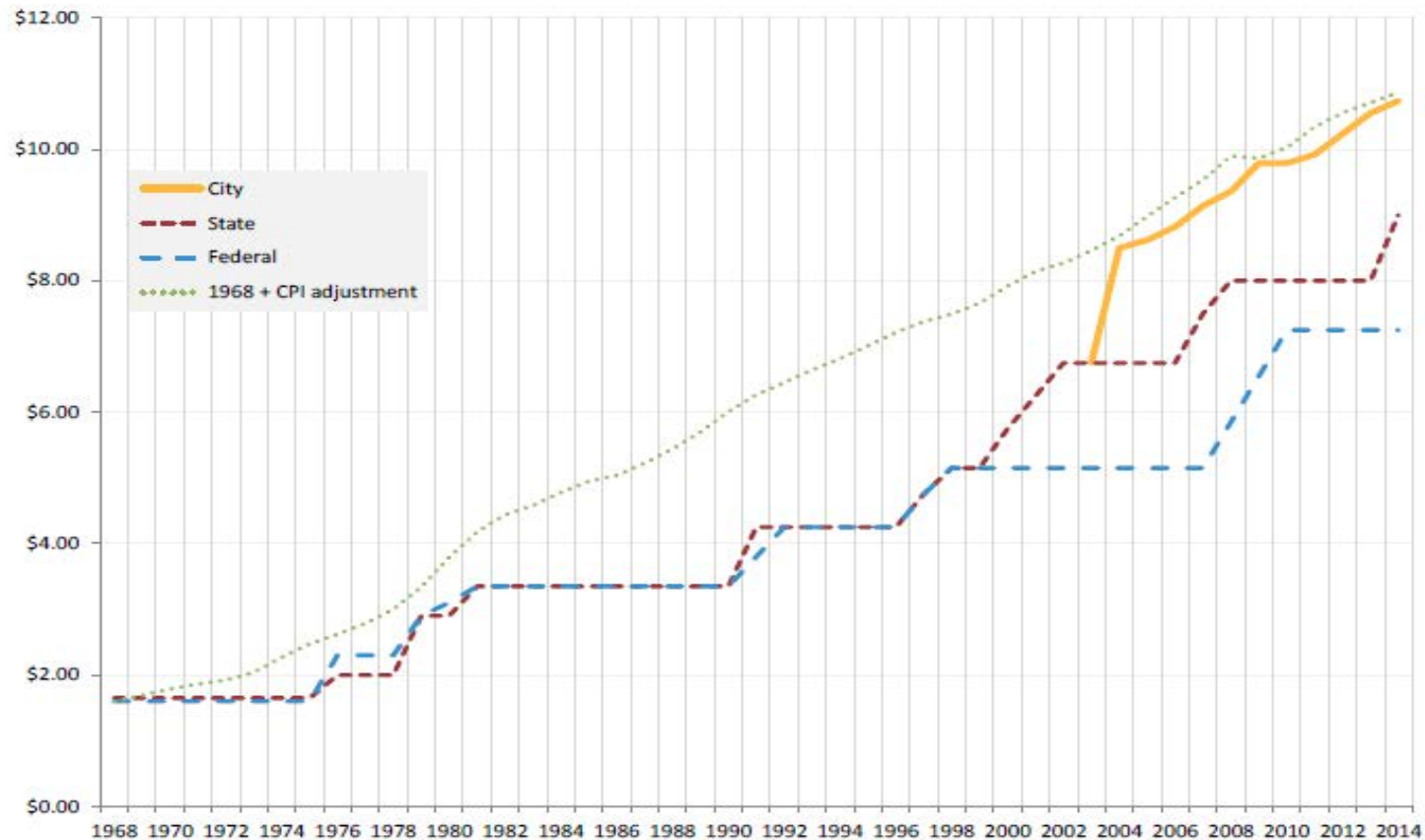
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Supervising Compliance Officer
Office of Labor Standards Enforcement
City and County of San Francisco
September 22, 2015

History of Minimum Wage Ordinance

- Campaign led by labor, community and a member of the Board of Supervisors
- Adopted by San Francisco Voters in November 2003
- Indexed to inflation (unlike CA or Federal Minimum Wage)

Historical Federal, California, & San Francisco Minimum Wages



Minimum Wage Ordinance

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San Francisco Minimum Wage	
2004	May 1, 2015
\$8.50	\$12.25

- Compares to \$9.00 CA minimum wage; \$7.25 federal
- \$9.2 million in back wages recovered for 3,491 workers

Key OLSE Enforcement Strategies

- Investigate business-wide compliance
 - Protect claimant confidentiality
 - Community partnerships
 - Focus on collections
- **Plan for & fund effective enforcement in any campaign to enact local labor standards**

2004 Minimum Wage Ordinance

Impact

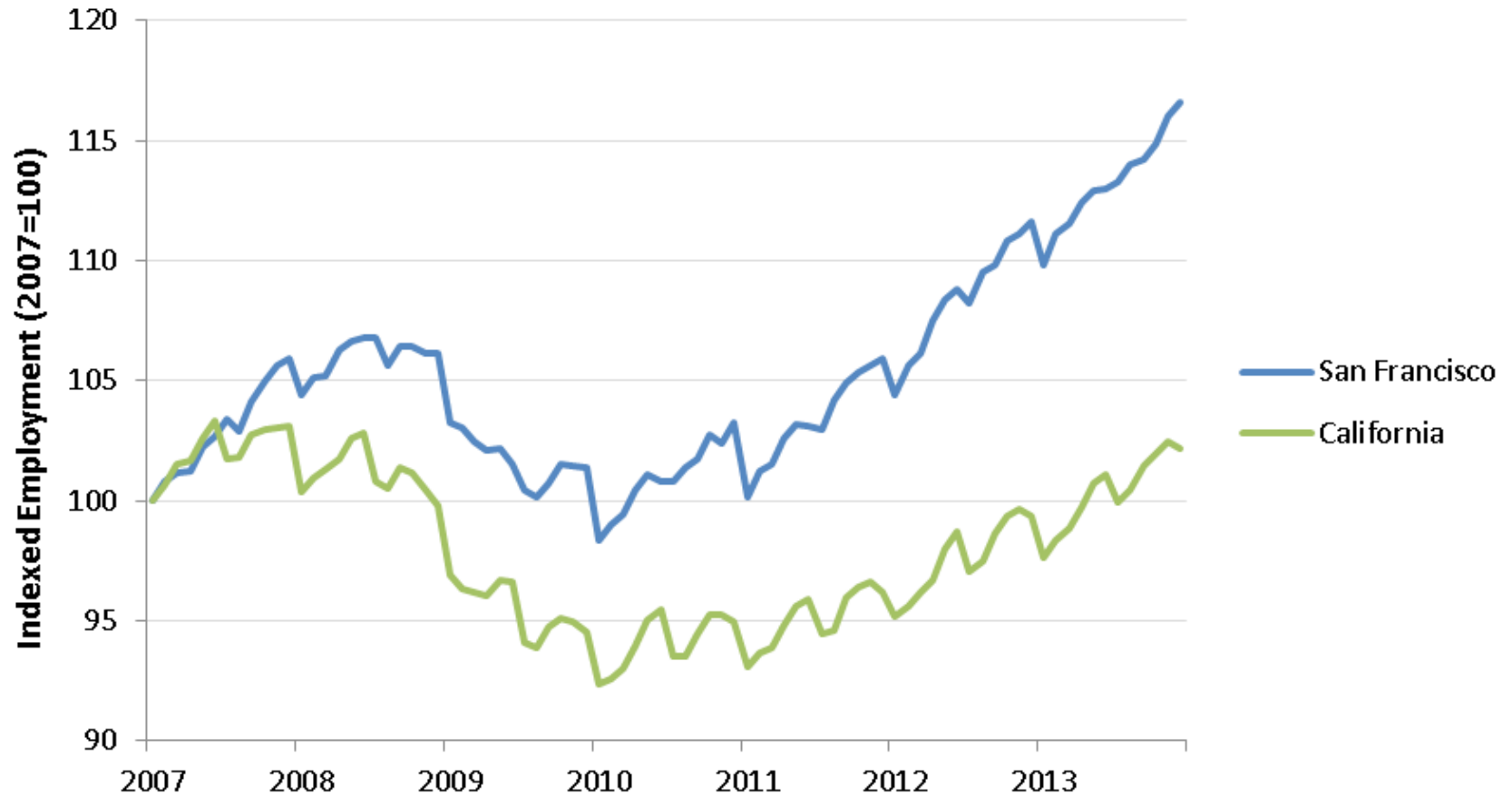
Dube, Naidu, & Reich (UC Berkeley, 2007) studied the impact of the MWO on San Francisco restaurants and concluded:

- “We find that the San Francisco wage floor policy increased pay significantly at affected restaurants....”
- “We do not detect any increased rate of business closure or employment loss....”

San Francisco’s Economist found:

- “San Francisco's low-wage industries grew no slower than the surrounding region after the city's minimum wage was enacted.”

San Francisco Employment



Leadership on the Affordability Crisis

“There's a growing consensus among liberals and conservatives alike that raising the minimum wage will help lift thousands of our fellow residents out of poverty and keep people off public assistance, saving taxpayers millions.

And so, this November... let's make it a little easier for some of our hardest-working residents to get by in this City, by placing a ballot measure before the voters to raise the minimum wage in San Francisco.”

Mayor Edwin Lee, State of the City Address, January 2014

2014 Minimum Wage Ordinance Amendment

Effective Date	Minimum Wage Rate
5/1/2015	\$12.25
7/1/2016	\$13.00
7/1/2017	\$14.00
7/1/2018	\$15.00
July 1st Each Following Year	Consumer Price Index (CPI) Increase

Community Partners

- **Chinese Progressive Association**
(415) 391-6986
- **Filipino Community Center**
(415) 333-6267
- **La Raza Centro Legal**
(415) 575-3500
- **Asian Americans Advancing Justice – Asian Law Caucus**
(415) 896-1701
- **Dolores Street Community Services**
(415) 252-5375
- **Young Workers United**
(415) 621-4155



Office of Labor Standards Enforcement

(415) 554-6235

www.sfgov.org/olse