

Bliss, Sandi

From: Martin, Sean <smartin@santarosa.edu>
Sent: Monday, September 30, 2019 11:58 AM
To: _CityCouncilListPublic
Subject: [EXTERNAL] AFA Supports \$15 Minimum Wage Ordinance
Attachments: Letter of support to SR City Council 9.30.19.pdf

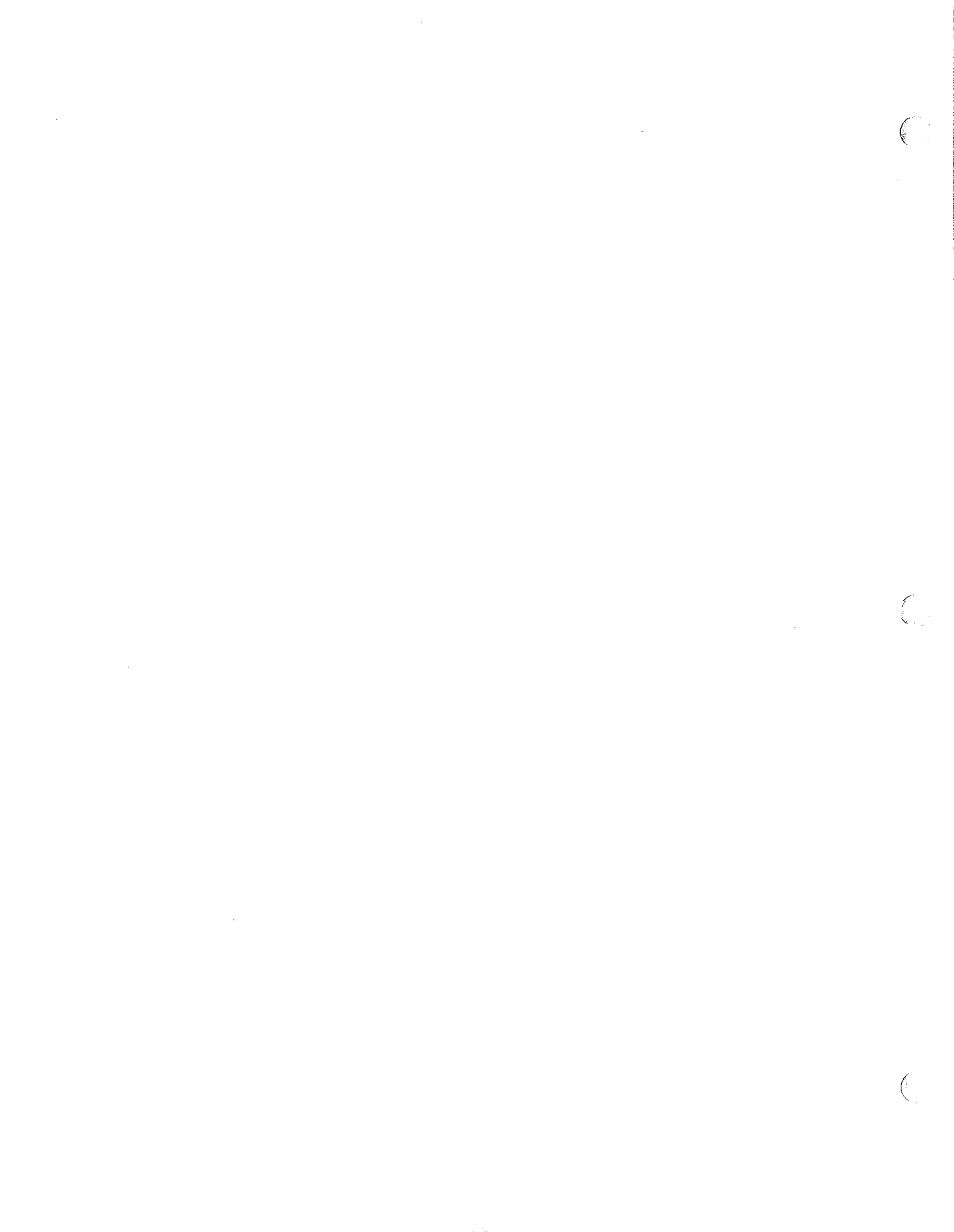
Importance: High

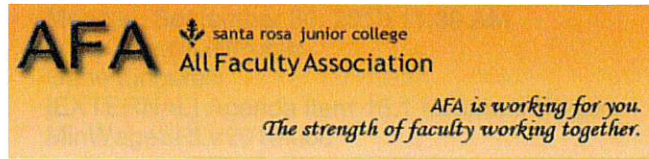
Dear Mayor Schewedhelm and members of the Council,
Attached, please find our letter of support for the North Bay Jobs with Justice proposed ordinance to raise the city-wide minimum wage to \$15 an hour by 2020
Thank you for addressing this urgent matter,
Sean

Sean Martin
Philosophy Department
Vice President AFA



[This email is private and confidential and is intended for the recipient only. If you think that you have received this email in error, please notify the sender immediately and delete the message.]





September 30, 2019

Dear Mayor Schwedhelm and members of the Council,

The All Faculty Association, which represents the faculty of Santa Rosa Junior College, is writing to voice our organization's support for the North Bay Jobs with Justice proposed ordinance to raise the city-wide minimum wage to \$15 an hour by 2020. We also support the provision for an annual Bay Area CPI chain each year thereafter. As public educators in an institution of higher learning, we recognize that achieving our mission depends on local governments doing what they can to address the hardships our students face by implementing policies like minimum wage increases.

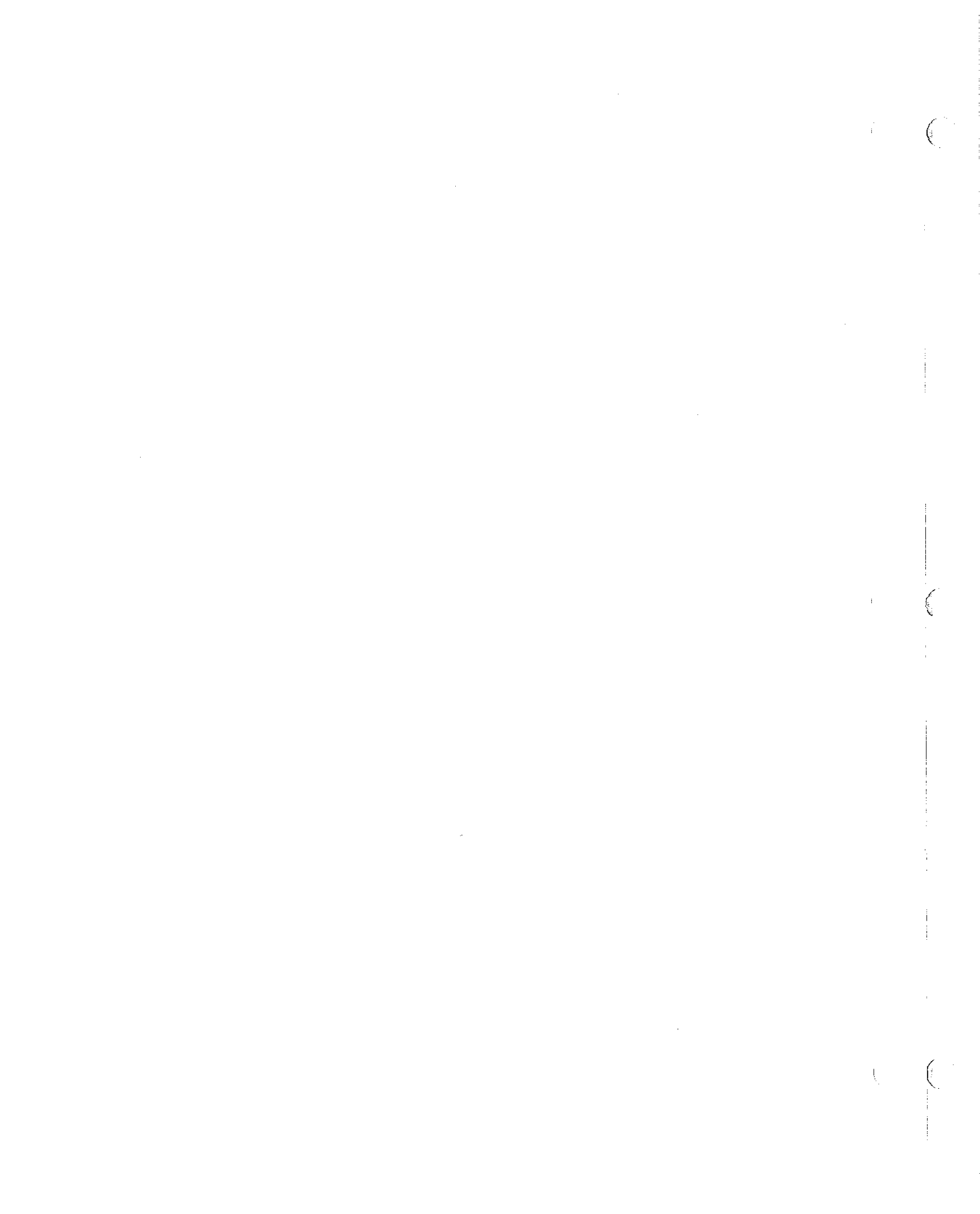
Though all people working in Santa Rosa deserve to earn a living wage, we chose to endorse this ordinance in support of our students, many of whom work in low-wage positions. As educators, we are aware that some of the most persistent obstacles to learning are due to inequities in the local economy. Many of our working students and their families are facing increasingly prohibitive costs of living while their wages fail to keep pace. Increased wages will support our working students' health and economic position, which in turn will likely improve their chance of succeeding in higher education. When SRJC students succeed, the whole economy of Santa Rosa benefits.

As community college faculty, SRJC educators regularly experience the conditions reported in the North Bay Jobs with Justice report, *The State of Working Sonoma 2018*. Many of our students report economic hardships such as hunger and food insecurity, homelessness and housing insecurity, long working hours, and exhaustion as reasons for struggling in their studies. Like many in our society, our students cannot meet the expenses of even common emergencies. A missed paycheck or even a flat tire can be the difference between passing or failing a class. Even a modestly increased wage can make student expenses more affordable so they can focus on their studies.

Mayor Schwedhelm and council members, we encourage you to do the right thing and pass this accelerated minimum wage ordinance as soon as possible.

Sincerely,

Karen Frindell-Teuscher, AFA President
Sean Martin, AFA Vice President for Santa Rosa
Terry Mulcaire, AFA Chief Negotiator
Julie Thompson, AFA Grievance Officer
Molly Matheson, AFA Vice President for Petaluma





**LEAGUE OF WOMEN VOTERS®
OF SONOMA COUNTY**

Santa Rosa City Council
100 Santa Rosa Ave.
Santa Rosa, CA 95404

September 30, 2019

Dear Council Members:

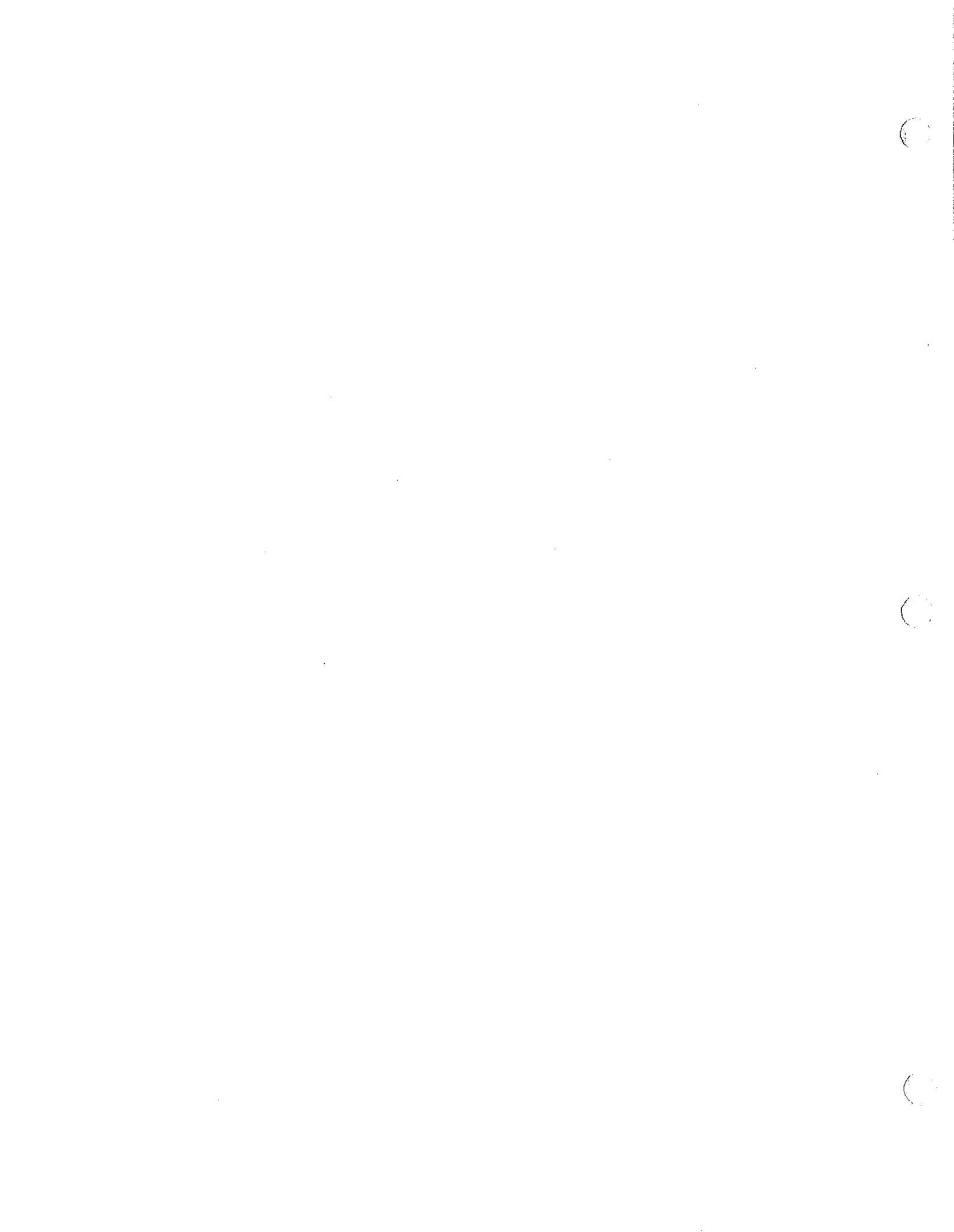
As you are aware, in California cities can set their own minimum wage higher than the state. The League of Women Voters of Sonoma County supports a Living Wage designed to help as many covered employees as possible to earn wages at or above the poverty level of Sonoma County. Therefore, the League urges the Council to take an important step towards a living wage by approving an Ordinance of the Council of the City of Santa Rosa adding Chapter 10-45 to the Santa Rosa City Code to establish minimum wages to be paid by employers which would raise the minimum wage to \$15/hr by 2020 for employers with 26 or more employees as proposed in agenda item 15.1.

The League has long been concerned with the lack of affordable housing in our communities. Low-wage workers cannot make ends meet in high cost Sonoma County, particularly given skyrocketing rents and housing costs. Between 2000 and 2016 median rents in Sonoma County increased by 25%, while median annual renter incomes increased by only 9%. Increasing the minimum wage will make housing more affordable by offsetting rising rents. This is one important step you can take to improve the ability of residents to stay in our community.

In addition, raising the minimum wage is good for our local economy. Low-wage workers will spend increased earnings locally on basic necessities. Boosting the minimum wage will cut poverty rates and make affected workers less reliant on public subsidies.

Yours truly,

Deborah Mc Kay, President



Bliss, Sandi

From: De La Rosa, Raissa
Sent: Monday, September 30, 2019 11:18 AM
To: Cleary, Eileen; Bliss, Sandi; Manis, Dina; Mahre, Kali
Subject: Fwd: [EXTERNAL] Minimum Wage
Attachments: Letter of Support Minimum Wage.docx; ATT00001.htm

FYI

Sent from my iPhone

Begin forwarded message:

From: Christy Lubin <christy@gratondaylabor.org>
Date: September 29, 2019 at 8:29:59 AM PDT
To: RdelaRosa@srcity.org, crogers@srcity.org, vfleming@srcity.org, jcombs@srcity.org,
eolivares@srcity.org, tsawyer@srcity.org, itibbets@srcity.org
Subject: [EXTERNAL] Minimum Wage

9/29/19

Dear Mayor Schewedhelm and members of the Council,

Centro Laboral de Graton/Graton Day Labor Center is writing to voice our organization's support for the North Bay Job with Justice proposed ordinance to raise the city-wide minimum wage to \$15 an hour by 2020 with an annual Bay Area CPI chain each year thereafter. In a time of skyrocketing cost of living and stagnant wages, we believe that local governments should do everything in their power to address this imbalance directly by implementing policies like minimum wage increases.

Immigrant workers in Santa Rosa are inordinately affected by low wages, especially women. Many have to work two or three jobs to make ends meet and provide for their families. On a daily basis they confront multiple barriers to being able to live comfortable, healthy lives in our community. Raising the minimum wage to \$15 is not an end all solution but is an important first step towards creating fair and dignified working conditions for our local workforce.

According to *The State of Working Sonoma 2018*, between 2000 and 2016 the median rent in Sonoma County increased by 25 percent, while the median income for those renters increased by only 9 percent. Meanwhile, since 2011 rents in Sonoma County have increased faster than those in Marin, San Francisco, Alameda, Contra Costa, San Mateo, Napa, and Santa Clara Counties. Forty percent of Americans cannot afford a \$400 emergency expense, and countless residents of our community are one missed paycheck away from homelessness. An increased wage makes housing and other expenses more affordable and is a major step forward to increase equity in our community.

By increasing the minimum wage in Santa Rosa to \$15 an hour by 2020 and including annual relevant CPI increases, not only do we give our poorest residents some measure of economic security by putting an average of \$2,900 annually in their pockets, but we also improve their health, better their educational outcomes and stimulate the local economy at the same time. Low wage workers have been found to spend a significantly higher portion of their income locally on basic necessities, and the increased spending power of these workers would return to our local economy, providing a boom to small businesses.

Mayor Schwedhelm and council members, we hope you will stand with us and do right by those most in need in our community. We hope that you'll pass an accelerated minimum wage ordinance at the October 1st City Council meeting.

Sincerely,

Christy Lubin

Christy Lubin, Executive Director
Centro Laboral de Graton/Graton Day Labor Center

Christy Lubin, Executive Director



Centro Laboral de Graton

G r a t o n D A Y L A B O R C e n t e r

CENTER: 2981 BOWEN STREET • MAIL: P.O. BOX 42 • GRATON CA 95444 • 707/829-1864

“We cannot seek achievement for ourselves and forget about progress and prosperity for our community... Our ambitions must be broad enough to include the aspirations and needs of others, for their sake and for our own.”

-Cesar Chavez

Sent with [Mixmax](#)



Centro Laboral de Graton

G R A T O N D A Y L A B O R C E N T E R

CENTER: 2981 BOWEN STREET • MAIL: P.O. BOX 42 • GRATON CA 95444 • 707/829-1864

9/29/19

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Mayor Schwedhelm and council members, we hope you will stand with us and do right by those most in need in our community. We hope that you'll pass an accelerated minimum wage ordinance at the October 1st City Council meeting.

Sincerely,

Christy Lubin

Christy Lubin, Executive Director

Centro Laboral de Graton/Graton Day Labor Center

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Bliss, Sandi

From: Alan McCandless <alanmcc@comcast.net>
Sent: Monday, September 30, 2019 11:12 AM
To: _CityCouncilListPublic
Cc: anandaS@santarosametrochamber.com; De La Rosa, Raissa
Subject: [EXTERNAL] Minimum Wage decision PLEASE READ

September 29, 2019

To the Santa Rosa City Council,

The rapid 27% increase in minimum wage hurts small businesses, especially in the food service industry. We have plugged in the numbers and it will just not work with so little preparation. Where do you propose we take the money from?

When I first read in the PD just a couple weeks ago I was shocked there was such a strong movement in the City Council to speed up the mandatory \$15 minimum wage to a date in 2020. I went back and watched the July meeting and I was disappointed that almost the entire committee was predominantly focused on the employee side of the employee-employer compensation relationship.

How can you simply assume the money is there to finance this gigantic decision so soon? The people presenting from Jobs with Justice were oblivious to the plight of the small business here also, especially in the food service industry.

My name is Alan McCandless and my wife Terri and I are the owners of City Garden Doughnuts & Coffee at 1200 4th St. in Santa Rosa.

We opened our doors on June 1, 2017 after 1 year buildout and a significant lifetime-savings investment.

My wife and I along with our 3 kids have lived in Santa Rosa for 20 years.

Currently we have 12 employees.

We cannot raise our prices as quickly as the 27% increase in minimum wage is proposed. We need time to ramp up slowly and we have prepared a plan with a 2023 target date.

Dealing with being a new business and recovering from the fires has been a great challenge....just 5 months after we opened, the fires devastated Santa Rosa and we came very close to permanently closing our doors. We had to put another chunk of cash into the business to stay in it. My wife and I work 50-60 hours a week and we have not taken any compensation from the business yet. Every employee makes more than we do. The food service industry takes years to establish the business if it's ever going to make it. We are fortunate that our top line gross sales have been strong...but not yet strong enough to pay ourselves.

I welcome any City Council member to review our financials to see how skinny the profit margin is in our business.

We need more time. Please consider how important small business is in Santa Rosa.

Thank you,

Alan & Terri McCandless
City Garden Doughnuts & Coffee
1200 4th St.
415 850-2248 cell
707 595-1932 shop
Alan@citygardendoughnuts.com

Bliss, Sandi

From: Tom Amato <amatothompson@gmail.com>
Sent: Monday, September 30, 2019 10:01 AM
To: CityCouncilListPublic
Subject: [EXTERNAL] Minimum Wage

September 30, 2019

Mayor Tom Schwedhelm and
City Council of Santa Rosa
City Hall
100 Santa Rosa Avenue
Santa Rosa, CA 95404

RE: Support Citywide Minimum Wage at \$15 by 2020

Dear Mayor Schwedhelm and Council Members,

The Oakmont Democratic Club urges you to support the North Bay Jobs with Justice proposed ordinance to raise the city-wide minimum wage to \$15 an hour by 2020 with an annual Bay Area CPI chain increase each year thereafter. In a time of skyrocketing cost of living and stagnant wages, we believe that local governments should do everything in their power to address this imbalance directly by implementing policies like minimum wage increases.

By increasing the minimum wage in Santa Rosa to \$15 an hour by 2020 and including annual relevant CPI increases, not only do we give our poorest residents some measure of economic security by putting an average of \$2,900 annually in their pockets, but we also improve their health, better their educational outcomes and stimulate the local economy at the same time. Low wage workers have been found to spend a significantly higher portion of their income locally on basic necessities, and the increased spending power of these workers would return to our local economy, providing a boom to small businesses.

Oakmont Democrats work to protect the vulnerable populations and environment of Sonoma County, including those who live here and who are facing wage and housing challenges. The evidence shows the value of providing low-income residents a better wage so that they can afford to live within our existing cities and towns and maintain a healthy lifestyle in a place where parks, open space and greenbelts are priorities for all. We hope you will stand with us and do right by those most in need in our community. We hope that you'll pass an accelerated minimum wage ordinance as soon as possible.

Sincerely,

Tom Amato
Chair Oakmont Democratic Club

Chris Thompson
Vice Chair Oakmont Democratic Club

Endorsed by Oakmont Democratic Club



Virus-free. www.avast.com



Bliss, Sandi

From: Bistro29 <bistro29@att.net>
Sent: Monday, September 30, 2019 8:43 AM
To: _CityCouncilListPublic
Subject: [EXTERNAL] minimum wage increase
Attachments: Minimum wage letter to city.docx

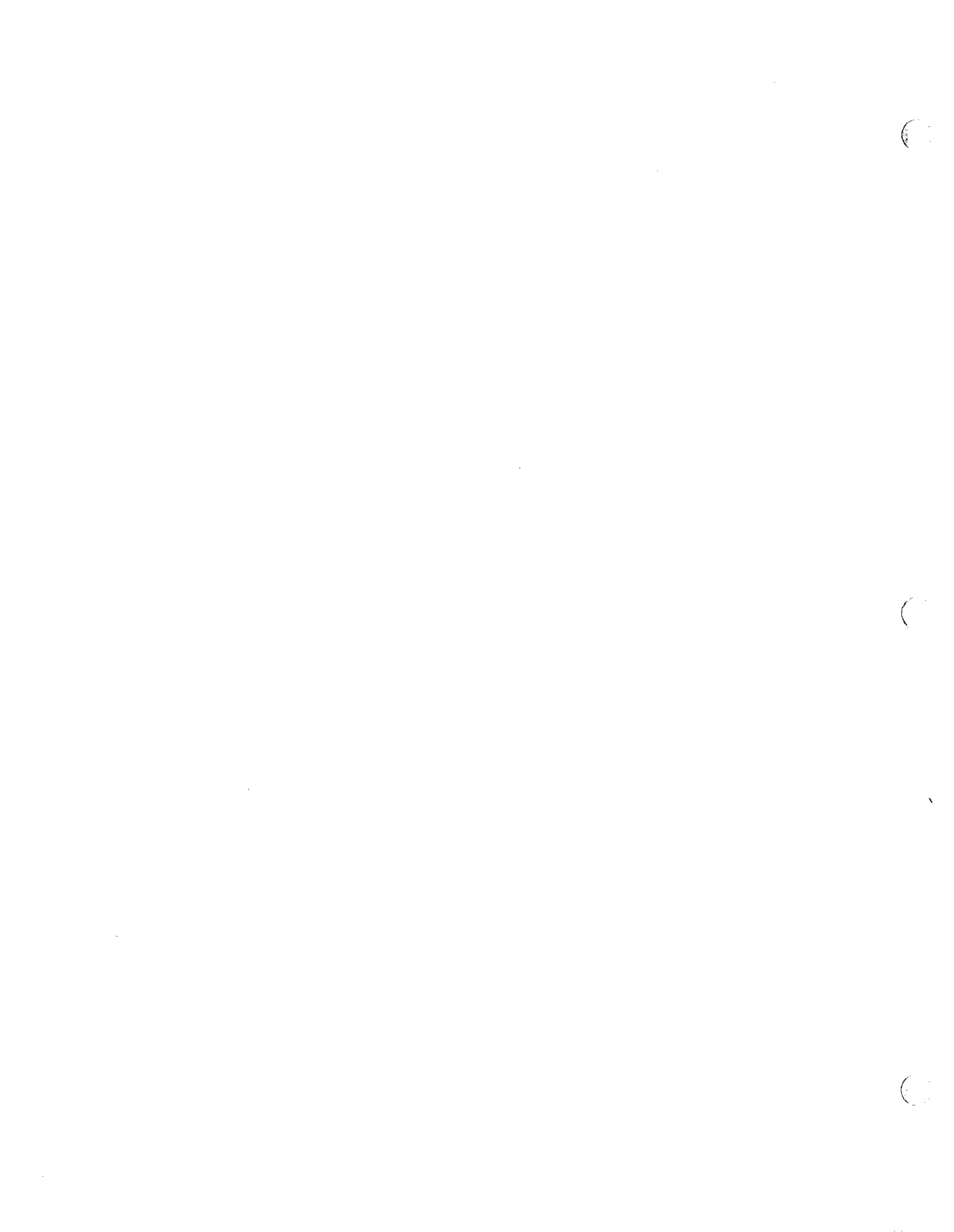
Hello Members of the City Council

I am sending this letter over prior to the city council meeting and vote set for tomorrow .

Thanks

Brian Anderson

Bistro 29



9-26-2019

Dear Santa Rosa City Council Members:

I am writing this letter as a long time downtown small business owner. I own Bistro 29 located at 620 5th Street and have for the past 11 years. As many people in the downtown business district know, the past few years have presented quite a few financial challenges for businesses that have caused many of them to close or relocate. Santa Rosa suffered both physical damages due to the fires but also long lasting financial damage due to the relocating of many families from the area.

It was brought to my attention that the city council of Santa Rosa would like to expedite SB 3, the minimum wage hike and vote this coming Tuesday. As a small business owner I urge the city council members to reconsider moving forward with expediting the minimum wage increase and following the path that was set by the state. I do agree that something must be done to help employees throughout Sonoma County and the state and that even a minimum wage of \$15 is not enough. But if you take a look at the restaurants and employees that work at places where tips are a driving force the FOH (front of house), servers and bussers make far more than the \$15 proposed minimum wage. The increase will force restaurants to increase the wages for the rest of the staff, i.e. chefs, cooks and dishwashers in order to minimize the gap between employees. This means less income for the restaurants and owners.

Moving forward with such a drastic minimum wage increase in such a short amount of time will force us to increase our prices at such a fast pace that it will most likely deter our loyal customers from supporting us. Profit margins have always been very small in the restaurant industry and many other fixed costs have already made it difficult to keep a viable business in Santa Rosa (parking downtown, prohibitive garbage increase that we still have not recover from, etc.). Basically, this drastic and quick increase of minimum wage will help our employees in the very short term but will most likely destroy our small business, which of course, defeats the purpose.

We encourage the city council to take into consideration small local, family owned businesses and the large impact that it will have on them and the community. By following the guidelines of SB3 it would allow us to gradually increase prices allowing for less "sticker shock" to the customer and keeping small businesses alive.

If you have any questions, you can contact us at 707-546-2929.

Sincerely,

Brian and Françoise Anderson
Bistro 29

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Bliss, Sandi

From: Night Gardener <nightgardener@hotmail.com>
Sent: Monday, September 30, 2019 8:29 AM
To: CityCouncilListPublic
Subject: [EXTERNAL] Minimum wage issue

Dear City Council,

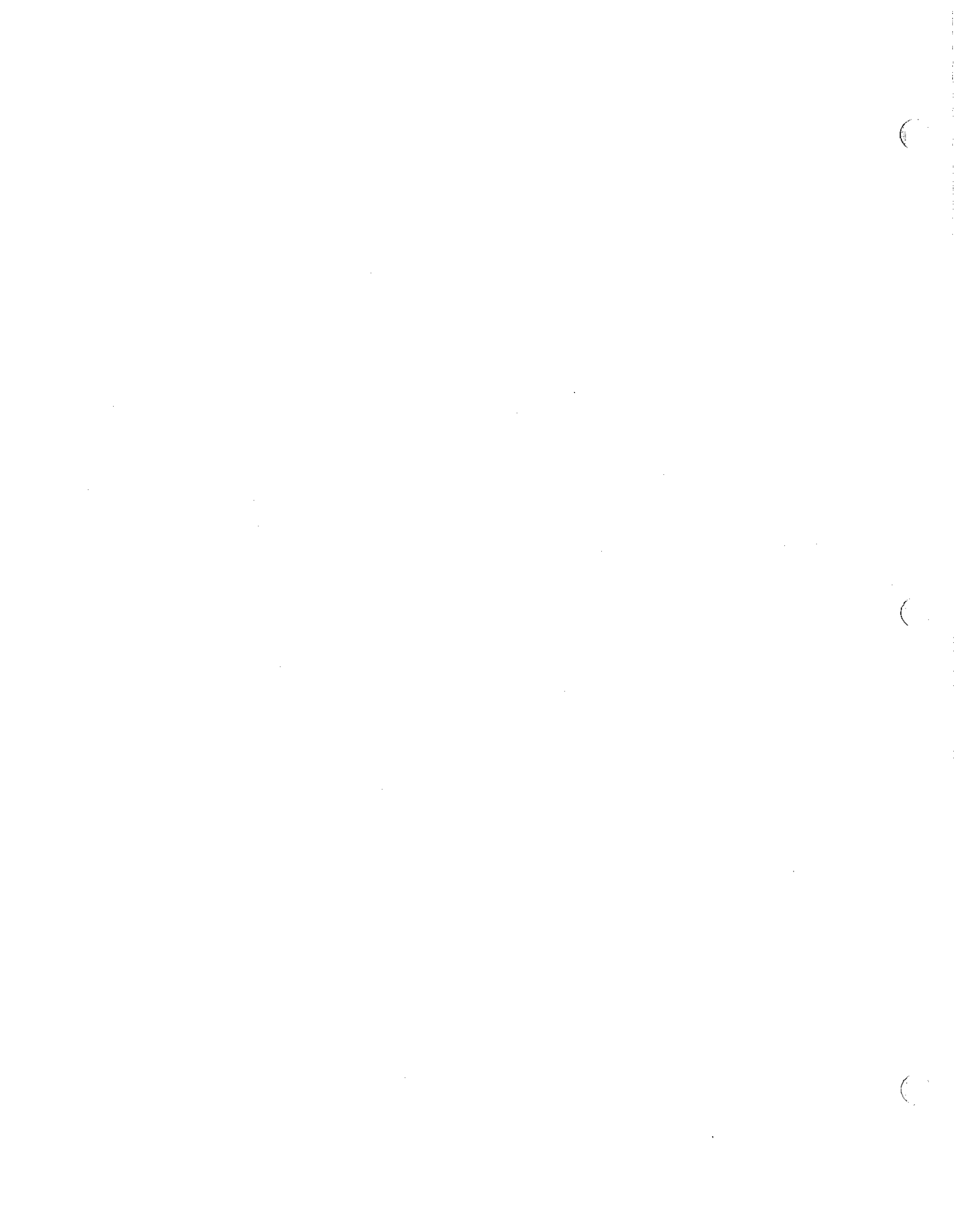
I am writing to urge you to vote to raise the minimum wage to \$15 in Santa Rosa when it comes up for a vote this coming Tuesday. I am a 70 year old senior citizen, living on my social security but supplementing this by working part time to make ends meet. For the past 4+ years I have been working at Corporate Demonstration Services (CDS) which is the company that Costco contracts with to provide the food and product demos within their stores. They pay \$12.65 per hour. They have dedicated, hardworking employees who have worked for them for over 10 years who still make only \$12.65 per hour! There have been no pay raises for over 5 years. A new hire makes \$12.65 as does the long-time employee.

Fifty-five (55) of the workers in the Santa Rosa and Rohnert Park stores wrote a letter in February 2019 asking for a raise and we were flatly turned down! This is an international company with thousands of employees with the demo people at the very bottom of the totem pole. They wouldn't even pay for the workers to attend a 1 hour "voluntary" meeting to give us the answer to our letter! This is a company with no heart or soul. This is why the city council needs to vote to raise the wage. Many of these – mostly – female workers have children, extended family or sick spouses that they are supporting and must rely on food stamps or food banks and medi-cal to survive. \$15 per hour would help us immensely with food, medical and rent. Many people in this city are hanging on by their fingernails! Please don't make them wait any longer for someone to care!

Please vote to pass this ordinance!

Respectfully,

Laura Tapper



Bliss, Sandi

From: H PEACE <hpeacesantarosa@gmail.com>
Sent: Sunday, September 29, 2019 9:07 PM
To: _CityCouncilListPublic
Cc: Mara Ventura
Subject: [EXTERNAL] Health Professionals Support Minimum Wage Ordinance!
Attachments: HPEACE Min Wage 2019 SR.pdf

Esteemed City Council -

H-PEACE (Health Professionals for Equality And Community Empowerment) support North Bay Jobs With Justice's proposed Minimum Wage Ordinance.

Please see our letter of support below. This can be such a powerful shift for our Santa Rosa community! As health professionals, we support this as a priority that can have lasting health impacts.

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HPEACE

Health Professionals for Equality
And Community Empowerment

September 29, 2019

Dear Mayor Schwedhelm and members of the Council,

Health Professionals for Equality and Community Engagement (H-PEACE) is writing to voice our organization's support for the proposed ordinance to raise the city-wide minimum wage to \$15 an hour by 2020 with an annual Bay Area CPI chain each year thereafter. Having a livable minimum wage is essential to the health of our population.

H-PEACE is a 200+ member organization encompassing doctors, nurses, mental health professionals and public health workers across all health care delivery sites in Sonoma County.

Daily, we see patients whose health is directly impacted and determined by their financial circumstances. We witness countless stories about how community members cannot afford their medicines or to get health care because they cannot afford it. This is often despite working more than one job or more than one income in the home. Beyond these practical examples, studies show that increasing the minimum wage can reduce chronic stress, then leading to decreased rates of low birth weight, depression, child abuse and teenage pregnancy. We also find that an increased wage increases the success of quitting smoking. Raising the minimum wage and working towards a living wage can significantly improve the health and well being of the Santa Rosa community - so much, that this move is not only an economically sound decision, but a moral one.

Mayor Schwedhelm and council members, we hope you will stand with us and recognize the moral imperative to pass this ordinance and do right by those most in need in our community. We hope that you'll pass an accelerated minimum wage ordinance as soon as possible. It will undoubtedly having lasting impacts in our community.

Sincerely,

Health Professionals for Equality and Community Empowerment (H-PEACE) Board

Toni Ramirez, MD
Panna Lossy, MD
Jenny Fish, MD
Terry Winter, retired RN
Veronica Jordan, MD
Ember Keighley, MD

hpeacesantarosa@gmail.com
Sonoma County, CA



HPEACE

Health Professionals for Equality
And Community Empowerment

Bliss, Sandi

From: Heinz Vergin <hvergin1935@gmail.com>
Sent: Saturday, September 28, 2019 5:05 PM
To: _CityCouncilListPublic
Subject: [EXTERNAL] Minimum Wage Ordinance

This is to register our support for the proposed ordinance regarding the earliest establishment of a \$ 15 minimum wage. We appreciate the leadership of the Council on this matter.

Beth and Heinz Vergin
5555 Montgomery Dr.#33
Santa Rosa, CA 95409

Sent from my iPhone

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Bliss, Sandi

From: Deborah <coachdebgreenfield@gmail.com>
Sent: Saturday, September 28, 2019 11:19 AM
To: CityCouncilListPublic
Subject: [EXTERNAL] Minimum wage!

Please pass the minimum wage ordinance. You know all those sweet old ladies that give you food samples at Costco? Did you know Costco contracts with another company, CDS, for those workers so they can say how wonderful they are to their employees but then contract out...and after years we are still paid only \$12.60 hr with no benefits? Your grandma has to live in her car (if she can afford a car) and forego her medicines at that pay rate. Please pass a minimum wage in Santa Rosa!

Sent from my iPhone

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Bliss, Sandi

From: Terri Moon <moon900@sonic.net>
Sent: Friday, September 27, 2019 3:24 PM
To: _CityCouncilListPublic
Subject: [EXTERNAL] Raise the minimum wage

Dear City Council Members,

I would be at your Chambers on Tuesday at 5:00 pm, if I were not teaching a class that evening. I think It is important that we raise the minimum wage, as other towns n Sonoma County have already done. Given the costs of housing in Sonoma County, especially since the wildfires 2 years ago, people need additional income in order to meet monthly expenses.

I don't enjoy seeing so many homeless and living on the streets of Santa Rosa. I think one factor that will reduce homelessness is instituting a \$15 minimum wage. There are other actions we can take to reduce homelessness yet the minimum wage is one that is before us currently and that we can change this week. I encourage you to support a \$15 minimum wage in Santa Rosa.

In addition, as a small business owner in Sonoma County, I believe that increasing income at the bottom of income earners is a more efficient way to increase cash flow in our community and benefit all. "Trickle down economics", touted in prior decades, has been demonstrated to not be effective in stimulating the economy in the same ways.

Sincerely,
Terri Moon

Terri Moon, MS, Harmony at Home
Mediation, Empathy & Heart-Based Communication (NVC) Training www.TerriMoon.com, 707-709-8574 (home/office),
707-591-1872 (cell/text)

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Bliss, Sandi

From: Sonu Chandi <sonu@chandihospitality.com>
Sent: Monday, September 30, 2019 12:55 PM
To: CityCouncilListPublic
Cc: De La Rosa, Raissa
Subject: [EXTERNAL] Request to Stay with State plan on Minimum Wage

Dear Council,

I have learned that council has minimum wage on its agenda on October 1st, 2019. I understand that city staff has taken many steps to reach out to the community, I learned the details of this item at DAO meeting 9-18-19, once I learned the details of the proposal, I reached out to a few folks in the restaurant industry to see if they were aware of this upcoming proposal and potential change, I learned that most of them were not aware of proposed upcoming change, city staff was very accommodating and we were able to setup a meeting to meet with few restaurant owners at the chamber of commerce last Friday.

My company advocates that its not the time to propose an exponential change in minimum wage, most of our back of the house employees are earning minimum wage or more, our front of house employees are making tips and they are paid minimum wage in some cases they are paid higher if they have any extensive experience or take on management responsibilities, if we are to raise all front of house employees to minimum wage, it would cause a compression issue in our pay table and we would have to make changes across the board, we cannot adjust our prices over 20% to cope up with the change.

City of Santa Rosa has been through a lot in the last two years and we have had to make many adjustments to deal with catastrophic events, raising the minimum wage will have a significant impact on our business that cannot be dealt with at this time because we are dealing with one of the hardest times for labor in hospitality and all industries.

I would like to request the council that it stays with state plan and not expedite minimum wage at the local level for city of Santa Rosa.

Bhupinder "Sonu" Singh Chandi
President & CEO
Chandi Hospitality Group
537 4th Street STE A
Santa Rosa CA 95401
Office: 707-247-5100
Cell: 925-890-7977
Fax: 707-703-5430
sonu@chandihospitality.com
www.chandihospitality.com