



March 19, 2021

Dear Pasadena City Council Members:

Our coalition of local grocers, community advocates, and business leaders strongly oppose the proposed extra pay ordinance and urge you to vote no on the proposal before you today. There are too many unintended consequences including higher grocery prices for consumers and possible store closures leaving workers without jobs.

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 CITY OF PASADENA

Local grocery stores are committed to paying competitive wages and benefits to their employees. Since the start of the COVID-19 pandemic, **grocers have invested significantly in infrastructure and enhanced safety protocols to protect frontline essential workers and shoppers, as well as to provide incentive pay, bonuses and additional health benefits for grocery workers.**

The proposed emergency pay mandate ignores this commitment and ongoing efforts, and would have significant, negative impacts at the worst possible time.

The proposed increases in grocery worker pay would substantially increase the cost of food and groceries for our region's residents and families by an estimated \$400 per year for a family of four. Higher grocery costs would hurt Californians at a time they are already struggling to put food on the table – and would be especially harmful to low-income, people of color and disadvantaged communities.

According to a recent [Public Policy Institute of California survey](#), 33% of Californians earning less than \$40,000 per year have had trouble paying some kind of bill as a result of COVID-19. Forty-two percent (42%) of these low-income residents report cutting back on food. Increasing the cost of groceries and other essentials would only compound these already-concerning statistics.

Extra pay mandates could also harm the very workers they are intended to help. A recent economic impact study conducted by the City of Los Angeles agreed that extra pay measures could result in higher costs, forcing grocers to reduce the number of workers, available hours, and even store locations.

In addition, extra pay mandates could make it more difficult for many grocers to stay afloat, especially independent grocers, small markets, ethnic grocers and grocery stores in disadvantaged communities already struggling to keep their doors open. The same economic impact study from the City of LA confirmed most grocers operate with thin margins, even during the pandemic. A study by the California Grocers Association estimates the increase in labor costs to be approximately 28%, and if grocers were forced to find offsetting savings in operational costs, it would mean a 22 percent across-the-board reduction in work hours, hurting the very workers these proposals aim to help.

Recklessly advancing these ordinances that could lead to grocery stores shutting down will result in increased food insecurity and food deserts, especially in low-income and disadvantaged neighborhoods.

These ordinances are rushed and not adequately researched. We urge our local elected leaders to pause the vote on any local extra pay ordinance until you complete a full analysis of the costs, impacts on local families and our community, and input from local businesses.

Extra pay mandates will not make grocery workers any safer.

Sincerely,

Ron Fong, President & CEO
California Grocers Association

Robert Rivinius, President
Family Business Association of California

Elizabeth Graham, Executive Director
California Fuels & Convenience Alliance

Jay King, President
California Black Chamber of Commerce

Jeremy Harris, President & CEO
Long Beach Area Chamber of Commerce

Maria S. Salinas, President & CEO
Los Angeles Area Chamber of Commerce

Stuart Waldman, President
Valley Industry & Commerce Association

Tracy Hernandez, Founding CEO
**Los Angeles County Business Federation
(LA BizFed)**

Faith Bautista, Chief Executive Officer
National Diversity Coalition

Doug Kessler, Executive Director
**Si Se Puede Foundation of Fresno, Kern,
Kings and Tulare Counties**

Rachel Michelin, President & CEO
California Retailers Association

Ruben Smith, Chairman of the Board
Latino Food Industry Association

Robert C. Lapsley, President
California Business Roundtable

Pat Fong Kushida, President & CEO
CalAsian Chamber of Commerce

Julian Canete, President & CEO
California Hispanic Chambers of Commerce

Ruben Guerra, Chairman & CEO
The Latin Business Association

Lucy Dunn, President & CEO
Orange County Business Council

Bill Manis, President & CEO
San Gabriel Valley Economic Partnership

Adam Ruiz, Chair
Southwest California Legislative Council

Cindy Roth, President & CEO
Greater Riverside Chambers of Commerce

Genevieve Morrill, President & CEO
West Hollywood Chamber of Commerce

Donna Duperron, President & CEO
Torrance Area Chamber of Commerce

Faith Bautista, President & CEO
National Asian American Coalition

Theresa Harvey, President & CEO
North Orange County Chamber of Commerce

Lily Rocha, Board Chair
Latino Restaurant Association

Elise Swanson, Chair Executive Committee
**South Bay Association of Chambers of
Commerce**

Wanda Love, CEO
Gardena Valley Chamber of Commerce

Maureen Hunt, President & CEO
**Hermosa Beach Chamber of Commerce and
Visitors Bureau**

Marian Jocz, Executive Director
**United Chambers of Commerce San
Fernando Valley**

Rana Ghadban, President & CEO
Hollywood Chamber of Commerce

Tashi Zouras, President
Western Watermelon Association

Martha Elizabeth Hernandez, President
Mexican American Ladies Society

Wadi Saleh, Co-Chair
Central Valley Yemen Society

Reuben Franco, President & CEO
**Orange County Hispanic Chamber of
Commerce**

Rex Hime, President & CEO
California Business Properties Association

Matthew Hargrove, Legislative Advocate
**International Council of Shopping Centers
(ICSC)**

Bryan Starr, President & CEO
Greater Irvine Chamber of Commerce

Caren Spilsbury, Executive Director
Norwalk Chamber of Commerce

Luis Portillo, Director of Public Policy
Inland Empire Economic Partnership

Caren Spilsbury, CEO
Gateway Chambers Alliance

Carole Beswick, CEO
Inland Action, Inc.

Nona Watson, CEO
Palm Springs Chamber of Commerce

Bette Rader, Executive Director
Beaumont Chamber of Commerce

Ellen Clarke, Executive Director
Big Bear Chamber of Commerce

Zeb Welborn, Executive Director
Chino Valley Chamber of Commerce

Bobby Spiegel, President & CEO
Corona Chamber of Commerce

Andrea De Leon, Executive Director
Fontana Chamber of Commerce

Joshua Bonner, President & CEO
Greater Coachella Valley Chamber of Commerce

Mark Creffield, President & CEO
Greater High Desert Chamber of Commerce

Peggi Hazlett, CEO
Greater Ontario Business Council

Cyndi Lemke, Executive Director
Hemet San Jacinto Chamber of Commerce

Chris Nielsen, CFO
Highland Chamber of Commerce

Oscar Valdepeña, President & CEO
Moreno Valley Chamber of Commerce

Patrick Ellis, President & CEO
Murrieta/Wildomar Chamber of Commerce

Ignacio Valdivia, President
Perris Valley Chamber of Commerce

Monique Manzanares, President & CEO
Pomona Chamber of Commerce

Robert Hufnagel, President Elect
Rancho Cucamonga Chamber of Commerce

John Mills, Director
Redlands Chamber of Commerce

Emily Falappino, President & CEO
Temecula Valley Chamber of Commerce

Peggy Robertson, Vice Chair of Public Affairs
Upland Chamber of Commerce

Ken Johnson, Executive Director
Campbell Chamber of Commerce

Cindy Bonoir, President & CEO
Fremont Chamber of Commerce

Mark Turner, President & CEO
Gilroy Chamber of Commerce

Catherine Somers, Executive Director
Los Gatos Chamber of Commerce

Heidi L. Gallegos, President & CEO
Brea Chamber of Commerce

Scott Ashton, CEO
Oceanside Chamber of Commerce

Martinez, Ruben

Subject: FW: Yes vote for hazard pay for Pasadena retail workers

From: Bobbi Murray <
Sent: Friday, March 19, 2021 3:18 PM
To: Rivas, Jessica <jerivas@cityofpasadena.net>
Subject: Yes vote for hazard pay for Pasadena retail workers

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Dear Mr. Rivas:

I'm writing to urge you to vote yes on the hazard pay measure for grocery and drug store workers now under consideration by the Pasadena City Council. I understand there's a vote on Monday.

We patronize Stater Bros., Vons, Walgreens and CVS and have discussed in our household the potential COVID exposure of the people working at these establishments day-after-day. As I'm sure you know, these companies, especially the grocery companies, have made record profits this year—please support spreading the financial gain around to the people on the front lines that have made that possible and taken the risk.

Thank you—
Bobbi Murray
1220 North Dominion Avenue
Pasadena, CA 91104

03/22/2021
Item 12

Martinez, Ruben

Subject: FW: Essential workers

From: taxiboy <_____
Sent: Friday, March 19, 2021 1:06 PM
To: Rivas, Jessica <jerivas@cityofpasadena.net>
Subject: Essential workers

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I am a Vons employee for 25 years. It is so sad to me that no one takes under consideration that we are exposed to people from all walks of life especially the homeless. We are just hourly wage employees that don't have money to fall back on like most upper and middle income people. We put our lives and our family's lives at risk every day when we go to work. During this Covid epidemic people are hostile abusive to us and on several occasions I have been call a Nigger by our customers. It appears since the grocery stores are one of the few business that has continuously been open for business during this pandemic people take out their frustrations on us. Some won't wear a mask and all we can do is tell them that it is required then the racial slurs and unruly behavior follows. We are so stressed out when we go home and then we also have to make sure we take ever precaution to protect our families. My mother is 71 with Asthma and any illness can be life threatening for her. If I get Covid I have no other family that can take care of her and there are many of us in the food service industry that have the same problem. So many of us have left our apartments and moved home to help our parents. We are the forgotten people because we are always open and on our jobs, people forget we have some of the same concerns and problems as they do. Our hours are cut we make less money but everyone expects us to keep it moving as if everything is normal but it's not. We are barley holding on. Customers curse us out because prices are higher and they know we don't control that. We are the forgotten people that continue to provide a service regardless of the risk that we face on a daily bases. We deserve to be recognized, appreciated and treated with a little more dignity and respect. More so than anything we would all appreciate it if you and the powers to be would just stop and think for a minute and make a decision that would benefit the essential workers and your community.

Thank you for allowing me this opportunity to let my voice be heard.

Corey Powell
Vons Stores
Pasadena, CA

Sent from my Sprint Samsung Galaxy S10+.

03/22/2021
Item 12

Martinez, Ruben

Subject: FW: Hazard Pay

-----Original Message-----

From: Brice Harris

Sent: Thursday, March 18, 2021 3:15 PM

To: Rivas, Jessica <jerivas@cityofpasadena.net>

Subject: Hazard Pay

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Vote Yes. These workers deserve this so-called Hazard Pay because of the health risks they are experiencing for our benefit, because they need this money for themselves and their families, because their pay is often minimal to begin with, and because the companies can afford it whatever excuse is argued.

Brice Harris
Villa Gardens

It should be applied to workers here as well!

03/22/2021
Item 12

Martinez, Ruben

Subject: FW: Please support a Hero Pay ordinance

From: Jennifer Collins
Sent: Thursday, March 18, 2021 11:16 AM
To: Rivas, Jessica <jerivas@cityofpasadena.net>
Subject: Please support a Hero Pay ordinance

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Dear Councilmember Rivas,

I am a Pasadena resident and business owner, and your constituent in District 5, writing to urge you to support a Hero Pay ordinance to raise grocery and pharmacy workers' pay by \$5/hour for a 120-day period. Such a policy in Pasadena would not harm small businesses; it would impact large chains that have seen record profit due to the pandemic.

Unlike first responders who are trained and compensated accordingly for being on the frontline, grocery and pharmacy workers did not sign up to risk exposure to infectious disease, get sick, or die at record rates. While these essential workers qualify to receive the vaccine, access remains limited, and scheduling is much more difficult for those whose work schedules are inflexible.

Pasadena must join Los Angeles County and many other cities across the state including Los Angeles, Santa Monica, Montebello, West Hollywood, Long Beach, Irvine, Buena Park, Pomona, Coachella, Santa Ana, Costa Mesa, in supporting these employees. Please support Hero Pay for our Pasadena grocery and pharmacy workers!

Sincerely,
Jennifer Collins

--
Jennifer L. Collins, LCSW
(she/her)
Psychotherapy, Consultation, Supervision
California License: LCS59626
Email: _____
Phone: _____
Web: _____
Portal: _____

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emails will be conducted during regular office hours only. In the case of an emergency, please call 911 or go to your nearest emergency room.

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SACRAMENTO, CA 94249-0041
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FAX (916) 319-2141

DISTRICT OFFICE
600 NORTH ROSEMEAD BLVD., SUITE 117
PASADENA, CA 91107
(626) 351-1917
FAX (626) 351-6176

Assembly California Legislature



CHRIS R. HOLDEN
CHAIR, ASSEMBLY COMMITTEE ON UTILITIES AND ENERGY
ASSEMBLYMEMBER, FORTY-FIRST DISTRICT

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CHAIR, REGIONAL TRANSPORTATION
SOLUTIONS
ASIA/CALIFORNIA TRADE AND INVESTMENT
PROMOTION
ENVIRONMENTAL QUALITY AND THE GREEN
ECONOMY IN THE INLAND EMPIRE

CAUCUSES
CALIFORNIA LEGISLATIVE
BLACK CAUCUS

BOARD MEMBER
SANTA MONICA MOUNTAINS
CONSERVANCY BOARD

March 19, 2021

Pasadena City Hall
100 North Garfield
Pasadena, CA 91109

RE: Support for Hero Pay for Grocery and Drug Retail Workers

Dear Mayor Gordo and the Honorable Members of the Pasadena City Council:

I am writing to express my strong support for an emergency ordinance of \$5.00 hazard pay for retail workers in grocery and drug retail for the city of Pasadena. This temporary ordinance would greatly support grocery and drug retail workers, who have been risking their lives on the frontlines of the Pandemic for over a year now. Major grocers and drug retail stores, including Albertsons (which owns Vons), Target, and Kroger (owner of Ralphs) agreed to pay grocery store workers \$2 an hour hazard pay increase in March 2020, only to end it six weeks later in May.

Even as the vaccine continues to roll out, workers continue to face the risk of infection. To date, thousands of grocery and drug workers in the San Gabriel Valley have contracted COVID-19. In December and January alone, over half of these workers have become infected. Some have passed away. These are our friends, family members and neighbors. Every day workers live with the reality that they may bring this home to their families. They have courageously served our community making sure we have food and essential items without any delays despite quarantines, lack of on-site testing, contract tracing, and full paid sick leave.

The city and county of Los Angeles, along with the cities of Pomona, Long Beach, Montebello, El Monte, Berkeley, Oakland, Buena Park, West Hollywood, Coachella, Irvine, Santa Ana, San Mateo, and Seattle, have all passed similar policies. As we work to transition out of this Pandemic, I encourage Pasadena to consider further supporting grocery and drug retail workers - both union and nonunion - to have greater access to resources such as hazard pay.

Sincerely,

CHRIS R. HOLDEN
Assemblymember, 41st District

03/22/2021
Item 12

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2021 MAR 22 AM 8:37
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Martinez, Ruben

From: I
Sent: Friday, March 19, 2021 4:00 PM
To: PublicComment-AutoResponse
Cc: Jomsky, Mark
Subject: City Council Meeting, March 22, 2021, Agenda Item #12

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<https://mydoit.cityofpasadena.net/sp?id=kb_article_view&sysparm_article=KB0010263> .

March 19, 2021

Dear Mayor and Members of the Pasadena City Council:

Pasadenan's Organizing for Progress (POP!) supports the effort to bring Hero Pay to Pasadena's essential grocery and pharmacy workers.

We urge Pasadena to join the growing movement to support essential workers who are at risk of exposure to COVID at their workplaces. Increasing their wages for a limited, 120-day, period of time, is the least large corporations can do for their employees at a time of great financial profit.

Please review the attached "frequently asked questions" below. We expect that it will address many of your questions and concerns. Should you desire more information, please do not hesitate to reach out to us.

Pasadena's grocery and pharmacy workers are counting on you.

Sincerely,

Florence Annang

03/22/2021

Item 12

Kim Douglas

POP! Co-Chairs

Hero Pay Frequently Asked Questions

What is Hero Pay?

- Hero Pay is an ordinance that requires a \$5/hour increase in wages for grocery and pharmacy workers, for a 120 day period.
- It is also commonly referred to as "Hazard Pay" as it provides compensation, above base pay, to essential workers who have been working in high risk conditions since the onset of the pandemic.
- Most grocery and drug retail workers make close to minimum wage and work part time.
- Five dollars is a minimum amount of money to validate and incentivize coming to work in very hazardous working conditions.

Why grocery and pharmacy workers?

- Hero Pay focuses on grocery and pharmacy workers because they have endured some of the highest rates of infection due to closure of restaurants, high volumes of customers, and lack of ventilation inside stores.
- Unlike fire, police and healthcare workers who are trained and compensated accordingly for being on the frontline, these essential workers did not sign up to risk exposure to infectious disease, get sick, or die at record rates.
- Grocery and pharmacy workers received "hero pay" in the beginning of the pandemic, but had it taken away only six weeks later before the second and third surges.
- While these essential workers qualify to receive the vaccine, access to the vaccine is barely coming online now with limited supplies for LA County.

What businesses are impacted by Hero Pay?

- policy only affects larger grocery and pharmacy retail chains that have seen record profit due to the pandemic.
- These stores are defined as having 300 or more employees and 10 or more on site.
- Hero Pay does not impact small businesses.
- In Pasadena, 37 stores would be mandated to adhere to Hero Pay under a local ordinance. Those include stores of the following companies: Bevmo, Food 4 Less, Pavilions, Ralphs, Smart and Final, Sprouts, Stater Brothers, Target, Total

Wine & More, Trader Joes*, Vallarta Supermarket, Vons, Whole Food Market, CVS, Rite Aid, and Walgreens. *Currently paying additional wages, voluntarily.

- Only seven of these companies in Pasadena are represented by organized labor.

Can these businesses afford Hero Pay?

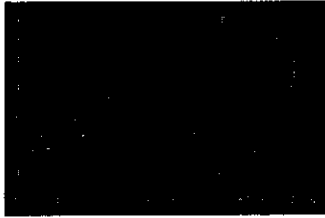
- Companies such as Amazon (owner of Whole Foods), Kroger (owner of Ralphs and Food for Less), Walmart, CVS, Walgreens, Albertsons, Vallarta, and Bodega Latina (owner of El Super) have all earned some of highest profit margins of any year.
- According to the nonpartisan research firm, the Brookings Institute, 13 of the largest retail and grocery companies earned an additional \$17.7 billion in the first three quarters of 2020 compared to 2019—a striking 42% increase.
- The gap between pandemic profits and pandemic pay is especially striking at the country's three largest grocery providers: Walmart, Kroger, and Albertsons. Together, the three companies earned an additional \$6.8 billion in profit in the first three quarters of 2020 compared to 2019—an average increase of 98%.

Why is Hero Pay important?

- A disproportionate number of people of color and women are essential workers, including those who work in grocery and pharmacy retail. These essential workers are also disproportionately impacted by COVID.
- Hero Pay offers economic relief to those who have served our community during the pandemic.
- The increase in wages also helps stimulate the local economies as workers have more spending power.

What other cities have Hero Pay?

- Cities that have passed Hero Pay include: City of Los Angeles; Los Angeles County (unincorporated); Santa Monica; Montebello; West Hollywood; Long Beach; Irvine; Buena Park; Pomona; Oakland; Coachella; Berkeley; San Mateo; Seattle; San Jose.
- Cities that are moving to pass Hero Pay: Alhambra; Glendale; El Monte; South Pasadena; Palm Springs; Alameda; Santa Ana; San Francisco; San Diego.



RECEIVED
2021 MAR 22 AM 11:11
CITY CLERK
CITY OF PASADENA

March 21, 2021

To Honorable Mayor Gordo and City Council Members,

Re: CONSIDERATION OF HERO OR HAZARD PAY ORDINANCE

On behalf of Foothill Community Democrats, I would like to express our strong support for Agenda Item #12 CONSIDERATION OF HERO OR HAZARD PAY ORDINANCE for grocery and pharmacy workers in the City of Pasadena. Foothill Community Democrats focuses its efforts and community outreach within the 41st Assembly District including Pasadena. Our members live, work, and shop within greater Pasadena area. We urge you as our elected leaders to take bold action and move hazard pay forward in Pasadena. Pasadena is counted among the major cities in LA County, along with Long Beach, Santa Monica, West Hollywood and Los Angeles, all of which have passed hazard pay policies.

This policy will make a difference for grocery and pharmacy workers at 37 stores in Pasadena who have been on the frontlines since the start of the pandemic, providing a lifeline for our communities during this unprecedented time. The majority of frontline grocery and pharmacy workers come from Black and brown communities which have been devastated by the Covid-19 pandemic. The industry is also disproportionately women, who are among the lowest paid workers in LA County overall.

Grocery and drug store corporations have seen their profits skyrocket during the pandemic. Meanwhile, grocery and pharmacy workers are counted as essential frontline workers facing a dangerous environment with a high probability of being exposed to the deadly virus. This is the right policy for this unprecedented time and will cover major corporations who have 300 or more employees nationally. Target, Sprouts, Trader Joes, Rite Aid, Food4Less, Vons can all afford it.

As COVID-19 cases are still at alarmingly high levels, with new variants being discovered, hospital capacity is still at a critical point while a significant portion of the public and workers in this sector have yet to receive the vaccine leaving them at risk of infection. On behalf of Foothill Community Democrats, I urge you to stand up for the dignity of our most vulnerable communities and working people.

Thank you,

Scott Austin

President, Foothill Community Democrats

03/22/2021
Item 12

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2021 MAR 22 PM 1:18

CITY CLERK
CITY OF PASADENA

Monday, March 22nd, 2021

To Honorable Pasadena City Council Members,

Re: **CONSIDERATION OF HERO OR HAZARD PAY ORDINANCE**

On behalf of the LA Alliance for a New Economy (LAANE) I would like to express our strong support for Agenda Item #12 CONSIDERATION OF HERO OR HAZARD PAY ORDINANCE for grocery and drug retail workers in the city of Pasadena.

For the past 25 years, LAANE has been at the forefront of LA Counties' progressive movement, transforming conditions in key industries and improving the lives of hundreds of thousands of working families in southern California. LAANE promotes a new economic approach based on good jobs, thriving communities, and a healthy environment. Over the last couple of months we have been advocating for Hazard Pay Policies in partnership with UFCW 770, both union and non-union grocery and drug retail workers, community organizations and faith based groups though out cities in LA County.

We urge you as elected leaders to take bold action and move hazard pay forward in Pasadena. Pasadena is counted among the major cities in LA County, along with Long Beach, Santa Monica, West Hollywood and Los Angeles, all of which have passed hazard pay policies.

This policy will make a difference for grocery and drug retail workers at 37 stores in Pasadena who have been on the frontlines since the start of the pandemic, providing a lifeline for our communities during this unprecedented time. The majority of frontline grocery and drug retail workers come from Black and brown communities which have been devastated by the Covid-19 pandemic. The industry is also disproportionately women, who are among the lowest paid workers in LA County overall.

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As COVID-19 cases are still at alarmingly high levels, with new variants being discovered, hospital capacity is still at a critical point while a significant portion of the public and workers in this sector have yet to receive the vaccine leaving them at risk of infection. On behalf of LAANE I urge you to stand up for the dignity of our most vulnerable communities and working people.

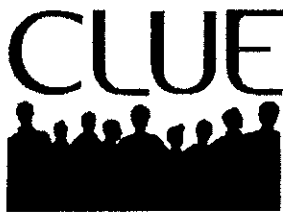
Thank you,

Amardeep Gill

Amardeep Gil, Director Grocery and Retail Project



03/22/2021
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Clergy & Laity United
for Economic Justice

Board

Rev. Gary Williams
Saint Mark United Methodist
Church
Chair

Mary Stancavage
Meditation Coalition
Chair

Derek Smith
UFCW 324
Treasurer

Rabbi Dr. Stephen J. Einstein
Congregation B'nai Tzedek
Secretary

Vivian Rothstein
Santa Monica CLUE Committee
Chair of Personnel

Michael Soto
NUHW
Chair of Development

La Mikia Castillo
Castillo Consulting Partners

Rev. Dr. Sarah Halverson-Cano
Irvine United Congregational
Church

Griselda Mariscal
SEIU-UHW

Rabbi Daniel Mehlman
Temple Ner Tamid

Glynn Dana Shevlin
Disney Worker, UNITE HERE 11

Bishop Mary Ann Swenson
United Methodist Church (Ret.)

Melissa McCarthy
Episcopal Diocese of Los Angeles

Ali Tweini
Teamsters Local 2010

Jennifer Gutierrez
Museum of Social Justice

John Cager
Ward African Methodist Episcopal
Church

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Lucero Garcia
Faith-Rooted Organizer

Ashley Gonzales
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David Jaimes
Faith-Rooted Organizer

Pastor Cue JnMarie
Faith-Rooted Organizer

Adam Overton
Faith-Rooted Organizer

Riya Patel
HR/Admin Manager

Guillermo Torres
Director of Immigration

Jacki Weber
Development Director

As CLUE, we educate, organize, and mobilize the faith community to accompany workers and their families in their struggle for good jobs, dignity, and justice.

Monday, March 22nd, 2021

To Honorable Pasadena City Council Members,

Re: **CONSIDERATION OF HERO OR HAZARD PAY ORDINANCE**

On behalf of Clergy and Laity United for Economic Justice (CLUE) I would like to express our strong support for Agenda Item #12 CONSIDERATION OF HERO OR HAZARD PAY ORDINANCE for grocery and pharmacy workers in the city of Pasadena. CLUE has for decades stood with workers, immigrants and their families as they fight for dignity and justice in the workplace. We are grateful to the workers for their bravery during this pandemic and for continuing to serve their communities. We urge you as our elected leaders to take bold action and move hazard pay forward in Pasadena. Pasadena is counted among the major cities in LA County, along with Long Beach, Santa Monica, West Hollywood and Los Angeles, all of which have passed hazard pay policies.

This policy will make a difference for grocery and pharmacy workers at 37 stores in Pasadena who have been on the frontlines since the start of the pandemic, providing a lifeline for our communities during this unprecedented time. The majority of frontline grocery and pharmacy workers come from Black and brown communities which have been devastated by the Covid-19 pandemic. The industry is also disproportionately women, who are among the lowest paid workers in LA County overall.

Grocery and drug store corporations have seen their profits skyrocket during the pandemic. Meanwhile, grocery and pharmacy workers are counted as essential frontline workers facing a dangerous environment with a high probability of being exposed to the deadly virus. This is the right policy for this unprecedented time, and will cover major corporations who have 300 or more employees nationally. Target, Sprouts, Trader Joes, Rite Aid, Food4Less, Vons can all afford it.

As COVID-19 cases are still at alarmingly high levels, with new variants being discovered, hospital capacity is still at a critical point while a significant portion of the public and workers in this sector have yet to receive the vaccine leaving them at risk of infection. On behalf of CLUE I urge you to stand up for the dignity of our most vulnerable communities and working people.

Thank you,

Michelle Seyler J.D., Executive Director, CLUE

03/22/2021

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