

## Living Wage Comparison for the Counties of Sonoma and San Francisco and the Cities of Sebastopol, Sonoma, and Petaluma

The chart below compares provisions included in the County of San Francisco (2000), County of Sonoma (2015), and the three county municipal Living Wage laws that include Petaluma (2006), Sonoma (2004), and Sebastopol (2003). Numbers refer to footnotes following the chart.

| Living Wage Ordinance Provision  | County of San Francisco 2000*           | County of Sonoma 2015 | City of Petaluma 2006 | City of Sonoma 2004 | City of Sebastopol 2003 |
|--|---|-----------------------|-----------------------|---------------------|-------------------------|
| <b>Living wage hourly rates 2021</b>   |   |                       |                       |                     |                         |
| <ul style="list-style-type: none"> <li><b>With medical benefits</b></li> </ul> | Nonprofit \$17.34<br>For Profit \$18.55 | \$16.75               | \$16.90               | \$17.31             | \$19.07                 |
| <ul style="list-style-type: none"> <li><b>No medical benefits</b></li> </ul>   | (1)                                     | \$16.75               | \$18.94               | \$18.81             | \$21.57                 |
| <b>Paid time off</b>   | ✓                                       |                       | ✓                     | ✓                   | ✓ (2)                   |
| <b>Coverage of IHSS workers</b>  | ✓                                       |                       |                       |                     |                         |
| <b>Coverage of Leased Property/franchises</b>                                  | ✓ (3)                                   |                       | ✓                     | ✓                   | ✓                       |
| <b>Coverage of non-profits</b>   | ✓                                       | ✓                     |                       | ✓                   | ✓                       |
| <b>Coverage of seasonal/temporary workers</b>                                  | ✓                                       |                       |                       |                     |                         |
| <b>Predictable schedules</b>   | ✓                                       |                       |                       |                     |                         |
| <b>Ban the Box</b>   | ✓                                       |                       |                       |                     |                         |

| Living Wage Ordinance Provision | County of San Francisco 2000* | County of Sonoma 2015 | City of Petaluma 2006 | City of Sonoma 2004 | City of Sebastopol 2003 |
|---------------------------------|-------------------------------|-----------------------|-----------------------|---------------------|-------------------------|
| Collective bargaining opt-out   | ✓                             | ✓                     | ✓                     | ✓                   | ✓                       |
| Worker Retention                | ✓                             | ✓                     |                       |                     |                         |
| Local Hire                      | ✓                             | ✓ (4)                 |                       |                     |                         |
| Labor Peace                     | ✓ (5)                         |                       | ✓                     | ✓                   | ✓ (6)                   |
| Responsible Bidder              | ✓ (7)                         |                       | ✓                     | ✓                   | ✓                       |
| Incentives for Full-Time Work   |                               |                       |                       |                     |                         |
| Private Right of Action         | ✓                             | ✓                     | ✓                     | ✓                   | ✓                       |
| Automatic COLA based on CPI     | ✓                             |                       | ✓                     | ✓                   | ✓                       |
| Waiver Authority by Board       | ✓ (8)                         | ✓ (9)                 | ✓                     | ✓                   | ✓                       |

\* The County/City of San Francisco Living Wage Ordinance is the most comprehensive of all the county and municipal ordinances approved by local California jurisdictions.

FOOTNOTES:

(1) San Francisco has one wage rate. San Francisco International Airport (SFO) has a separate Living Wage Ordinance for franchisees, concessionaires, and lessees. The current wage rate for covered airport employees is \$19.05 an hour.

(2) All of three of the Sonoma County municipal Living Wage Ordinances include 12 paid sick and personal leave days.

(3) San Francisco covers leased property, concessionaires, and franchisees at SFO.

(4) In the County of Sonoma and the County of San Francisco, bidding preference is provided to contractors who certify that 50 percent of employees live in the county.

(6) Sonoma County and all of the three county municipal Living Wage Ordinances include 'Labor Relations Neutrality' language that is unconstitutional and cannot be enforced.

(5) San Francisco has separate labor peace provisions for subsidized hotels and leased property at SFO. Also, San Francisco has numerous subsidized residential/commercial projects such as the Bayview Hunters Point Lennar Community Benefits Agreements (CBA) that includes a labor peace provision.

(7) The City of San Francisco has a separate responsible bidder provision in the administrative code.

(8) The contractor may submit an economic hardship waiver request to the Office of Labor Standards Enforcement that may grant waiver request.

(9) The Sonoma County Board of Supervisors may grant economic hardship waiver.