



**Additional Documents List  
Regular City Council Meeting  
April 7, 2021**

**(Uploaded Online on 04/07/2021 @ 4:25 p.m.)**

<b>Item No.</b>	<b>Agenda Item Description</b>	<b>Distributor</b>	<b>Document</b>
<b>5</b>	<b>Adoption of a Resolution Continuing the Proclamation of a Local Emergency Due to the Outbreak of COVID-19, Authorizing the City Manager to Take All Necessary Actions as the Director of Emergency Services</b>	Lucy Demirjian, Assistant to the City Manager	Memo updating attachment(s).
<b>PC</b>	<b>Emailed Public Comment for: Regular Session Agenda Item Nos. #9</b>	Maria E. Ayala, Chief City Clerk	Emailed Public Comments



## City of South Pasadena Management Services

# Memo

**Date:** April 6, 2021

**To:** The Honorable City Council

**Via:** Sean Joyce, Interim City Manager

**From:** Lucy Demirjian, Assistant to the City Manager

**Re:** April 7, 2021 City Council Meeting Item No. 5 Additional Document – **Adoption of a Resolution Continuing the Proclamation of a Local Emergency Due to the Outbreak of COVID-19, Authorizing the City Manager to Take All Necessary Actions as the Director of Emergency Services**

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Attached is an additional document for Item No. 5 inserting Attachment A to the resolution: The Los Angeles County Health Officer Order issued on April 2, 2021, effective April 5, 2021. The Order, which was not yet in print at the time the Council agenda was produced, was correctly referenced in the staff report and resolution.

The revised order reflects the County's move into Tier Three (Orange) of California's Blueprint for a Safer Economy; Adds new protocols for Outdoor Seated Live Events and Performances, Amusement Parks and Theme Parks, and Bars with a low-risk public health food facility permit; Increases capacity limits while maintaining Social (Physical) Distancing and masking requirements for the following sectors: Restaurants, Breweries, and Wineries, Cardrooms, Places of Worship, Family Entertainment Centers, Shopping Malls, Retail, Fitness Centers, Personal Care Establishments, Limited Services, Movie Theaters, Museums, and Institutes of Higher Education.

**REOPENING SAFER AT WORK AND IN THE COMMUNITY  
FOR CONTROL OF COVID-19  
BLUEPRINT FOR A SAFER ECONOMY— ORANGE TIER  
RISK REDUCTION MEASURES**

**Revised Order Issued: Friday, April 02, 2021  
Effective as of 12:01am on Monday, April 5, 2021**

**Recent Update (Changes highlighted in yellow):**

**4/2/2021:**

- Makes revisions reflecting the County's move into the Orange Tier of the State's Blueprint for a Safer Economy.
- Adds new protocols for Outdoor Seated Live Events and Performances, Amusement Parks and Theme Parks, and Bars with a low-risk public health food facility permit.
- Increases capacity limits while maintaining Social (Physical) Distancing and masking requirements for the following sectors: Restaurants, Breweries, and Wineries, Cardrooms, Places of Worship, Family Entertainment Centers, Shopping Malls, Retail, Fitness Centers, Personal Care Establishments, Limited Services, Movie Theaters, Museums, and Institutes of Higher Education.

**Please read this Order carefully. Violation of or failure to comply with this Order is a crime punishable by fine, imprisonment, or both. (California Health and Safety Code §120295; Los Angeles County Code § 11.02.080.)**

**SUMMARY OF THE ORDER:** This Revised County of Los Angeles Health Officer Order (Order) supersedes all prior Safer At Home orders (Prior Orders) issued by the County of Los Angeles Health Officer (Health Officer). This Order is issued to comply with State Executive Orders N-33-20 and N-60-20 issued by Governor Gavin Newsom, and the accompanying orders of the State Public Health Officer issued on March 19, May 7, July 13, July 17, and August 28, 2020.

As Los Angeles County enters the "Orange Tier" (tier 3, moderate virus transmission) of the [State's Blueprint for a Safer Economy framework](#), the County is amending and lifting some additional local activity-specific and sector-specific restrictions, effective at 12:01am on Monday, April 5, 2021. All activities are still subject to this local Orange Tier Risk Reduction Order and any other Los Angeles County sector-specific reopening protocols and guidance.

As certain activities are allowed to resume, the Health Officer continues to urge residents to proceed with caution. COVID-19 case rates, hospitalizations, and deaths continue to fall, but still remain moderate in Los Angeles County. Vaccinations are occurring as quickly as supplies allow, but most people in our community are still not vaccinated. New variants of the virus that may spread more easily or cause more severe illness are present in our county; however, their impact on our local pandemic is largely unknown. Several other states continue to experience increased case and hospitalization rates. Just

because certain activities are allowed or certain reopening protocols are revised, that does not mean that those activities are “safe” and without risk.

The purpose of the requirements contained in this Order and related reopening protocols and guidance is to make these activities and sectors safer for workers and the public. But reopening requires that all individuals and businesses use particular care and do their part to make these activities as safe as possible by strictly and consistently wearing masks and following physical distancing requirements and all other business- or activity-specific safety protocols.

To keep yourself, your family, your friends and neighbors, and our broader community safe, continue following these core principles and practices:

1. **Go outdoors.** Outdoor activities are far safer than indoor ones.
2. **Stay masked.** Consistent and correct use of masks, especially double-masking, both indoors and outdoors, is very effective at preventing the spread of COVID-19.
3. **Maintain at least a 6-foot distance from others.** Physical distancing from those who do not live with you also helps to keep the virus away.
4. **Avoid crowds.** The fewer people you encounter and the fewer interactions you have, the smaller the chance the virus will spread.
5. **Get vaccinated when it’s your turn.** All federally authorized vaccines work well and will help protect you, your family, and your friends against COVID-19.

If conditions worsen, strong state or local mandatory measures may again be necessary.

The Health Officer strongly urges everyone to **continue to** exercise great caution and good judgment in these next critical weeks and months to avoid overwhelming our healthcare system with surges in cases, hospitalizations, and deaths like we saw at the end of 2020 and the beginning of 2021.

This Order’s primary intent is to reduce the risk of COVID-19 in the County for all. All persons who can telework or work from home should continue to do so as much as possible during this pandemic. This Order allows persons to engage in all permitted activities, as defined by the Order, but requires that persons practice Social (Physical) Distancing, at all times while out in public and wear a mask over both the nose and mouth when in or likely to be in contact with others who do not live in their household, to lower the risks of disease transmission through person-to-person contact for themselves and others.

This Order is issued to account for the continued decline in new COVID-19 cases, hospitalizations, and testing positivity rates in the County and the County’s eligibility to move into the less restrictive **Orange** Tier of the State’s Blueprint for a Safer Economy framework. This Order will be revised in the future to reflect the State Executive Orders and State Public Health Officer Orders and guidance that progressively designate sectors, businesses, establishments, or activities that may reopen with certain modifications, based on health and safety needs and at a pace designed to protect health and safety, and that may also progressively close specific activities and business

sectors based on increases in daily reported COVID-19 cases, hospitalizations, and the testing positivity rates. Should local COVID-19 conditions warrant, the Health Officer may, after consultation with the Board of Supervisors, issue Orders that are more restrictive than those of the State Public Health Officer. Changes from the previous Order are highlighted.

This Order is effective within the County of Los Angeles Public Health Jurisdiction, defined as all cities and unincorporated areas within the County of Los Angeles, with the exception of the cities of Long Beach and Pasadena that must follow their respective City Health Officer orders and guidance. This Order is effective **at 12:01am on Monday, April 5, 2021** and will continue until further notice.

**UNDER THE AUTHORITY OF CALIFORNIA HEALTH AND  
SAFETY CODE SECTIONS 101040, 101085, AND 120175,  
THE COUNTY OF LOS ANGELES HEALTH OFFICER ORDERS:**

1. This Order supersedes the Health Officer's Prior Orders. This Order mainly aligns the County with both the Governor's July 13, 2020, announcement requiring the closure or modification of specific activities and business sectors and the State's March 9, 2021 revision to the Blueprint for a Safer Economy framework, which describes a tiered approach to relaxing and tightening restrictions on activities based upon specified criteria and as permitted by this Order based on County health conditions and circumstances. The County has moved into the **third tier (Orange)** of the State's Blueprint for a Safer Economy, **which indicates moderate virus transmission**. Community transmission of COVID-19, even as daily case counts are decreasing, **is at a moderate level** within the County. The Health Officer will continue to assess the phased reopening allowed by the State Public Health Officer and this Order on an ongoing basis and determine, after consultation with the Board of Supervisors, whether this Order needs to be modified if the public health risk associated with COVID-19 increases in the future.
2. This Order's intent is to continue to reduce the risk of COVID-19 in the County. All persons who can telework or work from home should continue to do so as much as possible during this pandemic. Sustained Social (Physical) Distancing, COVID-19 vaccinations, and infection control measures will continue slowing the spread of COVID-19 and diminishing its impact on the delivery of critical healthcare services. All provisions of this Order must be interpreted to effectuate that intent. Failure to comply with any of the Order's provisions constitutes an imminent threat and menace to public health, and a public nuisance, and is punishable by fine, imprisonment or both.
  - a) This Order does not supersede any stricter limitation imposed by a local public entity within the County of Los Angeles Public Health Jurisdiction.
  - b) The Order is consistent with the provisions in the Governor's Executive Order N-60-20 and the State Public Health Officer's August 28, 2020 Order, that local health jurisdictions may implement or continue more restrictive public health measures if the jurisdiction's Local Health Officer determines that health conditions in that jurisdiction warrant such measures. Where a conflict exists

between this Order and any State public health order related to controlling the spread of COVID-19 during this pandemic, the most restrictive provision controls, unless the County of Los Angeles is subject to a court order requiring it to act on, or enjoining it from enforcing, any part of this Order.

3. All persons living within the County of Los Angeles Public Health Jurisdiction should remain in their residences whenever practicable.
  - a) Nothing in this Order prohibits persons living together as a single household in a household or living unit (“household”) from engaging in permitted activities together. For purposes of this Order, and in relationship to private gatherings, a “household” shall not include institutional group living situations such as dormitories, fraternities, sororities, monasteries, convents, or residential care facilities, nor does it include such commercial group living arrangements as boarding houses, hotels, or motels.<sup>1</sup> Private gatherings are defined as social situations that bring together people from different “households” at the same time in a single space or place. When people from different “households” mix, the risk of COVID-19 transmission increases. Visits or small private gatherings with people who are *not* part of a single household or living unit must comply with the following requirements:
    - i. *Attendance. Keep the attendance small and the households stable over time.*
      - 1) Private gatherings that include more than three different “households” are prohibited. This includes everyone present, including hosts and guests. Private gatherings of persons from three different “households” or less are limited to a maximum of 15 people. The smaller the number of people, the lower the risk.
      - 2) Keep the up to three “households” that choose to privately gather or interact together constant or stable over time. Participating in multiple gatherings with different “households” and communities poses a higher risk of transmission and spread of COVID-19 if one or more attendees is/are discovered to be infected with the virus.
      - 3) Persons from the “households” who do choose to privately gather together should discuss and agree upon the specific group rules for reducing the risk of exposure among the attendees at the private gathering before convening together.
      - 4) The host “household” of the private gathering should collect names of all attendees and contact information in case contact tracing is needed later.
      - 5) People at higher risk of severe illness or death from COVID-19 (such as older adults and people with chronic medical conditions) are strongly urged not to attend any gatherings, especially indoor gatherings.
      - 6) Anyone with any COVID-19-like symptoms (fever, cough, shortness of breath, chills, night sweats, sore throat, nausea, vomiting, diarrhea, tiredness, muscle or body aches, headaches, confusion, or loss of sense of taste/smell) or who is currently under isolation or

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<sup>1</sup> Los Angeles County Code, Title 22. §22.14.060 - F. Family definition. (Ord. 2019-0004 § 1, 2019.)  
[https://library.municode.com/ca/los\\_angeles\\_county/codes/code\\_of\\_ordinances?nodemd=TIT22PLZO\\_DIV2DE\\_CH22.14DE\\_22.14.060F](https://library.municode.com/ca/los_angeles_county/codes/code_of_ordinances?nodemd=TIT22PLZO_DIV2DE_CH22.14DE_22.14.060F)

quarantine orders must stay home and not come into contact with anyone outside their household.

- ii. *Outdoors.* 1) Private gatherings can be held outside; they are permitted in a public park or other outdoor space. Outdoors is safer than indoors. Unlike indoor spaces, wind and air in outdoor spaces can help reduce the risk of spread of the virus from one person to another. Attendees may go inside to use restrooms as long as the restrooms are frequently sanitized. 2) Private gatherings may occur in outdoor spaces that are covered by umbrellas, canopies, awnings, roofs, and other shade structures provided that no more than 50% of the space/structure has impermeable walls, which are non-continuous and not adjacent, allowing sufficient, unrestricted outdoor air movement resulting in cross-ventilation. Of note, doors, windows and other portals do not make a wall "non-continuous." Adjacent walls are walls that touch each other and form a corner.<sup>2</sup> 3) Multiple private gatherings of three "households" may not be jointly organized or coordinated to occur in the same public park or other outdoor space at the same time – this would constitute a private gathering exceeding the permitted size. 4) Mixing between unrelated private gatherings in the same site or public or private space at the same time is not allowed.
- iii. *Indoors at a private residence with masking and physical distancing at all times and no eating or drinking indoors is permitted, but strongly discouraged* unless the private gathering meets one of the two criteria listed below in section 3.a.iv.
- iv. *Indoors at a private residence without wearing a mask or physical distancing is permitted only if the following:* 1) All attendees are fully vaccinated or 2) Fully vaccinated people visit with unvaccinated people from a single household that does not have any individuals who are at risk for severe illness from COVID-19. People are considered fully vaccinated for COVID-19 2 weeks or more after they have received the second dose in a 2-dose series (e.g., Pfizer-BioNTech or Moderna), or 2 weeks or more after they have received a single-dose vaccine (e.g., Johnson and Johnson [J&J]/Janssen). Individuals at risk of severe COVID-19 illness are Older Adults, Pregnant Persons, People with Underlying Medical Conditions, and Other People who need Extra Precautions. (<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/index.html>). Persons engaging in permitted indoor visits with fully vaccinated individuals must still follow the attendance and duration requirements of Paragraph 3.a.i and 3.a.v.

NOTE: A) If any of the unvaccinated people or their household members **is** at increased risk of severe illness from COVID-19, all attendees must gather outdoors only, wear a well-fitted mask or double mask over their nose and mouth, and stay at least 6 feet away from people who do not

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<sup>2</sup> This is consistent with the State's *Use of Temporary Structures for Outdoor Business Operations* in order to reduce the risk of COVID-19 spread. See <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Use-of-Temporary-Structures-for-Outdoor-Business-Operations.aspx>.

- live with them. B) Fully vaccinated people should not visit or attend a gathering if they have tested positive for COVID-19 in the prior 10 days or are experiencing [COVID-19 symptoms](#), regardless of the vaccination status of the other people at the gathering.
- v. *Keep it short.* Private gatherings should be limited to two hours or less in duration. The longer the duration, the risk of transmission increases.
  - vi. *Physical distancing and hand hygiene.* 1) All attendees must follow the Social (Physical) Distancing Protocol requirements of Paragraph 19 of this Order. 2) The private gathering space must be large enough so that everyone at the private gathering can maintain at least a 6-foot physical distance from others (not including their own “household”) at all times. 3) A place to wash hands or hand sanitizer must be available for participants to use. 4) Shared items may not be used during a private gathering. As much as possible, any food or beverages at outdoor gatherings must be in single-serve disposable containers. If providing single-serve containers is not possible, food and beverages must be served by an attendee who washes or sanitizes their hands frequently and wears a mask over their nose and mouth. Self-serve items from communal containers may not be used.
  - vii. *Singing, Chanting, and Shouting at Outdoor Gatherings.* Singing, chanting, shouting, and physical exertion significantly increases the risk of COVID-19 transmission because these activities increase the release of respiratory droplets into the air. Because of this, singing, chanting, and shouting are strongly discouraged. If they occur and to reduce the spread of respiratory droplets, all attendees who are singing or chanting 1) must wear a mask at all times while singing or chanting, including anyone who is leading a song or chant, and 2) must maintain at least 8-10 feet of physical distance from others. 3) Instrumental music is allowed as long as the musicians maintain 6 feet of physical distance from spectators and other performers if they are wearing masks, or 12 feet of physical distance if they are not wearing masks. Musicians must be from one of the three “households.” Playing of wind instruments (any instrument played by the mouth, such as a trumpet or clarinet) is strongly discouraged.
  - viii. Anyone who develops COVID-19 within 48 hours after attending a private gathering should notify the other attendees as soon as possible regarding the potential exposure. If you have not been contacted by Public Health within a week of your diagnosis, please call and report your case at 833-540-0473.
- b) People leaving their residences must continue to strictly comply with the Social (Physical) Distancing requirements stated in this Order and specified in guidance or protocols established by the County Department of Public Health. This Order, beginning June 19, 2020, requires all persons [wear a mask](#) over both the nose and mouth whenever they leave their place of residence and are or can be in contact with or walking near or past others who are non-household members in both public and private places, whether indoors or outdoors. This includes



- wearing a mask when patronizing a business. Fully vaccinated people engaging in social activities in public settings must also continue to follow these requirements, including avoiding crowds, avoiding poorly ventilated spaces, covering coughs and sneezes, and washing their hands or using hand sanitizer frequently. Wearing a mask reduces the risk of transmission to others from people who do not have symptoms and do not know they are infected. Wearing a mask protects others as well as you. Masks work best when everyone wears one.
- c) Fully vaccinated people<sup>3</sup> engaging in social activities in public settings must also continue to follow the above requirements, including avoiding crowds, avoiding poorly ventilated spaces, covering coughs and sneezes, and washing their hands or using hand sanitizer frequently.
  - d) Persons and businesses within the County of Los Angeles Public Health Jurisdiction are required to follow the COVID-19 infection control protocols and guidance provided by the County Department of Public Health. In instances where the County has not provided a specific guidance or protocol, specific guidance or protocols established by the State Public Health Officer shall control.
    - i. In the event that an owner, manager, or operator of any business knows of three (3) or more cases of COVID-19 among their employees within a span of 14 days, the employer must report this outbreak to the Department of Public Health at (888) 397-3993 or (213) 240-7821, or online at [www.redcap.link/covidreport](http://www.redcap.link/covidreport).
    - ii. In the event that an owner, manager, or operator of any business is informed that one or more employees, assigned or contracted workers, or volunteers of the business has tested positive for, or has symptoms consistent with COVID-19 (case), the employer must have a protocol to require the case(s) to isolate themselves at home and require the immediate self-quarantine of all employees that had a workplace exposure to the case(s).
  - e) Pursuant to the State of California's action<sup>4</sup> and the United States District Court Central District of California's order,<sup>5</sup> jurisdictions within the County of Los Angeles Public Health Jurisdiction are expected to comply with the provision of hotel and motel rooms for vulnerable people experiencing homelessness through Project Roomkey, which slows the spread of COVID-19 and retains capacity of the healthcare system.
4. All people residing within the County of Los Angeles Public Health Jurisdiction who are age 65 or older and all people of any age who have active or unstable pre-existing health conditions should remain in their residences as much as possible during the pandemic. People in these categories should leave their residences only when

<sup>3</sup> People are considered "fully vaccinated" for COVID-19 2 weeks or more after they have received the second dose in a 2-dose series (e.g., Pfizer-BioNTech or Moderna) or 2 weeks or more after they have received a single-dose vaccine (e.g., Johnson and Johnson [J&J]/Janssen).

<sup>4</sup> Office of Governor Gavin Newsom, Action re: Project Roomkey, 4/3/2020, <https://www.gov.ca.gov/2020/04/03/at-newly-converted-motel-governor-newsom-launches-project-roomkey-a-first-in-the-nation-initiative-to-secure-hotel-motel-rooms-to-protect-homeless-individuals-from-covid-19/>; 2020-21 May Revision to the Governor's Budget, Project Roomkey, pg. 78-79

<sup>5</sup> Order re: Preliminary Injunction (Case No. LA CV 20-02291-DOC-KES), LA Alliance for Human Rights et al v. City of Los Angeles et al, States District Court Central District of California, 5/15/2020.

necessary to seek medical care, including vaccinations, exercise or obtain food or other necessities. People in these categories should avoid any gatherings. The Health Officer strongly recommends that all employers offer telework or other accommodations to persons who are age 65 or older and all people of any age who have an active or unstable pre-existing health condition(s).

5. All government agencies working in the course and scope of their public service employment are Essential Government Functions.
  - a) All government employees are essential, including but not limited to, health care providers and emergency responders including employees who serve in the following areas: law enforcement; emergency services and management; first responders; fire; search and rescue; juvenile detention; corrections; healthcare services and operations; public health; laboratory or medical testing; mental health; community health; public works; executive management employees serving in these fields; all employees assigned to serve in or support the foregoing fields; and all employees whose services are otherwise needed to assist in a declared emergency.
  - b) While all government employees are essential, the employees identified here, and others called to serve in their Disaster Service Worker capacity, must be available to serve the public or assist in response or continuity of operations efforts during this health crisis to the maximum extent allowed under the law.
  - c) This Order does not, in any way, restrict (a) first responder access to the site(s) named in this Order during an emergency or (b) local, state or federal officers, investigators, or medical or law enforcement personnel from carrying out their lawful duties at the site(s) named in this Order.
  - d) All persons who perform Essential Governmental Functions are categorically exempt from this Order while performing such governmental functions or services. Each governmental entity shall identify and designate appropriate employees, volunteers, or contractors to continue providing and carrying out any Essential Governmental Functions. All Essential Governmental Functions should be performed in compliance with the Social (Physical) Distancing Protocol (as defined in Paragraph 20 of this Order), to the extent possible.
6. This Order does not supersede any stricter limitation imposed by a local public entity within the County of Los Angeles Public Health Jurisdiction.
7. The Health Officer orders the closure of the following types of higher-risk businesses, recreational sites, commercial properties, and activities, where more frequent and prolonged person-to-person contacts are likely to occur:
  - a) Lounges and nightclubs;
  - b) [Intentionally omitted];
  - c) [Intentionally omitted];
  - d) [Intentionally omitted];
  - e) [Intentionally omitted];

- f) [Intentionally omitted];
  - g) [Intentionally omitted];
  - h) Indoor playgrounds;
  - i) [Intentionally omitted];
  - j) Hot tubs, steam rooms and saunas not located on a residential property;
  - k) All events and gatherings, unless specifically allowed by this Order.
8. All businesses, unless specific modifications are required by this Order, may remain open to the public and conduct normal business operations, provided that they implement and maintain the Social (Physical) Distancing Protocol as defined in Paragraph 20 and comply with the Social (Physical) Distancing requirements attached to this Order as **Appendix A**. Further, all businesses must also comply with the applicable Los Angeles County Department of Public Health Protocol(s) for its business sector. Businesses and customers should continue to regularly check the County DPH website (<http://publichealth.lacounty.gov/media/Coronavirus/index.htm>) for updates to their sector-specific protocol(s) to ensure they are in compliance with the most current, required safety modifications. A business owner, manager, or operator must prepare and post a Social (Physical) Distancing Protocol and any other applicable protocol for each facility or office located within the County of Los Angeles Public Health Jurisdiction and must ensure that the business meets all other requirements of all applicable protocols and the Social (Physical) Distancing Protocol.
9. Lower-Risk Businesses are businesses that are not specified in Paragraph 7 of this Order, and not defined as an Essential Business in Paragraph 18 of this Order. There are four categories of Lower-Risk Businesses that may remain open under this Order: (1) retailers (“Lower-Risk Retail Businesses”), (2) manufacturing and logistics sector businesses that supply Lower-Risk Retail Businesses, (3) Non-Essential office-based businesses (although telework is strongly encouraged), and (4) Indoor Malls and Shopping Centers. These four categories of Lower-Risk Businesses may reopen subject to the following conditions:
- a) For any Lower-Risk Retail Business that sells goods and services, the owner, manager, or operator must, for each facility located within the County of Los Angeles Public Health Jurisdiction, review, prepare, implement and post the Reopening Protocols for Retail Establishments: Opening for In Person Shopping, attached to this Order as **Appendix B**. Lower-Risk Retail Businesses that are open for indoor operations must limit indoor capacity to 50% of maximum occupancy.
  - b) For any non-retail Lower-Risk Business, that is a manufacturing and logistics sector business that supplies Lower-Risk Retail Businesses, the owner, manager, or operator must review, prepare, implement and post the required Los Angeles County Department of Public Health Reopening Protocol, applicable to the business type or location, attached to this Order as **Appendix C**.
  - c) Office-based businesses and workspaces may reopen for indoor operations with modifications. Telework is strongly encouraged for persons who are not yet fully vaccinated. Unless staff all office-based business are fully vaccinated, office-

based businesses should limit indoor occupancy to 50% of capacity. Any in-person operations must be in accordance with the required Los Angeles County Department of Public Health Reopening Protocol Office-Based Worksites, attached to this Order as **Appendix D**. Essential office-based businesses that must open indoors for essential operations that cannot be done remotely must limit indoor capacity to 75% of maximum occupancy. This restriction does not apply to Healthcare Operations, Essential Infrastructure, and Essential Government Functions.

- d) For Indoor Malls and Shopping Centers, defined as: A building with (7) or more sales or retail establishments with adjoining indoor space, the owner or operator of the Indoor Mall or Shopping Center, including indoor swap meets, may remain open at up to 75% of overall mall or shopping center capacity. Food court occupancy is limited to 50% capacity, or 200 people whichever is fewer. All Mall and Shopping Center restaurants must review and adhere to the requirements of **Appendix I**. Members of the public may only consume food or beverages in designated indoor or outdoor dining areas. Other common areas located within an Indoor Mall or Shopping Center must remain closed to the public until further notice. Higher-risk businesses located within an Indoor Mall or Shopping Center must continue to comply with Paragraph 7 of this Order and remain closed until each of those types of establishments is allowed to resume modified or full operations. All businesses located within an Indoor Mall or Shopping Center, and not subject to Paragraph 7 of this Order, must adhere to the applicable requirements of this Order. The owner or operator of the Indoor Mall or Shopping Center must review, prepare, implement, and post the required Los Angeles County Department of Public Health Protocols for Shopping Center Operators, attached to this Order as **Appendix E**.

9.5. The State Public Health Officer has provided a framework for certain sectors, businesses, and activities in the Blueprint for a Safer Economy to conditionally reopen with workplace and operational modifications to lower the risk of COVID-19 spread in the workplace or during the activity. The Health Officer, after considering local epidemiological data and after consultation with the Board of Supervisors, continues to approve the operations of the following specific sectors, businesses, and activities subject to the following conditions listed below and those specified in the County sector-specific reopening protocol(s) located at <http://publichealth.lacounty.gov/media/Coronavirus/index.htm>:

- a) Music, film and television production. Operations for music, film and television production may continue. The owner, manager, or operator of music, film and television production must review, prepare, implement and post the required Los Angeles County Department of Public Health Reopening Protocol for Music, Film and Television Production, attached to this Order as **Appendix J**, as well as abide by applicable industry-generated protocols.
- b) Day camps. Day camps may remain open. Day camp owners and operators must implement and post the required Los Angeles County Department of Public Health Reopening Protocol for Day Camps, attached to this Order as **Appendix K**.

- c) Fitness facilities. Fitness facilities, including private gymnasiums, may be open for outdoor and limited capacity indoor operations only. The indoor occupancy at gyms and fitness facilities is limited to 25% of indoor occupancy. The owner, manager, or operator of fitness facilities must, prior to reopening for indoor operations, review, prepare, implement and post the required Los Angeles County Department of Public Health Reopening Protocol for Gyms and Fitness Establishments, attached to this Order as **Appendix L**.
- d) Outdoor portions of museums, galleries, botanical gardens, and outdoor facilities at zoos, aquariums, and other similar exhibition spaces (collectively, "Museums") may remain open to the public. The indoor portions of Museums may open to the public and are limited to 50% of indoor occupancy. The owner, manager, or operator of Museums and exhibition spaces must, prior to reopening for indoor operations, review, prepare, implement and post the required Los Angeles County Department of Public Health Reopening Protocol for Museums, Galleries, Zoos, and Aquariums, attached to this Order as **Appendix M**.
- e) Professional sports with live audiences. Professional sports teams and franchises may conduct operations and competitions with live audiences. Professional sports teams that have the public as a live audience during any game, event or competition, must review and implement the Los Angeles County Department of Public Health Protocol for Outdoor Seated Live Events and Performances, attached to this Order as **Appendix Z**. The owner, manager, or operator of professional sports teams and franchises must also implement and post the required Los Angeles County Department of Public Health Protocol for Professional Sports Leagues and Facilities Opening for Training Sessions, Spectator-Free Events, and Events with Spectators attached to this Order as **Appendix N**, as well as abide by applicable industry-generated protocols.
- f) Campgrounds, RV Parks and associated outdoor activities. Campgrounds and recreational vehicle parks may remain open. The owner, manager, or operator of campgrounds and RV Parks must review, prepare, implement and post the required Los Angeles County Department of Public Health Reopening Protocol for Campgrounds, RV parks and Cabin Rental Units, attached to this Order as **Appendix O**.
- g) Schools (K-12) and School Districts. All public and private schools (K-12) and school districts within the County of Los Angeles may open for in-person classes. Reopening of in-person classes in elementary schools requires that students be assigned to a stable group. Middle and high schools should consider creating stable groups of students as a best practice. Educational facilities serving students at any grade level must review and adhere to all provisions for safe opening of schools, as outlined in **Appendix T1: Reopening Protocols for K-12 Schools**. Schools and School Districts that are permitted to reopen must follow the Reopening Protocols for K-12 Schools and the Protocol for COVID-19 Exposure Management Plan in K-12 Schools, attached to this Order as **Appendices T1 & T2**. Schools may continue to offer day care for school-aged children so that essential members of the workforce continue to have available childcare. Schools offering day care for school-aged children must adhere to all provisions in the protocol for Programs Providing Day Care for School-Aged

Children. Schools that have not yet fully reopened all grades for in-person instruction may continue to offer specialized school services in those grades not yet reopened for small, stable cohorts of students with Individualized Education Programs (IEPs) or English Learners (ELs) needing assessments and/or specialized in school services, with priority given to students with disabilities. Other prioritized groups for in-person support and services include students not participating in distance learning, students at risk of abuse or neglect, foster youth, and students experiencing homelessness. Specialized services that require cohorting of students must limit the stable cohort size to **the number that allows minimum physical distancing requirements to be maintained in the available classroom space, but may not exceed thirty (30) students and two (2) supervising adults regardless of the space available** and must adhere to all provisions for safe operation of schools, as outlined in **Appendix T1: Reopening Protocols for K-12 Schools**.

- h) Personal Care Establishments. Personal Care Establishments may **remain** open for indoor operations with required modifications. Personal Care Establishments also include hair salons, nail salons, barbershops, esthetic, skin care, electrology, body art professionals, tattoo parlors, and piercing shops, tanning salons and massage therapy (in non-healthcare settings). Indoor occupancy at Personal Care Establishments is limited to **75%** of maximum capacity at all times. Services at Personal Care Establishments may only be provided by appointment. Customers and staff must keep their masks on, over both their nose and mouth, at all times. **Services that require a customer/client to remove their mask, e.g., facials, shaves, electrolysis are permitted when staff uses either a fitted N95 mask or a face covering and a face shield when providing the service.** The owner, manager or operator of a personal care establishment must review, prepare, implement and post the required Los Angeles County Department of Public Health Reopening Protocol for Personal Care Establishments, attached to this Order as **Appendix R**.
- i) Institutes of Higher Education. Colleges and universities in Los Angeles County may offer in-person academic instruction with limitations and modifications. Capacity for indoor lectures must be limited to **50%** occupancy or **200** people, whichever is less. Courses conducted in certain indoor settings, like labs or studio arts, are exempt from the occupancy limitations that apply to indoor lectures. Maximum capacity for those settings is dependent on the size of the instructional space and the ability to maintain appropriate physical distancing at all times between all students and staff. Academic instruction should continue to be offered synchronously via distance-learning to the extent practicable as specified in the County's Protocols for Institutes of Higher Education attached to this Order as **Appendix U**. Student activities should be conducted virtually when possible. Student activities held in person must be limited to gatherings of **25%** capacity or **100** students, whichever is smaller, for an outdoor space; or **25%** capacity or **50** students, whichever is smaller, for an indoor space. Faculty and other staff may come to campus for the purpose of providing distance learning, and other activities related to the purposes above, as well as maintaining minimum basic operations. The institution must review and comply with all relevant portions of

- the County's Protocols for Institutes of Higher Education to maximize safety for all employees.
- j) Cardrooms. Cardrooms, satellite wagering facilities, and racetrack onsite wagering facilities may open for indoor and outdoor operations. Indoor occupancy is limited to 25% of maximum indoor capacity. No food or beverages are permitted at or near the gaming tables or machines. The owner or operator of a cardroom must review, prepare, implement and post the required Los Angeles County Department of Public Health Reopening Protocol for Cardrooms attached to this Order as **Appendix Q**.
  - k) **Family Entertainment Centers**: Miniature Golf, Batting Cages, and Go Cart Racing. Miniature Golf, Batting Cages, and Go Cart Racing may open for indoor operations. Indoor occupancy is limited to 25% of maximum indoor capacity. The indoor portions of these businesses may be open with modifications for naturally distanced activities, such as bowling alleys and escape rooms. Arcade and other amusement games may not be operated. Food and beverages may not be consumed while participating in any family entertainment center activity. All Family Entertainment Center restaurants must review and adhere to the requirements of **Appendix I**. Members of the public may only consume food or beverages in designated indoor or outdoor dining areas. The owner or operator of a family entertainment establishment must review, prepare, implement and post the required Los Angeles Public Health Protocols for **Family Entertainment Centers** attached to this Order as **Appendix V**.
  - l) Youth and Adult Recreational Sports. K-12 School programs, community sponsored recreational programs, and private clubs and leagues for all organized youth sports, and adults playing recreational sports must all follow this protocol, which is attached to this Order as **Appendix S**.
  - m) Limited Services. For purposes of this Order, Limited Services businesses are businesses that are not clearly classified as a retail business, and do not generally require close customer contact. Limited services include those essential and other businesses that can provide services while maintaining appropriate physical distancing from customers or the public. Examples of businesses in the limited services industry include laundromats, dry cleaners, bank and credit union branches, tax services, check cashing, automobile dealerships, non-school learning centers, auto repair shops, car washes, landscapers, door to door services and sales, pet grooming, and dog walking. Limited services businesses may remain open at 75% maximum indoor occupancy, to ensure 6 feet of physical distancing between persons. The owner or operator of a Limited Services business must prepare, implement, and post the required Los Angeles County Public Health Protocols for Limited Services Businesses which is attached to this Order as **Appendix W**.
  - n) Movie Theaters. Movie Theaters may be open to the public at 50% of maximum indoor occupancy or 200 people, whichever is fewer. Customers may only purchase tickets for reserved seating only. Groups of customers must be seated in the theater at least 6 feet away from other customers. The owner or operator of a Movie Theater must prepare, implement, and post the required Los Angeles

County Public Health Protocols for Movie Theaters which is attached to this Order as **Appendix X**.

- o) Breweries, Wineries and Craft Distilleries. Wineries, Breweries and Craft Distilleries that do not possess a public health permit from the County of Los Angeles may operate **both outdoors and indoors** in compliance with **Appendix Y**. Wineries, Breweries, and Craft Distilleries may operate indoors at 25% of maximum indoor capacity, **or 100 people whichever is fewer**. If the establishment sells alcohol in the same transaction as a bona fide meal, **it must comply** with all requirements of the Restaurant Protocol, **Appendix I**.
- p) Amusement and Theme Parks. Amusement and Theme Parks can reopen to the public at a maximum occupancy of 25% of maximum park capacity. For indoor attractions or rides, the indoor occupancy is limited to 25% of the indoor space capacity with a 15-minute occupancy time limit. Indoor dining at Amusement and Theme Park restaurants is limited to 25% of maximum occupancy. Amusement and Theme Parks must, prior to reopening, have their reopening plans approved by the Los Angeles County Department of Public Health. The reopening plans must be submitted to County Public Health using this email address: [EHmail@ph.lacounty.gov](mailto:EHmail@ph.lacounty.gov). The owner or operator of an Amusement or Theme Park must prepare, implement, and post the required Los Angeles County Public Health Protocols for Amusement and Theme Parks which is attached to this Order as **Appendix AA**.
- q) Bars that possess a low risk public health permit issued by the County of Los Angeles may reopen for outdoor operations only with modifications in compliance with **Appendix Y-1**. If the Bar sells alcohol in the same transaction as a bona fide meal, it must comply with all requirements for outdoor dining in the Restaurant Protocol, **Appendix I**. Indoor operations are not permitted at this time. The owner or operator of a bar must prepare, implement, and post the required Los Angeles County Public Health Protocols for Bars which is attached to this Order as **Appendix Y-1**.
- r) Outdoor Seated Live Events and Performances. Outdoor Seated Live Events can reopen to the public at a maximum of 33% maximum outdoor occupancy with multiple required modifications. Outdoor Seated Live Event operators must prepare, implement and post the required Los Angeles County Public Health Protocols for Outdoor Live Events which is attached to this Order as **Appendix Z**.

## **REASONS FOR THE ORDER**

10. This Order is based upon the following determinations: evidence of continued community transmission of COVID-19 within the County; asymptomatic transmission has been documented; scientific evidence and best practices regarding the most effective approaches to slow the transmission of communicable diseases generally and COVID-19 specifically; evidence that a significant portion of the County population is at risk for serious health complications, including hospitalizations and death from COVID-19, due to age or pre-existing health conditions; and further evidence that other County residents, including younger and otherwise healthy people, are also at risk for serious



negative health outcomes and for transmitting the virus to others. The Order's intent is to protect the public from the spread of COVID-19.

11. Existing community transmission of COVID-19 in Los Angeles County remains substantial and continues to present a substantial and significant risk of harm to residents' health. Vaccinations are occurring as quickly as supplies allow, but most people in our community are still not vaccinated. New variants of the virus that may spread more easily or cause more severe illness are present in our county; however, their impact on our local epidemic is largely unknown. As of April 1, 2021, there have been at least 1,220,246 cases of COVID-19 and 23,189 deaths reported in Los Angeles County. There remains a strong likelihood that increased interactions among members of the public will result in a significant and increasing number of cases of community transmission. Making the community transmission problem worse, some individuals who contract the virus causing COVID-19 have no symptoms or have only mild symptoms, and so are unaware that they carry the virus and are transmitting it to others. Further, evidence shows that the virus can, at times, survive for several hours on surfaces and can be indirectly transmitted between individuals. Because even people without symptoms can transmit the virus, and because evidence shows the infection is easily spread, preventing, limiting, and placing conditions on various types of gatherings and other direct and indirect interpersonal interactions have been proven to reduce the risk of transmitting the virus.
12. Epidemiologic evidence suggests that the rate of community transmission, hospitalizations and testing positivity rates have substantially declined to a point that allows the County of Los Angeles to move to a less restrictive tier, the Orange Tier, as established by the State's Blueprint for a Safer Economy. Unfortunately, COVID-19 transmission remains substantial in Los Angeles County. Although over a million County residents have received at least one dose of vaccine, the public health emergency and attendant risks to the public's health associated with COVID-19 still predominate.
13. In line with the State Public Health Officer, the Health Officer is monitoring several key indicators (COVID-19 Indicators) within the County. Activities and business operations that are permitted must be conducted in accordance with the required Social (Physical) Distancing, reopening protocols, and other infection control protocols ordered by the Health Officer.
14. The Health Officer will continue monitoring COVID-19 Indicators to assess the impact of easing restrictions and re-opening sectors. Those Indicators include, but are not limited to:
  - a) The number of new cases, hospitalizations and deaths and the testing positivity rate.
  - b) The capacity of hospitals and the healthcare system in the County, including acute care beds, Intensive Care Unit beds, and ventilators to provide care for existing COVID-19 patients and other patients, and capacity to surge with an increase of COVID-19 cases.

- c) The supply of personal protective equipment (PPE) available for hospital staff, nursing home staff and other healthcare providers and personnel who need PPE to safely respond to and treat COVID-19 patients and other patients.
- d) The ability and capacity to quickly and accurately test persons to determine whether individuals are COVID-19 positive, especially those in vulnerable populations or high-risk settings or occupations, and to identify and assess outbreaks.
- e) The ability to conduct case investigation and contact tracing for the volume of future cases and associated contacts, isolating confirmed cases and quarantining persons who have had contact with confirmed cases.

## **DEFINITIONS AND EXEMPTIONS**

15. The following activities are permitted under this Order:

- a) Engaging in activities or performing tasks important to the health and safety of family or household members (including pets), such as, visiting a health or veterinary care professional, obtaining medical supplies or medication, visiting a physician or child's pediatrician for routine care, such as, well-child visits and vaccinations;
- b) Obtaining necessary services and supplies for family or household members, or delivering the same, such as, obtaining grocery items or necessary supplies from Essential Businesses for one's household or for delivery to others;
- c) Performing work for or accessing businesses that are open, or to carry out Minimum Basic Operations for businesses that are closed or operating remotely.
- d) Obtaining or accessing services from Essential Governmental Functions, such as, accessing court, social and administrative services, or complying with an order of law enforcement or court;
- e) Caring for minors, the elderly, dependents, persons with disabilities, or other vulnerable persons;
- f) Obtaining in-person behavioral health or substance use disorder support in therapeutic small group meetings, such as Alcoholics Anonymous or Narcotics Anonymous, provided that the gathering is limited to 12 people or fewer and Social (Physical) Distancing is practiced.
- g) Obtaining in-person faith-based counselling services where the service cannot reasonably be practiced remotely, provided that the gathering is limited to 12 people or fewer and Social (Physical) Distancing is practiced.
- h) Attending faith-based services. Places of Worship should engage in outdoor or remote faith-based services and other related activities for all attendees, especially for those who are vulnerable to COVID-19 including older adults and those with co-morbidities given the currently substantial rate of community transmission, hospitalizations, and premature deaths associated with COVID-19. If drive-in outdoor services are offered, cars are directed to park at least 6 feet apart. When carrying out virtual activities indoors, it is recommended that no more than 10 individuals participate in production and broadcast process; anyone

participating in production and broadcast must follow infection control and physical distancing requirements. If in-person outdoor services are held, the number of persons on-site outdoors at any time shall be reduced as needed to permit compliance with physical distancing requirements. If in-person indoor services are held, the number of persons in attendance indoors shall be limited to 50% of the maximum occupancy, based on the applicable Building Code or Fire Code. All persons attending either indoor or outdoor services must comply with the infection control and physical distancing requirements, as specified in Social (Physical) Distancing Protocol (**Appendix A**), including but not limited to, clergy, staff, choir, volunteers, attendees, and any visitors at the facility maintaining a minimum of six feet between others from different households and all must wear a face covering or mask over both the nose and mouth at all times while in or on the grounds of the facility and when walking near or past non-household members, among others. The California Department of Public Health advises that “activities such as singing, and chanting negate the risk-reduction achieved through six feet of physical distancing” due to an increased likelihood for transmission from contaminated exhaled droplets. Consider practicing these activities through alternative methods (such as internet streaming) that ensure individual congregation members perform these activities separately in their own homes or alone in a separate room at the Place of Worship. Please review the State Industry Guidance for Places of Worship and Providers of Religious Services and Cultural Ceremonies [here](#). The Centers for Disease Control and Prevention recommends organizations consider temporarily suspending singing, chanting, or shouting, especially when indoors. If attendees choose to sing, chant, or shout, encourage them to continue wearing their masks while doing so and increase the distance between people to greater than 6 feet. Faith-based organizations holding in-person services, must review and follow the Department of Public Health Social (Physical) Distancing Protocols, attached to this Order as **Appendix A**.

- i) Engaging in outdoor recreation activity, in compliance with Social (Physical) Distancing requirements and wearing a mask, subject to the following limitations:
  - i. Outdoor recreation activity at parks, trails, piers, and beaches, and other open spaces must comply with any access or use restrictions separately established by the Health Officer, government, or other entity that manages the area to reduce crowding and the risk of COVID-19 transmission.
  - ii. Use of shared outdoor facilities for recreational activities, including but not limited to golf courses, tennis and pickleball courts, children's playgrounds, shooting and archery ranges, equestrian centers, model airplane areas, community gardens, skate parks, and bike parks, must comply with any access or use restrictions separately established by the Health Officer, government, or other entity that manages the area to reduce crowding and the risk of COVID-19 transmission.
  - iii. Local public entities may elect to temporarily close certain streets or areas to automobile traffic, to allow for increased space for persons to engage in recreational activity permitted by and in compliance with Social (Physical) Distancing requirements specified in this Order.

- iv. Swimming pools and splash pads in any non-residential setting may reopen on June 12, 2020, with the owner, manager, or operator of the swimming pool or splash pad implementing and posting the required Los Angeles County Department of Public Health Protocol for Swimming Pools. All hot tubs, saunas, and steam rooms located on non-residential property remain closed.
  - v. For-hire fishing, guided fishing, or small-group chartered boat trips may resume operating on June 12, 2020, with the owner, manager, or operator of the charter business implementing the required Los Angeles County Department of Public Health Protocols for Small Water Vessel Charters.
  - j) Participating in a Vehicle-Based Parade. The host of the Vehicle-Based Parade must comply with all local ordinances, traffic control requirements, and state and local laws. Further, the host of Vehicle-Based Parades must submit a safety plan 10 days in advance to [ehmail@ph.lacounty.gov](mailto:ehmail@ph.lacounty.gov) and comply with the Los Angeles County Department of Public Health Vehicle-Based Parade Protocol, attached to this Order as **Appendix G**.
  - k) Participating in an in-person protest as long as the protest is held outdoors. Outdoor protests are permitted without a limit on attendees. Persons participating in a protest must wear a mask and maintain physical distancing of six (6) feet between persons or groups of persons from different households at all times, as well as observe the Department of Public Health Protocol for Public Demonstrations.
16. Individuals may work for, train for, volunteer at, or obtain services at Healthcare Operations: hospitals, clinics, laboratories, dentists, optometrists, pharmacies, physical therapists, rehabilitation and physical wellness programs, chiropractors, pharmaceutical and biotechnology companies, other licensed healthcare facilities, healthcare suppliers, home healthcare service providers, mental or behavioral health providers, alcohol and drug treatment providers, cannabis dispensaries with a medicinal cannabis license and all other required state and local licenses, blood and blood product donation organizations, medical or scientific research companies, or any related and/or ancillary healthcare services, manufacturers, distributors and servicers of medical devices, diagnostics, and equipment, veterinary care, and other animal healthcare. This exemption shall be construed to avoid any impact to the delivery of healthcare, broadly defined.
17. Individuals may provide any service, train for, or perform any work necessary to the operation and maintenance of Essential Infrastructure, which is defined as, public health operations, public works construction, airport operations, port operations, food supply, water, sewer, gas, electrical, oil extraction and refining, roads and highways, public transportation, solid waste collection, removal and processing, flood control and watershed protection, cemeteries, mortuaries, crematoriums, and internet and telecommunications systems (including the provision of essential global, national, local infrastructure for computing services, business infrastructure, communications, and web-based services), and manufacturing and distribution companies deemed essential as part of the Essential Infrastructure supply chain, provided that they carry

out those services or that work. In providing these services, training for, or performing this work, individuals must comply with Social (Physical) Distancing requirements to the extent practicable.

18. For purposes of this Order, Essential Businesses are:

- a) Grocery stores, certified farmers' markets, farm and produce stands, supermarkets, food banks, convenience stores, warehouse stores, and other establishments engaged in the retail sale of canned food, dry goods, fresh fruit and vegetables, pet supply, water, fresh meats, fish, and poultry, and any other household consumer products (such as cleaning or personal care products). This includes stores that sell groceries and other non-grocery products, such as products necessary to maintaining the safety, sanitation, and essential operation of residences. Occupancy at stand-alone grocery stores remains limited to comply with the continuing requirement that customers must have sufficient space to remain physically distanced by at least 6 feet at all times. Public Health strongly recommends that stand-alone grocery stores where the principal business activity is the sale of food operate at 50% of maximum occupancy (based on building code occupancy limits) in order to allow time for grocery store workers to obtain COVID-19 vaccinations. All access to grocery stores and retail food markets should be strictly metered to ensure compliance with the limit on capacity. The sale of food, beverages, and alcohol for in-store consumption is prohibited. Retail food markets, including but not limited to grocery stores, convenience stores, liquor stores and other retail locations that sell food or beverage products and that are required to have a health permit issued by the Department of Public Health as a Food Market Retail, must review and comply with the Los Angeles County Department of Public Health Protocols for Grocery Stores and Retail Food Markets, attached to this Order as **Appendix B-1**;
- b) Food processors, confectioners, food packagers, food testing labs that are not open to the public, and food cultivation, including farming, livestock, and fishing;
- c) Organizations and businesses that provide food, shelter, social services, and other necessities of life for economically disadvantaged or otherwise needy individuals (including gang prevention and intervention, domestic violence, and homeless service agencies);
- d) Newspapers, television news, radio, magazine, podcast and journalism activities, including taped, digitally recorded or online-streamed content of any sort that is produced by one or more members of a single household, within the household's residence and without the physical presence of any non-member of the household;
- e) Gas stations, auto-supply, mobile auto repair operations, auto repair shops (including, without limitation, auto repair shops adjacent to or otherwise in connection with a retail or used auto dealership), and bicycle repair shops and related facilities;
- f) Banks, credit unions, financial institutions and insurance companies;
- g) Hardware stores, nurseries; building supply stores;

- h) Plumbers, electricians, exterminators, custodial/janitorial workers, handyman services, funeral homes and morticians, moving services, HVAC installers, carpenters, vegetation services, tree maintenance, landscapers, gardeners, property managers, private security personnel and other service providers who provide services to maintain the safety, sanitation, and essential operation to properties and other Essential Businesses;
- i) Businesses providing mailing and shipping services, including post office boxes;
- j) Educational institutions (including public and private K-12 schools, colleges, and universities);
- k) Laundromats, dry cleaners, and laundry service providers. Limited services businesses may remain open at 75% maximum indoor occupancy, with specific modifications listed in **Appendix W**;
- l) Restaurants and other food facilities that prepare and serve food. Restaurants open for delivery, drive thru, carry out, outdoor dining, and indoor dining at 50% of maximum indoor capacity or 200 persons, whichever is fewer, with specific modifications for both outdoor and indoor dining listed in **Appendix I**. Restaurants with a moderate risk or high risk restaurant permit issued by the County of Los Angeles Department of Public Health and other food facilities must review and follow the most current County Protocols for Restaurants, attached to this Order as **Appendix I**. Cafeterias, commissaries, and restaurants located within hospitals, nursing homes, or other licensed health care facilities may provide dine-in service, as long as Social (Physical) Distancing is practiced;
- m) Businesses that supply office or computer products needed by people who work from home;
- n) Businesses that supply other Essential Businesses with the support or supplies necessary to operate;
- o) Non-manufacturing, transportation or distribution businesses that ship, truck, transport, or provide logistical support to deliver groceries, food, goods or services directly to residences, Essential Businesses, Healthcare Operations, and Essential Infrastructure. This exemption shall not be used as a basis for engaging in sales to the general public from retail storefronts;
- p) Airlines, taxis, ride sharing services and other private transportation providers providing transportation services necessary for activities of daily living and other purposes expressly authorized in this Order;
- q) Businesses that manufacture parts and provide necessary service for Essential Infrastructure;
- r) Home-based care for seniors, adults, disabled persons, or children;
- s) Residential facilities and shelters for homeless residents, disabled persons, seniors, adults, children and animals;
- t) Professional services, such as legal, payroll or accounting services, when necessary to assist in compliance with legally mandated activities, and the permitting, inspection, construction, transfer and recording of ownership of housing, including residential and commercial real estate and anything incidental

thereto, provided that appointments and other residential viewings must only occur virtually or, if a virtual viewing is not feasible, by appointment with no more than two visitors at a time residing within the same household or living unit and one individual showing the unit (except that in-person visits are not allowed when the occupant is still residing in the residence);

- u) Childcare facilities. All childcare facilities, including those operating at schools, must operate under the LAC DPH Childcare Guidance and the following conditions: (1) Childcare must be carried out in stable cohorts ("stable" means the same children and adults are in the same group each day); (2) Cohort size is limited to the number that allows adherence to the minimum physical distancing requirements between members of the group within the available licensed space. At no time may cohort size exceed the maximum number of children permitted per licensed space by Community Care Licensing (CCL) and facility shall comply at all times with minimum staff to child ratios set by CCL; (3) Children shall not change from one group to another; (4) If more than one group of children is cared for at one facility, each group shall be in a separate room. Groups shall not mix with each other; (5) Childcare providers shall not be assigned to more than two different stable cohorts of children;
- v) Hotels, motels, shared rental units and similar facilities. Hotels, motels, shared rental units and similar facilities may reopen for tourism and individual travel, in adherence with the required Los Angeles County Department of Public Health Reopening Protocol for Hotels, Lodging and Short-Term Rentals, attached to this Order as **Appendix P**;
- w) Construction, which includes the operation, inspection, and maintenance of construction sites and construction projects for construction of commercial, office and institutional buildings, residential and housing construction;
- x) [Intentionally omitted].

19. For purposes of this Order, "Social (Physical) Distancing" means: (1) Maintaining at least six (6) feet of physical distance from individuals who are not members of the same household; (2) Frequently washing hands with soap and water for at least 20 seconds, or using hand sanitizer that contains at least 60% alcohol; (3) Wearing a mask when whenever an individual leaves their home or place of residence, and when an individual is or can be in contact with or walking by or past others who are non-household members in both public and private places, whether indoors or outdoors. Wearing a mask over both the nose and mouth reduces the risk of transmission to others from people who do not have symptoms and do not know they are infected; and (4) Avoiding all physical interaction outside the household when sick with a fever or cough, except for necessary medical care.

20. For purposes of this Order, the "Social (Physical) Distancing Protocol" that must be implemented and posted must demonstrate how the following infection control measures are being implemented and achieved, as applicable:

- a) Limiting the number of people who may enter into the facility at any one time to ensure that people in the facility can easily maintain a minimum six (6) foot physical distance from others, at all times, except as required to complete a

- business activity or transaction. Members of a single household or living unit may stand or move together but must be separated from others by a physical distance of at least six (6) feet.
- b) Where lines may form at a facility, marking six (6) foot increments at a minimum, establishing where individuals should stand to maintain adequate Social (Physical) Distancing, whether inside or outside the facility.
  - c) Providing hand sanitizer, soap and water, or effective disinfectant at or near the entrance of the facility and in other appropriate areas for use by the public and employees, and in locations where there is high-frequency employee interaction with members of the public (e.g., cashiers). Restrooms normally open to the public shall remain open to the public.
  - d) Posting a sign in a conspicuous place at all public entries that instructs the public not to enter if they are experiencing symptoms of respiratory illness, including fever or cough, to wear masks, and to maintain Social (Physical) Distancing from one another.
  - e) Providing for the regular disinfection of high-touch surfaces, and disinfection of all payment portals, pens, and styluses after each use. All businesses are encouraged to also offer touchless payment mechanisms, if feasible.
  - f) Providing masks to employees and contracted workers whose duties require close contact with other employees and/or the public. Those who have been instructed by their medical provider that they should not wear a mask should wear a face shield with a drape on the bottom edge, to be in compliance with State directives, as long as their condition permits it. A drape that is form fitting under the chin is preferred. Masks with one-way valves should not be used.
  - g) Requiring that members of the public who enter the facility wear a mask over both the nose and mouth, which reduces the risk of “asymptomatic” or “pre-symptomatic” transmission to workers and others, during their time in the facility.
  - h) Adhering to communicable disease control protocols provided by the Los Angeles County Department of Public Health, including requirements for cleaning and disinfecting the site. See protocols posted at [www.publichealth.lacounty.gov/media/Coronavirus/](http://www.publichealth.lacounty.gov/media/Coronavirus/).
21. Operators of businesses that are required to cease in-person operations may conduct Minimum Basic Operations, which means:
- a) The minimum necessary activities to maintain and protect the value of the business's inventory and facilities; ensure security, safety, and sanitation; and process payroll and employee benefits;
  - b) The minimum necessary activities to facilitate the business's owners, employees, and contractors being able to continue to work remotely from their residences, and to ensure that the business can deliver its services remotely.

### **ADDITIONAL TERMS**

22. The County shall promptly provide copies of this Order by: (a) posting it on the Los Angeles Department of Public Health's website ([www.publichealth.lacounty.gov](http://www.publichealth.lacounty.gov)),



- (b) posting it at the Kenneth Hahn Hall of Administration located at 500 West Temple Street, Los Angeles, CA 90012, (c) providing it to any member of the public requesting a copy, and (d) issuing a press release to publicize the Order throughout the County.
- a) The owner, manager, or operator of any facility that is likely to be impacted by this Order is strongly encouraged to post a copy of this Order onsite and to provide a copy to any member of the public requesting a copy.
  - b) Because guidance may change, the owner, manager, or operator of any facility that is subject to this Order is ordered to consult the Los Angeles County Department of Public Health's website ([www.publichealth.lacounty.gov](http://www.publichealth.lacounty.gov)) daily to identify any modifications to the Order and is required to comply with any updates until the Order is terminated.
23. If any subsection, sentence, clause, phrase, or word of this Order or any application of it to any person, structure, gathering, or circumstance is held to be invalid or unconstitutional by a decision of a court of competent jurisdiction, then such decision will not affect the validity of the remaining portions or applications of this Order.
24. This Order incorporates by reference, the March 4, 2020 Proclamation of a State of Emergency issued by Governor Gavin Newsom and the March 4, 2020 declarations of a local and public health emergency issued by the Los Angeles County Board of Supervisors and Los Angeles County Health Officer, respectively, and as they may be supplemented.
25. This Order is issued in consideration of the County's current status within the tiered reopening approach of California's Blueprint for a Safer Economy issued August 28, 2020. This Order may be revised in the future as the State Public Health Officer progressively designates sectors, businesses, establishments, or activities for reopening with required modifications or closure at a pace designed to protect health and safety. Should local COVID-19 conditions warrant, the Health Officer may, after consultation with the Board of Supervisors, issue orders that are more restrictive than the guidance and orders issued by the State Public Health Officer.
26. This Order is consistent with the provisions in the Governor's Executive Order N-60-20 and the State Public Health Officer's May 7, 2020 Order, that local health jurisdictions may implement or continue more restrictive public health measures in the jurisdiction if the local health officer believes conditions in that jurisdiction warrant them. Where a conflict exists between this Order and any state public health order related to controlling the spread of COVID-19 during this pandemic, the most restrictive provision controls. Consistent with California Health and Safety Code section 131080, except where the State Health Officer may issue an order expressly directed at this Order or a provision of this Order and based upon a finding that a provision of this Order constitutes a menace to the public health, any more restrictive measures in this Order may continue to apply and control in the County of Los Angeles Public Health Jurisdiction.
27. Pursuant to Sections 26602 and 41601 of the California Government Code and Section 101029 of the California Health and Safety Code, the Health Officer requests that the Sheriff and all chiefs of police in all cities located in the Los Angeles County Public

Health Jurisdiction ensure compliance with and enforcement of this Order. The violation of any provision of this Order constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is punishable by fine, imprisonment or both.

28. This Order shall become effective at 12:01am on **Monday, April 05, 2021** and will continue to be until it is revised, rescinded, superseded, or amended in writing by the Health Officer.

**IT IS SO ORDERED:**



**4/2/2021**

---

**Muntu Davis, M.D., M.P.H.**

---

**Date**

Health Officer,  
County of Los Angeles

## Appendices At-A-Glance

**Businesses and customers should continue reviewing sector-specific protocol on a regular basis to ensure they are complying with the latest health protection and prevention measures.**

All DPH protocol is available at:  
<http://www.publichealth.lacounty.gov/media/Coronavirus/>

**Appendix A:** Protocol for Social Distancing [Revised 3/5/2021]

**Appendix B:** Protocols for Retail Establishments Opening for In-person Shopping [Revised 4/2/2021]

**Appendix B-1:** Protocols for Grocery Stores and Retail Food Markets [Revised 4/2/2021]

**Appendix C:** Reopening Protocol for Warehousing, Manufacturing and Logistic Establishments [Revised 2/5/2021]

**Appendix D:** Protocols for Office-Based Worksites [Revised 4/2/2021]

**Appendix E:** Protocols for Shopping Center Operators [Revised 4/2/2021]

**Appendix F:** [Rescinded on 12/29/2020]

**Appendix G:** Protocol for Vehicle-Based Parades [Revised 10/13/2020]

**Appendix H:** [Rescinded and Incorporated into Appendix R on 10/23/2020]

**Appendix I:** Protocol for Restaurants [Revised 4/2/2021]

**Appendix J:** Reopening Protocol for Music, Film, and Television Production [Revised 4/2/2021]

**Appendix K:** Reopening Protocol for Day Camps [Revised 3/14/2021]

**Appendix L:** Reopening Protocol for Gyms and Fitness Establishments [Revised 4/2/2021]

**Appendix M:** Reopening Protocol for Museums, Galleries, Zoos, and Aquariums [Revised 4/2/2021]

**Appendix N:** Protocol for Professional Sports Leagues and Facilities Opening for Training Sessions, Spectator-Free Events, and Events with Spectators [Revised 4/2/2021]

**Appendix O:** Reopening Protocol for Campgrounds, RV parks and Cabin Rental Units [Revised 1/28/2021]

**Appendix P:** Reopening Protocol for Hotels, Lodging, and Short-Term Rentals [Revised 3/12/2021]

**Appendix Q:** Reopening Protocol for Cardrooms [Revised 4/2/2021]

**Appendix R:** Reopening Protocol for Personal Care Establishments [Revised 4/2/2021]

**--continued on next page--**

**Appendix R:** Reopening Protocol for Personal Care Establishments [Revised 4/2/2021]

**Appendix S:** Protocols for Youth and Adult Recreational Sports [Revised 4/2/2021]

**Appendix T1:** Reopening Protocols for K-12 Schools [Revised 4/2/2021]

**Appendix T2:** Protocol for COVID-19 Exposure Management Plan in K-12 Schools [Revised 3/11/2021]

**Appendix U:** Reopening Protocol for Institutes of Higher Education [Revised 4/2/2021]

**Appendix V:** Protocols for Family Entertainment Centers [Revised 4/2/2021]

**Appendix W:** Protocols for Limited Services Businesses [Revised 4/2/2021]

**Appendix X:** Protocols for Movie Theaters [Revised 4/2/2021]

**Appendix Y:** Protocol for Breweries, Wineries, and Craft Distilleries [Revised 4/2/2021]

**Appendix Y-1:** Reopening Protocol for Bars [Issued 4/2/2021]

**Appendix Z:** Protocol for Outdoor Seated Live Events and Performances [Issued 4/2/2021]

**Appendix AA:** Protocol for Amusement Parks and Theme Parks Reopening for Outdoor Public Access [Issued 4/2/2021]

**Special City Council Meeting**  
**E-mail Public Comment 04/07/2021**

**AGENDA ITEM NO. 9**

**Discussion of Ordinance Establishing Requirements  
for “Hero Pay” and Associated Protections for  
Grocery Workers in the City**

1. Timothy James
2. Randy Cabrera
3. Erika Walls
4. Rachel Torres
5. Helen Tran
6. Ella Hushagen
7. Maya Barron

**From:** Tim James <[REDACTED]>  
**Sent:** Tuesday, April 6, 2021 10:31 AM  
**To:** CCO <[cco@southpasadenaca.gov](mailto:cco@southpasadenaca.gov)>  
**Cc:** City Clerk's Division <[CityClerk@southpasadenaca.gov](mailto:CityClerk@southpasadenaca.gov)>  
**Subject:** Grocery Worker Pay

**CAUTION:** This email originated from outside of the City of South Pasadena. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Councilmembers, please accept the attached letters and documents regarding the grocery pay ordinance. Please contact me directly to discuss. Thank you for your consideration. Tim

Timothy James  
Director, Local Government Relations  
California Grocers Association  
[REDACTED]

April 6, 2021

The Honorable Diana Mahmud  
Mayor, City of South Pasadena  
1414 Mission Street  
South Pasadena, CA 91030



RE: Grocery Worker Pay

Dear Mayor Mahmud,

On behalf of South Pasadena grocers, I write to ask the Council to not move forward with the proposed grocery worker premium pay ordinance given the numerous negative consequences to grocery workers, neighborhoods and the grocery industry. Based on the consequences experienced in other jurisdictions with similar ordinances, we must oppose the ordinance for both policy and legal reasons.

We agree that grocery workers serve a vital and essential role during the pandemic. They have worked tirelessly to keep stores open for consumers, allowing our communities to have uninterrupted access to food and medications. To protect our employees, grocery stores were among the first to implement numerous safety protocols, including providing PPE and masks, performing wellness checks, enhancing sanitation and cleaning, limiting store capacity, and instituting social distance requirements, among other actions.

On top of increased safety measures, grocery employees have also received unprecedented amounts of supplemental paid leave to care for themselves and their families in addition to already existing leave benefits. Grocers have also provided employees additional pay and benefits throughout the pandemic in various forms, including hourly and bonus pay, along with significant discounts and complimentary groceries. All of these safety efforts and additional benefits clearly demonstrate grocers' dedication and appreciation for their employees. Most importantly the industry has been fierce advocates for grocery workers to be prioritized for vaccinations. This is evident now that your county has been considering grocery workers a priority for weeks now and nearly every grocery worker has the opportunity to be vaccinated.

Unfortunately, a Grocery Worker Pay ordinance would mandate grocery stores provide additional pay beyond what is feasible, which would severely impact store viability and result in increased prices for groceries, limited operating hours, reduced hours for workers, fewer workers per store, and most concerning, possible store closures. These negative impacts from the ordinance would be felt most acutely by independent grocers, ethnic format stores, and stores serving low-income neighborhoods. The Cities of Los Angeles, Long Beach and Seattle, who have passed a similar ordinance, have already suffered the permanent loss of several full-service grocery stores as direct result.

We request the City of South Pasadena perform an economic impact report to understand the true impacts of this policy. If you choose not to understand specific impacts for South Pasadena, then we refer you to the economic impact report from the City of Los Angeles Legislative Analyst Office and the San Francisco Office of the Controller. These reports make it clear that the impact of this policy will severely impact workers, consumers, and grocery stores.

In their own words the Los Angeles City Legislative Analyst clearly states that grocery "companies would be required to take action to reduce costs or increase revenue as the labor increase will eliminate all current profit margin." The report recognizes that "affected companies could raise prices to counteract the additional wage cost." This type of ordinance would put "more pressure on struggling stores (especially independent grocers) which could lead to store closures" and that "the closure of stores could lead to an increase in 'food deserts' that lack access to fresh groceries."

The San Francisco Controller's Office in their Economic Impact Report urges decision-makers to consider "the distributional impact of having local consumers, including low-income households, pay for wage mandates that lead to higher labor costs for business." The report identifies the ordinance will "possibly lead to reduced employment and higher consumer prices.

April 6, 2021

PAGE 2



These costs would generate negative multiplier effects on other local industries and sectors of the local economy.” The report also identifies “a decline in employment of 164 jobs.”

These are all scenarios we know everyone in the community wants to avoid, especially during a pandemic. This is why we are asking the Council to not move forward with this policy and, instead, focus on making sure all grocery workers are provided the vaccine.

Specific to ordinance language, there are numerous policy and legal issues which unnecessarily single out the grocery industry and create significant burdens. The ordinance fails to recognize the current efforts grocers are making to support their employees and requires grocers add significant costs on to existing employee benefit programs.

Furthermore, passing this ordinance improperly inserts the city into employee-employer contractual relationships. The ordinance also ignores other essential workers, including city employees, that have similar interaction with the public. Taken in whole, this ordinance is clearly intended to impact only specific stores within a single industry and fails to recognize the contributions of all essential workers. Based on language specifics, this ordinance misses a genuine effort to promote the health, safety and welfare of the public.

Emergency passage of the ordinance also ignores any reasonable effort for compliance by impacted stores, as several grocery stores will be operating at the time of passage. By implementing the ordinance immediately there is literally no time to communicate to employees, post notices, adjust payroll processes, and other necessary steps as required by California law. Coupled with the varied enforcement mechanisms and significant remedies outlined, the passage of this ordinance would put stores into immediate jeopardy. This scenario is yet another negative consequence resulting from the lack of outreach to grocers and the grocery industry to understand real world impacts.

Grocery workers have demonstrated exemplary effort to keep grocery stores open for South Pasadena. This why the grocery industry has provided significant safety measures and historic levels of benefits that include additional pay and bonuses. It is also why vaccinating grocery workers has been our first priority. Unfortunately, this ordinance is a significant overreach of policy and jurisdictional control. This will result in negative consequences for workers and consumers that will only be compounded by the pandemic.

We respectfully implore the Council to not move forward with the grocery worker pay ordinance at this time. We encourage you to recognize and understand the impacts of this ordinance on workers and the community by accepting our invitation to work cooperatively with South Pasadena grocers. If Council must bring the ordinance forward for a vote at this time we ask you to oppose its passage. CGA is submitting additional information from our legal counsel for your consideration.

Thank you for your consideration and we look forward to being able to combat the pandemic in partnership with the City of South Pasadena.

Sincerely,  
  
Timothy James  
California Grocers Association

CC: Members, South Pasadena City Council  
City Clerk, City of South Pasadena



April 6, 2021

Writer's Direct Contact  
+1 (415) 268.6358  
WTarantino@mofocom

**Via Email**

The Honorable Diana Mahmud  
City Council  
1414 Mission Street  
South Pasadena, California 91030

Re: Hazard Pay for Grocery Workers Ordinance

Dear Council Members:

We write on behalf of our client, the California Grocers Association (the "CGA"), regarding the proposal on the City Council's April 7, 2021 agenda to consider a "hazard pay" ordinance for grocery workers in South Pasadena. Any hazard pay ordinance will compel grocers in South Pasadena to spend less on worker and public health protections in order to avoid losses that could lead to closures. In addition, an ordinance would interfere with the collective-bargaining process protected by the National Labor Relations Act (the "NLRA"), and unduly targets certain grocers in violation of their constitutional equal protection rights. We respectfully request that the City Council take a careful and considered look at these issues before making any decision on a hazard pay ordinance.

**Hazard pay ordinances do not address frontline workers' health and safety.** The purported purpose of these ordinances are to protect the public health and safety, but these ordinances as proposed in every city have been devoid of any requirements related to the health and safety of frontline workers or the general public and instead imposes costly burdens on certain grocers by requiring them to provide mandatory wage increases of up to \$5.00 per hour for all hours worked. A wage increase does not play any role in mitigating the risks of exposure to COVID-19, nor is there any evidence that grocery store workers are exposed to higher risks than other essential workers. If anything, an ordinance could increase those risks, as it may divert funds that otherwise would have been available for grocers to continue their investments in public health measures recognized to be effective: enhancing sanitation and cleaning protocols, limiting store capacity, expanding online orders and curbside pickup service, and increasing spacing and social distancing requirements.

These ordinances choose winners and losers among frontline workers in mandating wage increases. Other retail and health care workers are ignored, despite the fact that those same workers have been reporting to work since March.

**Hazard pay ordinances are unconstitutional.** By mandating hazard pay, the City would improperly insert itself into the middle of the collective bargaining process protected by the National Labor Relations Act. Grocers have continued to operate, providing food and household items to protect public health and safety. In light of the widespread decrease in economic activity, there is also no reason to believe that grocery workers are at any particular risk of leaving their jobs, but even if there were such a risk, grocers would have every incentive to increase the workers' compensation or otherwise bargain with them to improve retention. A hazard pay ordinance would interfere with this process, which Congress intended to be left to be controlled by the free-play of economic forces. *Machinists v. Wisconsin Employment Relations Comm'n*, 427 U.S. 132 (1976).

For example, in *Chamber of Commerce of U.S. v. Bragdon*, the Ninth Circuit Court of Appeals held as preempted an ordinance mandating employers to pay a predetermined wage scale to employees on certain private industrial construction projects. 64 F.3d 497 (9th Cir. 1995). The ordinance's purported goals included "promot[ing] safety and higher quality of construction in large industrial projects" and "maintain[ing] and improv[ing] the standard of living of construction workers, and thereby improv[ing] the economy as a whole." *Id.* at 503. The Ninth Circuit recognized that this ordinance "differ[ed] from the [a locality's] usual exercise of police power, which normally seeks to assure that a minimum wage is paid to all employees within the county to avoid unduly imposing on public services such as welfare or health services." *Id.* at 503. Instead, the ordinance was an "economic weapon" meant to influence the terms of the employers' and their workers' contract. *Id.* at 501-04. The Ninth Circuit explained that the ordinance would "redirect efforts of employees not to bargain with employers, but instead, to seek to set specialized minimum wage and benefit packages with political bodies," thereby substituting a "free-play of economic forces that was intended by the NLRA" with a "free-play of political forces." *Id.* at 504.

While the City has the power to enact ordinances to further the health and safety of its citizens, it is prohibited from interfering directly in employers' and their employees' bargaining process by arbitrarily forcing grocers to provide wages that are unrelated to minimum labor standards, or the health and safety of the workers and the general public. While minimum labor standards that provide a mere backdrop for collective bargaining are consistent with the NLRA, local laws such as a hazard pay ordinance, which effectively dictate the outcome of the collective bargaining process, are preempted. An ordinance such as the one proposed here imposes unusually strict terms on a narrow band of businesses without any allowance for further bargaining. By enacting an ordinance such as this, the City would end any negotiations by rewriting contracts.

Hazard pay ordinances also violate the U.S. Constitution and California Constitution's Equal Protection Clauses (the "Equal Protection Clauses"). The Equal Protection Clauses provide

for “equal protections of the laws.” U.S. Const. amend. XIV, § 1; Cal. Const. art I, § 7(a). This guarantee is “essentially a direction that all persons similarly situated should be treated alike” and “secure[s] every person within the State’s jurisdiction against intentional and arbitrary discrimination, whether occasioned by express terms of a statute or by its improper execution through duly constituted agents.” *City of Cleburne v. Cleburne Living Center*, 473 U.S. 432, 439 (1985); *Village of Willowbrook v. Olech*, 528 U.S. 562, 564 (2000). No law may draw classifications that do not “rationally further a legitimate state interest.” *Nordlinger v. Hahn*, 505 U.S. 1, 10 (1992). By requiring that any classification “bear a rational relationship to an independent and legitimate legislative end, [courts] ensure that classifications are not drawn for the purpose of disadvantaging the group burdened by law.” *Romer v. Evans*, 517 U.S. 620, 633 (1996).

As discussed above, these ordinances unfairly target traditional grocery companies and ignore other generic retailers and other businesses that employ frontline workers. *See Fowler Packing Co., Inc. v. Lanier*, 844 F.3d 809, 815 (9th Cir. 2016) (“[L]egislatures may not draw lines for the purpose of arbitrarily excluding individuals,” even to “protect” those favored groups’ “expectations.”); *Hays v. Wood*, 25 Cal. 3d 772, 786-87 (1979) (“[N]othing opens the door to arbitrary action so effectively as to allow [state] officials to pick and choose only a few to whom they will apply legislation and thus to escape the political retribution that might be visited upon them if larger numbers were affected.”). Moreover, as an ordinance that would impinge on fundamental rights to be free of legislative impairment of existing contractual agreements, this ordinance would be subject to heightened scrutiny by courts. *See, e.g., Plyler v. Doe*, 457 U.S. 202, 216 (1982); *Hydrick v. Hunter*, 449 F.3d 978, 1002 (9th Cir. 2006); *Long Beach City Employees Ass’n v. City of Long Beach*, 41 Cal.3d 937, 948 (1986). The City’s unilateral modification of contractual terms governing wages and hours of grocery employees would go to the very heart of bargained-for agreements.

For the reasons discussed above, we respectfully request that the City Council reject any proposal for a hazard pay ordinance.

Sincerely,



William F. Tarantino

Cc: South Pasadena City Council  
Michael A. Cacciotti  
Evelyn G. Zneimer  
Jack Donovan  
Jon Primuth

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# **Consumer and Community Impacts of Hazard Pay Mandates**

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**January 2021**

*Prepared for:*

**California Grocers Association**

*Prepared by:*

**Brad Williams, Chief Economist**

**Michael C. Genest, Founder and Chairman**

**Capitol Matrix Consulting**

## About the Authors

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The authors are partners with Capitol Matrix Consulting (CMC), a firm that provides consulting services on a wide range of economic, taxation, and state-and-local government budget issues. Together, they have over 80 years of combined experience in economic and public policy analysis.

**Mike Genest** founded Capitol Matrix Consulting (originally Genest Consulting) in 2010 after concluding a 32-year career in state government, which culminated as Director of the California Department of Finance (DOF) under Governor Arnold Schwarzenegger. Prior to his four-year stint as the Governor's chief fiscal policy advisor, Mr. Genest held top analytical and leadership positions in both the executive and legislative branches of government. These included Undersecretary of the Health and Human Services Agency, Staff Director of the Senate Republican Fiscal Office, Chief of Administration of the California Department of Corrections and Rehabilitation, and Director of the Social Services section of California's Legislative Analyst's Office.

**Brad Williams** joined Capitol Matrix Consulting in 2011, after having served in various positions in state government for 33 years. Mr. Williams served for over a decade as the chief economist for the Legislative Analyst's Office, where he was considered one of the state's top experts on the tax system, the California economy, and government revenues. He was recognized by the Wall Street Journal as the most accurate forecaster of the California economy in the 1990s, and has authored numerous studies related to taxation and the economic impacts of policy proposals. Immediately prior to joining CMC, Mr. Williams served as a consultant to the Assembly Appropriations Committee, where he advised leadership of the majority party on proposed legislation relating to taxation, local government, labor, and banking.

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### Executive Summary

Hazard-pay mandates passed in the City of Long Beach and under consideration in the City of Los Angeles and in other local jurisdictions would raise pay for grocery workers by as much as \$5.00 per hour. Since the average pay for grocery workers in California is currently about \$18.00 per hour, a \$5.00 increase would raise store labor costs by 28 percent, and have major negative impacts on grocery stores, their employees and their customers. Specifically:

- Average profit margins in the grocery industry were 1.4% in 2019, with a significant number of stores operating with net losses. While profits increased temporarily to 2.2% during early to mid 2020, quarterly data indicates that profit margins were subsiding to historical levels as 2020 drew to a close.
- Wage-related labor expenses account for about 16 percent of total sales in the grocery industry. As a result, a 28 percent increase in wages would boost overall costs 4.5 percent under the City of Los Angeles proposal of \$5.00 per hour. *This increase would be twice the size of the 2020 industry profit margin and three times historical grocery profit margins.*
- In order to survive such an increase, grocers would need to raise prices to consumers and/or find substantial offsetting cuts to their controllable operating expenses, which would mean workforce reductions. As an illustration of the potential magnitude of each of these impacts, we considered two extremes:
  - 1) All of the higher wage costs (assuming the \$5.00/hour proposal) are passed through to consumers in the form of higher retail prices:
    - This would result in a \$400 per year increase in grocery costs for a typical family of four, an increase of 4.5 percent.
    - If implemented in the City of Los Angeles, its residents would pay \$450 million more for groceries over a year.
    - The increase would hit low- and moderate-income families hard, particularly those struggling with job losses and income reductions due to COVID-19.
    - If implemented statewide, additional grocery costs would be \$4.5 billion per year in California.
  - 2) Retail prices to consumers are not raised and all the additional costs are offset through a reduction in store expenses:
    - Given that labor costs are by far the largest controllable expense for stores, it is highly likely that the wage mandates will translate into fewer store hours, fewer employee hours, and fewer jobs.
      - For a store with 50 full-time equivalent employees, it would take a reduction of 11 employees to offset the increased wage costs, or a 22% decrease in staff.
      - If the mandate were imposed statewide at \$5.00 per hour, the job loss would be 66,000 workers.

## Consumer and Community Impacts of Hazard Pay Mandates

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- If imposed in the City of Los Angeles, the job loss would be 7,000 workers.
- And in the City of Long Beach, the job impact of its \$4.00 per hour mandate would be 775 jobs.
- Stores could alternatively avoid job reductions by cutting hours worked by 22 percent.
- For the significant share of stores already operating with net losses, a massive government-mandated wage increase would likely result in store closures, thereby expanding the number of “food deserts” (i.e. communities with no fresh-food options).



## Introduction

The Long Beach City Council has passed an ordinance that mandates grocers to provide a \$4.00 per hour pay increase – “hazard pay” – to grocery workers. The mandate expires in 120 days. Two members of the Los Angeles City have introduced a similar measure for a \$5.00 per hour increase for companies that employ more than 300 workers nationwide. Grocery workers in California currently earn about \$18.00 per hour.<sup>1</sup> Therefore, the Los Angeles proposal would increase average hourly pay to \$23.00 per hour, an increase of 28 percent. Several other cities in California have discussed \$5.00/hour proposals similar to Los Angeles.

This report focuses on the impact of hazard pay mandates on grocery store profitability and on the sustainability of an industry with traditionally low profit margins. It also assesses the potential impact of the proposed wage increases on consumers, especially lower-income consumers (a cohort already hit hard by the COVID lockdowns and business closures).

## Background — Grocery is a Low-Margin, High-Labor Cost Business

The grocery business is a high-volume, low-margin industry. According to an annual database of public companies maintained by Professor Damodaran of New York University (NYU),<sup>2</sup> net profit margins as a percent of sales in the grocery industry are among the lowest of any major sector of the economy. Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA) averaged 4.6 percent of sales in 2019, and the net profit margin (which accounts for other unavoidable expenses such as rent and depreciation) was just 1.4 percent during the year. This compares to the non-financial, economy-wide average of 16.6 percent for EBITDA and 6.4 percent for the net profit margin. The NYU estimate for public companies in the grocery industry is similar to the 1.1 percent margin reported by the Independent Grocers Association for the same year.<sup>3</sup>

## COVID-19 temporarily boosted profits

In the beginning of the COVID-19 pandemic, sales and profit margins spiked as people stocked up on household items and shifted spending from eating establishments to food at home. According to data compiled by NYU, net profit margins in the grocery industry increased to 2.2 percent in early to mid 2020.<sup>4</sup> Although representing a substantial year-to-year increase in profits, the 2.2 percent margin remains quite small relative to most other industries. This implies that even with the historically high rates of profits in 2020, there is little financial room to absorb a major wage increase.

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<sup>1</sup> \$18.00 per hour is consistent with the responses we received to our informal survey. It is also consistent with published contract agreements we reviewed. See, for example, the “Retail Food, Meat, Bakery, Candy and General Merchandise Agreement, March 4, 2019 - March 6, 2022 between UFCW Union Locals 135, 324, 770, 1167, 1428, 1442 & 8 - GS and Ralphs Grocery Company.” In this contract, hourly pay rates starting March 2, 2021 for food clerks range from \$14.40 per hour (for first 1,000 hours) up to \$22.00 per hour (for workers with more than 9,800 hours), The department head is paid \$23.00 per hour. Meat cutter pay rates range from \$14.20 (for the first six months) to \$23.28 per hour (for those with more than 2 years on the job). The department manager is paid \$24.78 per hour. <https://ufcw770.org/wp-content/uploads/2020/08/Ralphs-Contract-2020.pdf>

<sup>2</sup> Source: Professor Aswath Damodaran, Stern School of Business, New York University. <http://pages.stern.nyu.edu/~adamodar/>

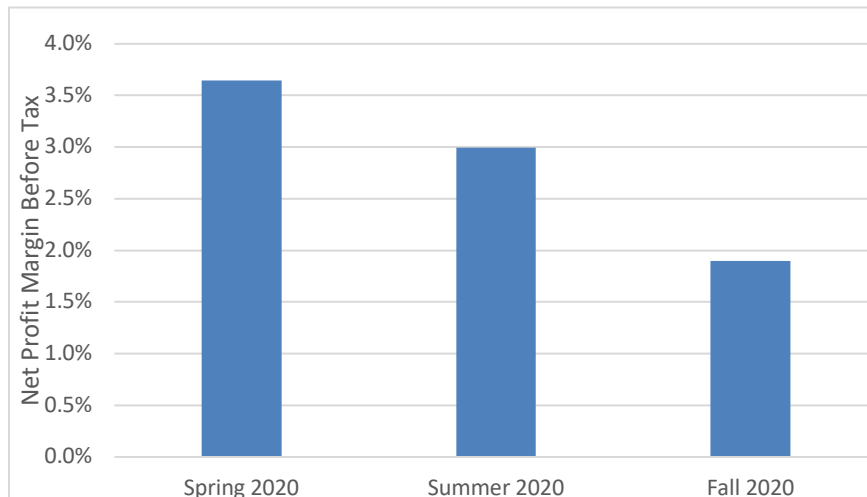
<sup>3</sup> Source: “2020 Independent Grocer Financial Survey.” Sponsored by the National Grocer’s Association and FMS Solutions Holding, LLC

<sup>4</sup> Supra 2.

**But the increases are subsiding**

Moreover, quarterly data indicates that the sales and profit increases experienced in early 2020 were transitory and were settling back toward pre-COVID trends as 2020 drew to a close. This quarterly trend is evident in quarterly financial reports filed by California’s two largest publicly traded companies in the grocery business: The Kroger Company (which includes Ralphs, Food for Less, and Fred Meyers, among others) and Albertsons (which includes Safeway, Albertsons, and Vons, among others). Figure 1 shows that the average profit margin for these two companies was 3.6 percent of sales in the Spring of 2020, declining to 1.9 percent by the fourth quarter of the year.<sup>5</sup> Monthly sales data contained in the 2020 Independent Grocer’s Financial Survey showed a similar pattern, with year-over-year sales peaking at 68 percent in mid-March 2020, but then subsiding to 12 percent as of the first three weeks of June (the latest period covered by the survey).<sup>6</sup>

**Figure 1  
Combined Net Profit Margins During 2020  
Albertsons and The Kroger Companies**



While grocers continued to benefit from higher food and related sales during the second half of 2020, they also faced higher wholesale costs for food and housing supplies, as well as considerable new COVID-19 related expenses. These include expenses for paid leave and overtime needed to cover shifts of workers affected by COVID-19, both those that contracted the virus and (primarily) those that were exposed and needed to quarantine. Other COVID-19 costs include those for intense in-store cleaning, masks for employees, new plastic barriers at check-outs and service counters, and additional staffing and capital costs for scaling up of e-commerce, curbside and home delivery.

<sup>5</sup> In their SEC 10-Q quarterly report for the four-month period ending in June 2020, Albertsons reported that consolidated sales were up 21.4 percent from the same period of 2019 and before-tax profits were 3.5 percent of total sales. In the three-month period ending in mid-September, the company reported year-over-year sales growth of 11.2 percent and before-tax profits equal to 2.5 percent of sales. In their 10-Q report filed for the three-month period ending in early December, Albertsons showed year-over-year sales growth of 9.3 percent, and profits as a percent of sales of just 1.0 percent. Data for the Kroger Company indicates that year-over-year sales growth subsided from 11.5 percent for the three-month period ending in May 2020 to 8.2 percent for the three-month period ending in August, and further to 6.3 percent for the three-month period ending in November. Profits as a percent of sales fell from 3.8 percent to 3.5 percent, and further to 2.8 percent during the same three quarterly periods. (Source: EDGAR Company Filings, U.S. Securities and Exchange Commission. <https://www.sec.gov/edgar/searchedgar/companysearch.html>.)

<sup>6</sup> Supra 3

### **Many stores incur losses in normal years**

The 1- to 2-percent net profit levels cited above reflect industry averages. There is considerable variation around these averages among individual stores, with some doing better and some doing worse. As one indication of this variation, the 2020 Independent Grocer Financial Survey found that, while the nationwide average profit before tax for all stores was 1.1 percent of sales in 2019, about 35 percent of the respondents reported negative net profits during the year.<sup>7</sup> This national result is consistent with feedback we received from California grocers, which reported that even in profitable years, anywhere from one-sixth to one-third of their stores show negative earnings. While chain operations can subsidize some store losses with earnings from other stores, a major mandated wage increase would eliminate earnings for even the most profitable stores, making cross-subsidies within supermarket chains much less feasible. As discussed below, the consequence would likely be a closure of some unprofitable stores.

### **Mandated wage increases would push most stores into deficits**

The grocery business is very labor intensive. Labor is the industry's second largest cost, trailing only the wholesale cost of the food and other items they sell. According to a benchmark study by Baker-Tilly, labor expenses account for 13.2 percent of gross sales of grocers nationally.<sup>8</sup> The Independent Grocer Survey, cited above, found that labor costs account for 15 percent of sales nationally and 18.4 percent for independent grocers in the Western region of the U.S.<sup>9</sup>

Respondents to our survey of California grocers reported that labor costs equate to 14 percent to 18 percent of sales revenues. For purposes of this analysis, we are assuming that the wage base potentially affected by the mandated hourly pay increase is about 16 percent of annual sales.<sup>10</sup>

A mandatory \$4-\$5 per hour increase, applied to an average \$18.00 per hour wage base, would increase labor costs by between 22 percent and 28 percent. This would, in turn, raise the share of sales devoted to labor costs from the current average of 16 percent up to between 19 percent and 20.5 percent of annual sales. The up-to-4.5 percent increase would be double the 2020 profit margin reported by the industry, and three times the historical margins in the grocery industry.

## **Potential Impacts on Consumers, Workers and Communities**

In order to survive such an increase, grocers would need to raise prices to consumers and/or find substantial offsetting cuts to their operating expenses. As an illustration of the potential magnitude of each of these impacts, we considered two extremes: (1) all of the higher wage costs are passed through to consumers in the form of higher retail prices; and (2) prices are not passed forward and all the additional costs are offset through a reduction of jobs or hours worked.

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<sup>7</sup> Supra 3

<sup>8</sup> White Paper, "Grocery Benchmarks Report", November 5, 2019, Baker Tilly Virchow Krause LLP.

<sup>9</sup> Supra 3

<sup>10</sup> This recognizes that not all labor costs would be affected by the hazard pay proposal. Grocers report that both in-store and warehouse staff would receive the increase, as would supervisors and managers, although some executive and administrative staff may not. In addition, costs for health coverage would probably not be affected, at least not immediately, but payroll taxes and some other benefit costs would be.

### Higher costs passed along to consumers

**Aggregate impacts.** If a \$5.00 per hour wage increase were imposed statewide and all of the increase were passed along to customers in the form of higher product prices, Californians would face a rise in food costs of \$4.5 billion annually. If imposed locally, the City of Los Angeles's \$5 per hour proposal would raise costs to its residents by \$450 million annually, and the \$4.00 per hour increase in Long Beach would raise grocery costs to its residents by about \$40 million annually.<sup>11</sup>

**Impact on household budgets.** The wage increase would add about \$400 to the annual cost of food and housing supplies for the typical family of four in California.<sup>12</sup> While such an increase may be absorbable in higher income households, it would hit low- and moderate-income households especially hard. The impact would be particularly harsh for those who have experienced losses of income and jobs due to the pandemic, or for those living on a fixed retirement income including many seniors. For these households, the additional grocery-related expenses will make it much more difficult to cover costs for other necessities such as rent, transportation, utilities, and healthcare.

According to the BLS Consumer Expenditure Survey, California households with annual incomes of up to \$45,000 already spend virtually all of their income on necessities, such as food, housing, healthcare, transportation and clothing.<sup>13</sup> For many of these households, a \$33 per month increase in food costs would push them into a deficit.

These increases would add to the severe economic losses that many Californians have experienced as a result of government-mandated shutdowns in response to COVID-19. According to a recent survey by the Public Policy Institute of California, 44 percent of households with incomes under \$20,000 per year and 40 percent with incomes between \$20,000 and \$40,000 have reduced meals or cut back on food to save money.<sup>14</sup> Clearly, imposing a \$4.5 billion increase in grocery prices would make matters worse, especially for these lower-income Californians.

### Higher costs are offset by job and hours-worked reductions

If grocers were not able to pass along the higher costs resulting from the additional \$5/hour wage requirement, they would be forced to cut other costs to avoid incurring financial losses.<sup>15</sup> Given

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<sup>11</sup> Our estimates start with national U.S. Census Bureau estimates from the Annual Retail Trade Survey for 2018 (the most current data available), which indicates that nationwide sales by grocers (excluding convenience stores) was \$634 billion in 2018. We then apportioned this national data to California as well as the cities of Los Angeles and Long Beach based on relative populations and per-household expenditure data from the Consumer Expenditure Survey. We then updated the 2018 estimate to 2021 based on actual increases in grocery-related spending between 2018 and 2020, as reported by the U.S. Department of Commerce, and a projection of modest growth in 2021. Our estimate is consistent with the industry estimate of \$82.9 billion for 2019 that was by IBISWorld, as adjusted for industry growth in 2020 and 2021. (See IBISWORLD Industry Report, Supermarkets & Grocery Stores in California, Tanvi Kumar, February 2019.)

<sup>12</sup> Capitol Matrix Consulting estimate based on U.S. Bureau of Labor Statistics, Consumer Expenditure Report, 2019. <https://www.bls.gov/opub/reports/consumer-expenditures/2019/home.htm>

<sup>13</sup> U.S. Bureau of Labor Statistics, Consumer Expenditure Survey, State-Level Expenditure Tables by Income. <https://www.bls.gov/cex/csxresearchtables.htm#stateincome>.

<sup>14</sup> "Californians and Their Well-Being", a survey by the Public Policy Institute of California. December 2020. <https://www.ppic.org/publication/ppic-statewide-survey-californians-and-their-economic-well-being-december-2020/>

<sup>15</sup> Circumstances where stores would not be able to pass forward high costs include communities where customers are financially squeezed by pandemic-related losses in jobs or wages, or where the increased is imposed locally and customers are able to avoid higher prices by shifting purchases to cross-border stores.

that labor costs are by far the largest controllable expense for stores, it is highly likely that the wage mandates will translate into fewer store hours, fewer employee hours, and fewer jobs. For a store with 50 full-time equivalent employees, it would take a reduction of 11 employees to offset the increased wages, which is about a 22 percent decrease in staff/hours.

**Aggregate impacts.** As an illustration, if the full California grocery industry were to respond to a statewide \$5.00 wage mandate by reducing its workforce, we estimate that up to 66,000 industry jobs would be eliminated. This is about 22 percent of the 306,000 workers in the grocery industry in the second quarter of 2020 (the most recent quarter for which we have detailed job totals).<sup>16</sup> If the mandate were imposed locally in the City of Los Angeles, the impact would be about 7,000 workers, and in the City of Long Beach (at \$4.00 per hour), the impact would be about 775 jobs. Stores could alternatively avoid job reductions by cutting hours worked by 22 percent across-the-board.

Under these circumstances, some workers receiving the wage increases would be better off, but many others would be worse off because of reduced hours or layoffs. Customers would also be worse off because of reduced store hours, and fewer food choices and services.

Without any external constraints imposed by the local ordinances, it is likely some combination of higher prices and job and hour reductions would occur. Stores within some jurisdictions imposing the mandatory wage increase might be able to raise retail prices sufficiently to cover a significant portion of the mandated wage increase, thereby shifting the burden onto customers. However, the degree to which this would occur would vary from jurisdiction to jurisdiction, depending on the price-sensitivity of their customers and (if the mandate is imposed locally) the availability of shopping alternatives in neighboring communities that have not imposed the wage mandate.

Of course, if the local ordinances contain provisions prohibiting stores from cutting hours, then stores would be forced to pass costs on to consumers in the form of higher prices, or to close stores in those jurisdictions.

### **Some communities would become food deserts**

Many of the up-to one third of stores already incurring losses may find it impossible to raise prices or achieve savings that are sufficient to offset the higher wage costs. For these stores, the only option would be store closure. Indeed, a consistent theme of feedback we received from California grocer representatives is that it would be extremely difficult, if not impossible, to justify continued operation of a significant portion of their stores following a government-mandated 28-percent increase in wages. This would leave some communities with fewer fresh food options.

According to the Propel LA: “The United States Department of Agriculture (USDA) defines a food desert as ‘a low-income census tract where either a substantial number or share of residents has low access to a supermarket or large grocery store.’ There are a large number of census tracts in Los Angeles County, including Antelope Valley and San Fernando Valley, that are considered to be food deserts. The population of food deserts is predominantly Hispanic or Latino, followed by Black and White, respectively.”<sup>17</sup> The map also shows several food deserts in and around the City of Long Beach. The hazard pay proposal would exacerbate this problem.

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<sup>16</sup> Employment Development Department. Labor Market Information Division. Quarterly Census of Employment and Wages. <https://www.labormarketinfo.edd.ca.gov/qcew/cew-select.asp>

<sup>17</sup> “Food deserts in LA, an Interactive Map.” Propel LA, <https://www.propel.la/portfolio-item/food-deserts-in-los-angeles-county/>

Closing even one supermarket in many neighborhoods would result in residents having to commute significantly farther to find fresh and healthy food at reasonable prices. Tulane University studied the impact of food deserts and concluded that while the majority of items at smaller stores are priced higher than at supermarkets, price is a consideration in deciding where to purchase staple foods, and transportation from a food desert to a supermarket ranges from \$5 to \$7 per trip.<sup>18</sup>

Thus, mandating hazard pay would likely impose significant hardships on some communities, especially in lower-income areas. The loss of a grocery store means both fewer jobs for members of the community and higher costs for all residents in the community, who must pay higher local prices or incur additional time and expense to shop.

### Conclusion

Hazard pay initiatives like those passed in the City of Long Beach, and proposed in the City of Los Angeles and in other local jurisdictions, would have far-reaching and negative consequences for businesses, employees and customers of grocery stores in the jurisdictions where levied. They would impose an up-to-28 percent increase in labor costs on an industry that is labor-intensive and operates on very thin profit margins. The increases would be more than double the average profit margins for the grocery industry in 2020, and triple the margins occurring in normal years, and thus would inevitably result in either retail price increases or major employment cutbacks by grocery stores, or a combination of both. If the increased costs were passed forward to consumers, a typical family of four in California would face increased food costs of \$400 per year. This would intensify financial pressures already being felt by millions of low- and moderate-income families, many of whom are already cutting back on basic necessities like food due to COVID-19-related losses in jobs and income. Establishments not able to recoup the costs by raising prices would be forced to reduce store hours and associated jobs and hours worked by employees. For a significant number of stores that are already struggling, the only option may be to shutter the store. This would be a “lose-lose” for the community. It would mean fewer jobs with benefits, less local access to reasonably-priced food, and more time and expense spent by customers that would have to travel greater distance to find grocery shopping alternatives.

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<sup>18</sup> “Food Deserts in America (Infographic),” Tulane University, School of Social Work, May 10, 2018. <https://socialwork.tulane.edu/blog/food-deserts-in-america>

From: Randy Cabrera <[REDACTED]>  
Sent: Tuesday, April 6, 2021 7:42 AM  
To: City Council Public Comment <ccpubliccomment@southpasadenaca.gov>  
Subject: Hazard pay

CAUTION: This email originated from outside of the City of South Pasadena. Do not click links or open attachments unless you recognize the sender and know the content is safe.

- Randy Cabrera
- I am providing Public Comment for the April 7th 2021 •Open session •Agenda Item number 9 •Ralph's south Pasadena •I've been at this store for 5 years •I don't reside in south Pasadena I live in chino.

My experience of working during covid was horrible. I felt like the company didn't push for safety when it came to our employees. I would see customers coming in with out masks and management wouldn't do anything about it besides stay in the office and not come out. Everyday we had nothing but over crowding and nothing was done about it besides telling us to work faster. Everyday I would see someone positive of covid and we were all sitting ducks waiting to get infected because our employers didn't care for us. I ended up getting covid and it was the worst sickness I have ever had. I was actually out for about a month and a half. I was In n out of the hospital and luckily I pushed threw it Durning my time of being out I have struggled to pay my bills and actually ending up losing my car. Till this day I am still trying to catch up on all my bills and having this hazard pay come to effect will help me and all my co workers get back on track. During covid I was always in fear because I have 2 small children and a pregnant wife and I was scared bring covid back to my home because I didn't want anyone in my house hold to get sick since EVERYONE WIPED OUT THE DISINFECTED PRODUCTS.

- Our employers are making record profits off of us
- We deserve hazard pay just like other Cities.

THANK YOU FOR YOUR TIME AND HOPE THIS PASSES. LIKE I SAID AGAIN IT WOULD HELP US ALL AND WE NEED HAZARD PAY FOR ALL THE HARD WORK WE HAVE DONE THREW THE END OF 2019 AND THE WHOLE YEAR OF 2020.

Sent from my iPhone

From: Erika Walls <[REDACTED]>  
Sent: Tuesday, April 6, 2021 12:20 PM  
To: City Council Public Comment <ccpubliccomment@southpasadenaca.gov>  
Subject: \$5 Hero/Hazard

CAUTION: This email originated from outside of the City of South Pasadena. Do not click links or open attachments unless you recognize the sender and know the content is safe.

- My Name is Erika Walls
  - I am providing Public Comment for the April 7th 2021
  - Open session
  - Agenda Item number 9
- I had been working at Pavilions Pharmacy in South Pasadena since 1997.

It has been very stressful to me and my coworkers working through Covid-19 Pandemic. Specially when customers know, that they have Covid-19, they still come to the pharmacy to pick up their prescriptions. We see them, grocery shopping multiple times. Customer don't quarantine themselves. I work in the Pharmacy and per HIPAA compliance I can not warn other employees in my store. Is stressful, I had eczema flares ups for dealing with this situation plus our work in the Pharmacy double, we no extra help.

- Our employers are making record profits off of us
- We deserve hazard pay just like other Cities.

Sent from my iPhone



**From:** Rachel Torres <[REDACTED]>  
**Sent:** Tuesday, April 6, 2021 5:27 PM  
**To:** City Council Public Comment <ccpubliccomment@southpasadenaca.gov>  
**Subject:** UFCW 770 Support Letter for Item 9 Open Session

**CAUTION:** This email originated from outside of the City of South Pasadena. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello,

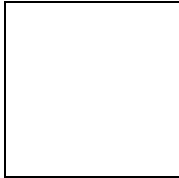
Attached please find UFCW Local 770's letter of support for hero pay for grocery and drug retail workers, Agenda Item 9/Open Session.

Also, please find LA City Ordinance for hero pay which is referenced in the letter: [https://clkrep.lacity.org/onlinedocs/2020/20-1609\\_ORD\\_186940\\_03-08-2021.pdf](https://clkrep.lacity.org/onlinedocs/2020/20-1609_ORD_186940_03-08-2021.pdf)

Thank you for your consideration in this matter.

Best regards,  
Rachel Torres

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Rachel Torres  
Deputy Political and Civil Rights Director  
UFCW 770

T: [REDACTED]  
[REDACTED]



# 770

**UFCW LOCAL 770**  
P.O. BOX 770  
Hollywood, CA 90078  
(213) 487-7070 or/o  
(800) UFCW 770  
8:00 a.m. – 5:00 p.m.  
Monday – Friday

**LOS ANGELES  
MAIN OFFICE**  
630 Shatto Place  
Los Angeles, CA  
90005

**BRANCH OFFICES**  
Arroyo Grande  
Bakersfield  
Camarillo  
Harbor City  
Huntington Park  
Santa Barbara  
Santa Clarita



April 6, 2021

Sent Via Email  
ccpubliccomment@southpasadenaca.gov

Mayor Diana Mahmud  
1414 Mission Street  
South Pasadena, CA 91030

**RE: Item 9, Open Session; Hero Pay for Retail Workers in South Pasadena**

Dear Mayor Mahmud and Fellow Councilmembers:

We are writing to express our strong support for a temporary, emergency ordinance for hero pay in South Pasadena. As the staff report states, this policy has already passed in Long Beach, Montebello, West Hollywood, Irvine, San Francisco, San Jose, Oakland, Berkeley, LA City, and LA County. Other cities not listed include Glendale, Seattle, Buena Park, Pomona, Santa Ana, San Mateo, Alameda, Santa Clara, San Leandro, El Monte, Coachella, and Santa Monica. More cities throughout the state will be voted on in the coming weeks.

As the staff report also states, this will only affect six stores in South Pasadena. All of these companies have done disproportionately well during the pandemic. According to the Brookings Institution, in 2020 retailers averaged 40% profit increases compared to 2019. Brookings found that in 2020, Kroger's profits were up 90%, up \$962 million from 2019. Albertsons' (owner of Pavilions) profits were up 153% over the previous year, from \$344 million to \$871 million. Companies such as Trader Joes increased their wage to \$4/hr voluntarily and various policies throughout the region have reflected this increase by only requiring the difference in scale. (See LA city ordinance.). Currently each of these companies are paying the temporary increase in wages throughout the region. There are few logistical problems as systems are already in place to accommodate these changes. These policies have not led to reduced staff as the majority of consumers still rely on grocery stores for their primary source of food through the pandemic. Thus staffing and demand remain constant.

Simultaneously, the risks and sacrifices for grocery and drug retail workers remain. Every day these essential workers are becoming infected with Covid 19. In our region we've seen at least 5,900 members become infected. These are only those that have reported it. Though the vaccine is now available, it will take months for 88,000 workers in LA County to become fully vaccinated. It will take just as long for 10 million residents to do the same. Meanwhile, the LA Times just reported a new strain from India has been identified in California. The CDC and LA County Health Department daily encourages our sustained vigilance as we face a potential 4<sup>th</sup> wave of the pandemic. Hero pay is the right policy for this unprecedented time. We encourage this Council to move forward and follow the strong precedent of 30 other cities.

Sincerely,  
UFCW Local 770

John M. Grant, President

JMG:jc

**From:** Helen Tran <[REDACTED]>

**Sent:** Wednesday, April 7, 2021 11:11 AM

**To:** City Council Public Comment <ccpubliccomment@southpasadenaca.gov>

**Cc:** Diana Mahmud <dmahmud@southpasadenaca.gov>; Michael Cacciotti <mcacciotti@southpasadenaca.gov>; Evelyn Zneimer <ezneimer@southpasadenaca.gov>; Jack Donovan <jdonovan@southpasadenaca.gov>; Jon Primuth <jprimuth@southpasadenaca.gov>; John Srebalus <[REDACTED]>; Ella Hushagen <[REDACTED]>; Anne Bagasao <[REDACTED]>

**Subject:** City Council Meeting 4/7/21, Public Comment, Agenda 9

**CAUTION:** This email originated from outside of the City of South Pasadena. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Clerk,

Please find attached written comments for Agenda 9 (Hero Pay) for tonight's city council meeting.

Thanks,

Helen



**City Council**  
**Rebuttal to the City Manager’s Report**

ITEM NO. 9

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**DATE:** April 7, 2021

**FROM:** Anne Bagasao, Ella Hushagen, John Srebalus & Helen Tran,  
Concerned Residents of South Pasadena

**SUBJECT:** **Public Comment, Open Session, Agenda Item 9**  
**Establishing Requirements for ‘Hero Pay’ and Associated Protections**  
**for Grocery Workers in the City**

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Thank you for considering a Hero Pay (aka Hazard Pay) ordinance for the City of South Pasadena. Given the community support shown our front-line workers, we are confident you will back our collective gratitude with a simple act of material reward, just as other cities have done.

While we are glad this item made the agenda, we are obligated to mention that it was first motioned back on January 20, 2021. Had the ordinance been proposed and passed at the next council meeting, on February 3, we would have already been halfway through the 120-day period of the ordinance. Delay on your part—during which the same workers in other cities have been earning Hero Pay—cannot in good faith be used to argue that the COVID-19 picture is improving and the need for Hero Pay thus fading.

**A. Hero Pay is still timely and relevant.**

Hero Pay is immune to the claim, “It’s too late,” as implied by the City Manager’s memo. (p. 9-3) The aim of Hero Pay was never to replace or enhance workplace safety. **Its purpose has always been to compensate workers for the risk their job has entailed.** Many of us retreated to our homes and Zoom calls with the comfort of continued access to the seven (7) grocery stores in our city. Fire fighters are heroes compensated partly for their training and ability, and partly for the dangerousness of their job. Grocery workers receive no such wage premiums because, under ordinary conditions, their jobs are not life-threatening.

Let’s start with what’s uncontested in the City Manager’s memo:

- Retail occupations “do not allow for work to be performed at home and/or offer very low capability to socially distance, they are at greater risk to be infected. Millions of frontline grocery workers nationwide have had to face new job-related hazards not previously considered especially dangerous.” (p. 9-1)
- “Low-wage workers in America have suffered the worst economic pain of the pandemic and have suffered disproportionate job losses due to their limited ability to telework.” (p. 9-3)

- “The [Brookings] study...found that top, publicly traded retailers have seen a 39% increase in profit averaging \$16.9 billion in extra profit in 2020.” (p. 9-3)
- A federal court denied the California Grocers Association’s request for a preliminary injunction that would have halted enforcement of the hero pay ordinance in the City of Long Beach. (p. 9-3)

The City Manager’s memo acknowledged: the danger is real, these companies can afford it, and the litigation is failing. **This is enough for you to immediately pass an urgency ordinance requiring hero pay as other cities have done.**

But there are further reasons.

The City of South Pasadena is in the process of addressing its dark past as a sundown town and looking at ways to mitigate and eliminate disparate negative impacts on people of color. Hero pay dovetails with these efforts. According to the CDC, “Long-standing systemic health and social inequities have put many people from racial and ethnic minorities at increased risk of getting sick and dying from COVID-19.”<sup>1</sup>

And the retail front lines are not stacked evenly. According to the Brookings Institution:

During our national reckoning over structural racism and inequality, **hazard pay can also help address racial equity**. Black and Latino or Hispanic workers are overrepresented among low-wage frontline essential workers. In 2018, Black workers comprised 13% of all U.S. workers, but made up 19% of all low-wage frontline essential workers. Latino or Hispanic workers comprised 16% of all U.S. workers, but 22% of low-wage frontline essential workers.<sup>2</sup>

If we are serious about structural equality, we will not hesitate to grab the low-hanging fruit that is this profit-sharing plan in one of the pandemic’s best-performing sectors.

**B. The arguments against Hero Pay in the City Manager’s memo are conclusory, unsupported by data or reliable research.**

**1. The memo offers no credible evidence that large grocery retailers will suffer real financial hardships from a temporary increase of workers’ wages.**

The memo claims that sources informed city staff that grocery stores will cut hours and eliminate positions in response to a hazard pay requirement. Such tactics are cruel and punitive. The need for such measures is belied by the stores’ huge profit margins. Our local government should condemn such practices, rather than acquiesce to them as “financial concerns.” Bowing to these threats against job security and earning a living wage is an ethical non-starter. Customer

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<sup>1</sup> <https://www.cdc.gov/coronavirus/2019-ncov/community/health-equity/race-ethnicity.html>

<sup>2</sup> <https://www.brookings.edu/research/the-covid-19-hazard-continues-but-the-hazard-pay-does-not-why-americas-frontline-workers-need-a-raise/>

demand for groceries will likely not shrink to accommodate staffing levels butchered down out of spite for both worker and shopper. Business and goodwill will be lost. Closing a store and thus creating an opening for competitors does not make rational business sense.

There is no conclusive evidence to date offered by The Kroger Co. or other grocery stores that temporary, increased wages for workers must result in "severe unintended consequences" such as store closures. (p. 9-3) It wrecks of bad faith for The Kroger Co. to close stores in several cities immediately following their enactment of Hero Pay ordinances. It also remains unknown whether the company had already planned for these closures prior to the passage of Hero Pay and/or used Hero Pay as a convenient excuse to shut down. To the extent that city staff truly "does not possess any authoritative knowledge to ascribe a direct correlation between that city's adoption of a Hero Pay program and the stores' decision to close some of their markets," the city, too, should not make the unsupported leap that passing Hero Pay in South Pasadena for 120 days will cause stores to close.

In addition to the weak logical underpinnings of city staff's "research" and "feedback" from "other cities where the ordinance is already in place," the memo does not disclose these sources of information. Who was interviewed, and from which cities? What counterarguments were considered?

**2. Other statements about 'logistical problems' in implementing pay increases are conjectural and should not persuade a policy decision.**

At times the City Manager's memo reads like a theoretical debate assignment in which opposing arguments are merely hypothetical rather than grounded in reality. The city manager states, "[S]uch an ordinance would likely present logistical problems in the payroll departments and/or systems of local grocers presented with the challenges associated with immediately implementing pay increases to employees." (p. 9-4) This is conjecture and a grasp at the thinnest of straws. We asked Mr. Joyce to share with us the research behind this claim, and he offered none. In fact, the opposite appears to be true. Companies are already complying with Hero Pay ordinances elsewhere in Los Angeles County and there are systems in place to accommodate these changes.

**3. The South Pasadena Chamber of Commerce provides limited authority and experience to represent the true concerns of large retail corporations.**

Perhaps the City Manager's logistical forecast originated with the Chamber of Commerce, with whom he consulted instead of a body qualified to speak to the operations of large grocery and drug corporations. (p. 9-3) In South Pasadena, the Chamber is a trade organization primarily for small businesses. Chambers historically oppose wage increases of any kind, and we're clear on how the Grocers feel. Tear-stained billions.

#### **4. The California Grocers Association's first legal challenge against a Hero Pay ordinance is not likely to succeed.**

The City Manager provides an incomplete litigation update involving the California Grocers Association's challenges to Hero Pay mandates. (p. 9-3) The memo highlights the Grocers' claim that extra pay would have "severe unintended consequences on not only grocers, but on their workers and their customers including higher food prices and store closures." Glaringly, the memo fails to explain why [the federal court denied the Grocers' request for a preliminary injunction](#)—not a temporary restraining order—to stop enforcement of the ordinance before a court would hear the merits of the case.

The denial of the Grocers' request for a preliminary injunction is significant because the court held that they failed to establish a likelihood of success on the merits. This ruling forecasts that the Grocers are not likely to succeed in striking down Long Beach's Hero Pay ordinance. In other words, the Grocers have an uphill battle in defeating the ordinance.

First, the court found that the Grocers did not show the ordinance would interfere with the collective bargaining process by preventing employers from mitigating labor costs from Hero Pay increases. After all, the ordinance is a labor standard like those that set minimum wage.

Second, the Grocers were also not likely to succeed on its Equal Protection claims that grocery stores are being unconstitutionally and unfairly targeted over other industries. The Court found that Long Beach city had a sufficient rational basis for the ordinance based on the "theory that large grocery stores have reaped significant profits during the pandemic while their employees' wages have remained more or less the same, despite the increased risk of exposure to COVID-19 that grocery workers face." Additionally, while the Grocers argued that "California retail workers have only a mildly elevated mortality risk relative to the general population," the court believed this argument to be unconvincing: "a mildly elevated mortality risk is still an elevated mortality risk."

Third, in its analysis of the Grocers' Contract Clause claims, the Court found that the Grocers did not offer sufficient argument against the ordinance's stated purpose of "fairly compensating grocery workers for the hazards they encounter as essential workers." Similar to the Grocers, the City Manager's memo misrepresents the purpose of the ordinance as now moot because more people are eligible for COVID-19 vaccines (e.g., "Staff is aware of reports that some impacted employers elsewhere are resisting the 120-day timeline for requiring hazard pay, given that food workers in Los Angeles County are now eligible for vaccination." (p. 9-3)).

Moreover, it is unclear if grocery workers, if vaccinated, are entirely protected against new variants of the coronavirus. According to the CDC on April 2, "[s]cientists are working to learn more about how easily [these variants] spread, whether they could cause more severe illness, and whether currently authorized vaccines will protect people against them."<sup>3</sup> And as the court mentioned, even a mildly elevated mortality risk is still an elevated mortality risk.

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<sup>3</sup> <https://www.cdc.gov/coronavirus/2019-ncov/transmission/variant.html>

Despite the court's denial of the Grocers' preliminary injunction, the City Manager's memo lauds their credibility as representing 6,000 grocery stores across the state. UFCW Local 770 alone represents over 25,000 grocery and drug retail workers across just four (4) California counties: Los Angeles, Ventura, Santa Barbara, and San Luis Obispo. **UFCW Local 770 supports the passage of a Hero Pay ordinance in South Pasadena**, as acknowledged in the memo.<sup>4</sup> (p. 9-3)

**C. Do the right thing.**

The people of South Pasadena support this measure because, simply put, it is the right and human thing to do during these hard times. The thank-you signs on South Pasadena lawns feature a shopping cart, and they are part of our landscape. Our advocacy on this matter has garnered a record number of signees. The remaining piece is the courage to act.

---

<sup>4</sup> <https://ufcw770.org/4818/>



**From:** Ella Hushagen <[REDACTED]>  
**Sent:** Wednesday, April 7, 2021 11:46 AM  
**To:** City Council Public Comment <ccpubliccomment@southpasadenaca.gov>  
**Cc:** Diana Mahmud <dmahmud@southpasadenaca.gov>; Michael Cacciotti - Personal <[REDACTED]>; ezneimer <[REDACTED]>; Jack Donovan <jdonovan@southpasadenaca.gov>; Jon Primuth <jprimuth@southpasadenaca.gov>  
**Subject:** Public Comment, Special Meeting, Agenda Item 9

**CAUTION:** This email originated from outside of the City of South Pasadena. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Clerk,

Please find attached written comment for Agenda Item 9, hazard pay for grocery workers, for tonight's Special Meeting.

Thanks,

Ella

April 7, 2021  
Public Comment, Special Meeting, Agenda Item 9  
Regarding: Hero Pay for Retail Workers in South Pasadena

On January 20, 2021, the Council approved a motion by Mayor Pro Tem Cacciotti for staff to draft an ordinance providing hero pay to our city's retail workers. On April 7, 2021, staff is seeking the Council's guidance regarding whether to move forward with an urgency ordinance for hazard pay.

In other jurisdictions around California, cities and counties are moving ahead with hazard pay for retail workers. The cities of **Long Beach, Los Angeles, Santa Monica, Montebello, West Hollywood, Palm Springs, Irvine, Coachella, Oakland, Berkeley, San Jose, and San Francisco** have enacted hazard pay ordinances, as has the **County of Los Angeles** for unincorporated areas, to compensate retail workers for the added risks burdening them during the pandemic.

The momentum behind local hazard pay ordinances grew out of congressional stalemate and **brehtaking profits by major retailers**. According to the Brookings Institution, in 2020 retailers averaged 40% profit increases compared to 2019.<sup>1</sup> Brookings found that in 2020, **Kroger's profits were up 90%, up \$962 million** from 2019.<sup>2</sup> **Albertsons' profits were up 153% over the previous year, from \$344 million to \$871 million.**<sup>3</sup>

Meanwhile, economic insecurity for workers is high and retail workers risk coronavirus infection each day they work. Some retailers offered hazard pay early in the pandemic, and some, including Trader Joe's,<sup>4</sup> are still paying a modest wage premium. The Brookings Institution report found that, when available, hazard pay makes a meaningful difference for low-wage retail workers, particularly for women and people of color. The authors determined that **retailers could increase the amount of hazard pay they offer substantially while still earning record profits.**<sup>5</sup>

South Pasadena should not retreat from good policy in fear of the grocery associations' intimidation tactics to beat back local ordinances. On February 25, a federal district court denied the California Grocers Association's motion for a preliminary injunction to temporarily overturn the Long Beach hero pay ordinance. Kroger's decision to close two retail locations in Long Beach has been widely pilloried as retaliation against essential workers. In sum, **the grocery associations are coming up short in courts of law and public opinion.**

The COVID-19 pandemic has infected and killed Black and Latinx Americans at vastly disproportionate rates. The pandemic's racial and ethnic disparities are caused, in part, by the

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<sup>1</sup> Kinder, Molly, et al. *Windfall Profits and Deadly Risks: How the biggest retail companies are compensating essential workers during the COVID-19 pandemic*. Brookings Institution. November 2020. Available online at <https://www.brookings.edu/essay/windfall-profits-and-deadly-risks/>

<sup>2</sup> Kroger's is the parent corporation of Ralph's.

<sup>3</sup> Albertson's is the parent corporation of Vons.

<sup>4</sup> Trader Joe's announced it is cancelling annual raises because it is offering hazard pay.

<sup>5</sup> Kinder, Molly, et al. *supra* n. 1.

heightened risk of infection to essential workers, such as grocery store workers who are more likely to be Black and Latinx.<sup>6</sup>

Here in South Pasadena, residents enjoy lower rates of COVID-19 transmission and higher rates of vaccination than the County average.<sup>7</sup> Residents also benefit from the convenience of six grocery options from major retailers within our city’s three-and-a-half square miles, which have been open continuously throughout the pandemic. As South Pasadena addresses its history as a sundown town, it must consider concrete measures to remedy racial inequities affecting people who work here for low wages. Requiring retailers to give a modest pay bump to the workers who assist South Pasadenans every day is one such concrete measure the city can take.<sup>8,9</sup>

We urge South Pasadena to put teeth behind its widespread yard signs thanking essential workers for their service. ***Agendize an urgency hazard pay ordinance for the April 21 City Council meeting.***

Signed,

- |                        |                             |
|------------------------|-----------------------------|
| 1. Sean Abajian        | 23. Julie Chen              |
| 2. Alana Adye-Jones    | 24. Beth Clendenin          |
| 3. Jennifer Alano      | 25. Emily Clone             |
| 4. Ahilan Arulanantham | 26. Janna Conner-Niclaes    |
| 5. Alexander Aquino    | 27. Laura Copeland          |
| 6. Martin AuYeung      | 28. Shari Correll           |
| 7. Anne Bagasao        | 29. Melinda Creps           |
| 8. Dr. Paula Bagasao   | 30. Isa D’Arleans           |
| 9. Kerrie Barbato      | 31. Matthew Defulgentis     |
| 10. Matthew Barbato    | 32. Steven Anthony Diez Jr. |
| 11. Chris Becker       | 33. Grace Dennis            |
| 12. Robin Becker       | 34. Audrey Dunville         |
| 13. Sierra Betinis     | 35. Ava Dunville            |
| 14. Katrina Bleckley   | 36. Nichole Dunville        |
| 15. Erin Bonz          | 37. Travis Dunville         |
| 16. Felicie Borredon   | 38. Frederick Eberhardt     |
| 17. Laurent Borredon   | 39. Jonathan Eisenberg      |
| 18. Jessica Bradford   | 40. Richard Elbaum          |
| 19. Matthew Brown      | 41. Owen Ellickson          |
| 20. Colin Burgess      | 42. Alan Ehrlich            |
| 21. Tony Butka         | 43. Justin Ehrlich          |
| 22. Ivan Cabrera       | 44. Stephanie Ehrlich       |

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<sup>6</sup> Kinder, Molly, et al., *supra* n. 1.

<sup>7</sup> Lin, Rong-Gong and Luke Money. “COVID-19 vaccine rates in Brentwood, Santa Monica twice as high as poorer L.A. County areas.” *Los Angeles Times*, March 2, 2021. <https://www.latimes.com/california/story/2021-03-02/covid-vaccine-rates-wealthy-la-areas-double-poor-areas>

<sup>8</sup> Logan, Erin. “Californians broadly back COVID-19 hazard pay, protections for farmworkers, poll finds.” *Los Angeles Times*, February 23, 2021. <https://www.latimes.com/california/story/2021-02-23/latino-and-indigenous-californians-are-disproportionately-impacted-by-covid-19>

<sup>9</sup> Kinder, Molly, et al. *supra* n. 1.

45. Sarah Erlich  
46. Judy Evind  
47. Tzung-lin Fu  
48. Noel Garcia  
49. Lorena Gomez  
50. Luca Goodrich  
51. Dean Gordon  
52. Rachel Hamilton  
53. Michelle Hammond  
54. Sharon Hannah  
55. Marcela Hawk  
56. Tanya Henderson  
57. Alec Henderson  
58. Will Hoadley-Brill  
59. Eric Hoffman  
60. Tracey Holder  
61. Kelly Hom  
62. Laboni Hoq  
63. Mariana Huerta  
64. Che Hurley  
65. Ella Hushagen  
66. Phung Huynh  
67. Lory Ishii  
68. Amber Jaeger  
69. Sam Jaeger  
70. Fahren James  
71. Adeline Jasso  
72. Marion Johnson  
73. Amy Jones  
74. Ryan Jones  
75. Erin Kalavsky  
76. Matt Kalavsky  
77. Cassandra Kaldor  
78. Dennis Kang  
79. Monica Kelly  
80. William Kelly  
81. Afshin Ketabi  
82. JuHee Kim  
83. Sunyah Kim  
84. Kristen Kuhlman  
85. Caitlin Lainoff  
86. Casey Law  
87. Jessica Law  
88. Ahn Leng  
89. Laurien Lien  
90. Melissa Lien

Jacinta Linke, elected delegate AD41  
LACDP  
91. Tony Lockhart  
92. Sofia Lopez  
93. Tiana Lopez  
94. Vivian Ly  
95. Casey Macgregor-Toshima  
96. Elena Mann  
97. Jan Marshall  
98. Demetra Mazria  
99. Grady McFerrin  
100. Laura McSharry  
101. David Melford  
102. Robin Meyer  
103. Sean Meyer  
104. Julia Moreno Perri  
105. Jacob Morris  
106. Jenny Muninnopmas  
107. Paola Munoz  
108. Tudor Munteanu  
109. Elizabeth Murillo  
110. Andrea Nagata  
111. Ayaka Nakaji  
112. Anna Nakhienchanh  
113. Robyn Nedelcu  
114. Katie Neuhoff  
115. Anna Newell Brown  
116. Raf Niclaes  
117. Joanne Nuckols  
118. Suzanne Noruschat  
119. Carla Obert  
120. Gayle Oswald  
121. John Oswald  
122. Steve Pattenson  
123. Chris Patterson  
124. Cole Patterson  
125. Ry Patterson  
126. Victoria Patterson  
127. Georgina Paul  
128. Kelly Pedersen  
129. Sarah Perez-Silverman  
130. Sherry Plotkin  
131. FJ Pratt  
132. Natasha Prime  
133. Jose Quiguer  
134. Melissa Quilter

135. Myron Dean Quon
136. Alexandra Ramirez
137. Minoli Ratnatunga
138. Eray Rea
139. Zahir Robb
140. Aliza Rood
141. Jason Rosner
142. Shawn Ross
143. Shari Sakamoto
144. Daniel Saunders
145. Allie Schreiner
146. Barrett Schreiner
147. Denise Schulz
148. Gretchen Schulz
149. Andrea Seigel
150. Alexandra Shannon
151. Katherine Siew
152. Glafira Silva
153. Sean Singleton
154. Alison Smith
155. Chris Smith
156. John Srebalus
157. Levi Srebalus
158. Mark Stepro
159. Ryan Stone
160. Nancy Tam
161. Noemie Taylor-Rosner
162. Kathleen Telser
163. Andrew Terhune
164. Cassandra Terhune
165. Amy Tofte
166. Cambria Tortorelli
167. Helen Tran
168. Ciena Valenzuela-Peterson
169. Elizabeth Wendorf
170. Stefani Williams
171. Gwen Wong
172. Kathleen Wong
173. Maya Yahoun
174. Rita Yee
175. Jean Yu

**From:** Maya Barron <[REDACTED]>

**Sent:** Wednesday, April 7, 2021 2:18 PM

**To:** City Council Public Comment <ccpubliccomment@southpasadenaca.gov>; Diana Mahmud <dmahmud@southpasadenaca.gov>; Michael Cacciotti <mcacciotti@southpasadenaca.gov>; Evelyn Zneimer <ezneimer@southpasadenaca.gov>; Jack Donovan <jdonovan@southpasadenaca.gov>; Jon Primuth <jprimuth@southpasadenaca.gov>

**Cc:** Dena Weston <[REDACTED]>; Rachel Torres <[REDACTED]>

**Subject:** Support for Hazard Pay from South Pasadena Grocery Workers

**CAUTION:** This email originated from outside of the City of South Pasadena. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Attached please find 82 postcards supporting hazard pay from South Pasadena's grocery and drug store workers.

--

Maya Barron  
Field Department  
UFCW Local 770

[REDACTED]  
[REDACTED]



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Aaron Medina**

**Workplace: Ralphs 21**

**Years of Service: 2 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Abraham**

**Workplace: Vons 3075**

**Years of Service: 2**



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Adrian Felix***

**Workplace: Pavilions 2228**

**Years of Service: 2**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Alejandro Moreno*

**Workplace:** Vons 3075

**Years of Service:** 4



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Alex Zuno**

**Workplace: Vons 3075**

**Years of Service: 38**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Alexander Sanchez**

**Workplace: Ralphs 21**

**Years of Service: 7**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Amanda Delia**

**Workplace: Ralphs 21**

**Years of Service: 5**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Amaryll Miller*

**Workplace:** **Ralphs 21**

**Years of Service:** **37**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Amber Austria**

**Workplace: Ralphs 21**

**Years of Service: 5 months**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Amber Molina*

**Workplace:** *Ralphs 21*

**Years of Service:** *1 year*



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Andrew Mohit**

**Workplace: Pavilions 2228**

**Years of Service: 12 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Angelica Wejbe***

**Workplace: Pavilions 2228**

**Years of Service: 28**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Anna Therese Mayor**

**Workplace: Rite Aid 5531**

**Years of Service: 5**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Anthony Garcia**

**Workplace: Pavilions 2228**

**Years of Service: 3**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Anthony Saucedo**

**Workplace: Pavilions 2228**

**Years of Service: 22**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Ariel Landa**

**Workplace: Ralphs 21**

**Years of Service: 1**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Bertha A Flores**

**Workplace: Rite Aid 5531**

**Years of Service: 29**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Bertha Flores**

**Workplace: Rite Aid 5531**

**Years of Service: 30**



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Blanca Paniagua**

**Workplace: Ralphs 21**

**Years of Service: 4 months**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Cathy Choi**

**Workplace: Rite Aid 5531**

**Years of Service: 3**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Cesar Perez**

**Workplace: Vons 3075**

**Years of Service: 1**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** Cheryl Hy

**Workplace:** Rite Aid 5531

**Years of Service:** 5



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Christian Ramirez***

**Workplace: Pavilions 2228**

**Years of Service: 13**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Claudia M Alvarado*

**Workplace:** Vons 3075

**Years of Service:** 24 years



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Cory Alley*

**Workplace:** Pavilions 2228

**Years of Service:** 0.5



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Courtney Swan*

**Workplace:** *Ralphs 21*

**Years of Service:** *1*



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Cristopher Cortez Orozco***

**Workplace: Pavilions 2228**

**Years of Service: less than a year**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Daniel Bostrom**

**Workplace: Pavilions 2228**

**Years of Service: 16 yrs**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Dominic Cazares***

**Workplace: Vons 3075**

**Years of Service: 1**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Dudley**

**Workplace: Ralphs 21**

**Years of Service: 43**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Edgar Moreno**

**Workplace: Vons 3075**

**Years of Service: 8**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Eileen Ryan**

**Workplace: Ralphs 21**

**Years of Service: 3.5 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Emma Eve Sanchez**

**Workplace: Pavilions 2228**

**Years of Service: 1**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Erica Valencia***

**Workplace: Ralphs 21**

**Years of Service: 6 months**



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Erika Walls**

**Workplace: Pavilions 2228**

**Years of Service: 26**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Esai Díaz**

**Workplace: Ralphs 21**

**Years of Service: 7 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Hilda Flores**

**Workplace: Vons 3075**

**Years of Service: 25 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Irene Villaseñor**

**Workplace: Pavilions 2228**

**Years of Service: 6 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Irving Saucedo**

**Workplace: Pavilions 2228**

**Years of Service: 6 months**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Isabella Mead***

**Workplace: Pavilions 2228**

**Years of Service: 0.25**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Janet Zaturyan**

**Workplace: Rite Aid 5531**

**Years of Service: 8 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Jasminne Morataya*

**Workplace:** Pavilions 2228

**Years of Service:** 1



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Joella Weller*

**Workplace:** Pavilions 2228

**Years of Service:** 5 months



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Joshua Morales*

**Workplace:** Vons 3075

**Years of Service:** 2



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Julian Rosales***

**Workplace: Vons 3075**

**Years of Service: 1**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Lien Phu**

**Workplace: Rite Aid 5531**

**Years of Service: 19**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Lisa Morales***

**Workplace: Ralphs 21**

**Years of Service: 13**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Maria D. Reyes**

**Workplace: Vons 3075**

**Years of Service: 33**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Marina Euler**

**Workplace: Rite Aid 5531**

**Years of Service: 25**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Marissa Pee***

**Workplace: Pavilions 2228**

**Years of Service: 1 year**



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Mary Alpasan**

**Workplace: Vons 3075**

**Years of Service: 31**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** Maximilian Garcia

**Workplace:** Pavilions 2228

**Years of Service:** 5



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Mayra***

**Workplace: Vons 3075**

**Years of Service: 1**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Melissa Nguyen*

**Workplace:** Pavilions 2228

**Years of Service:** 19 years



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Michael Moss**

**Workplace: Pavilions 2228**

**Years of Service: 17 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Mikaela Cazares***

**Workplace: Ralphs 21**

**Years of Service: 4**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Nancy Hagiwara**

**Workplace: Ralphs 21**

**Years of Service: 32**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Nathan J Ramos**

**Workplace: Ralphs 21**

**Years of Service: ~1**



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Nestor Mesina**

**Workplace: Ralphs 21**

**Years of Service: 14yrs**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Priscilla Munoz**

**Workplace: Vons 3075**

**Years of Service: 5 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Randy*

**Workplace:** *Ralphs 21*

**Years of Service:** *8*



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Richard Charelian**

**Workplace: Pavilions 2228**

**Years of Service: 32**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Rosalina Clarizio**

**Workplace: Ralphs 21**

**Years of Service: 16**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** Rose Murphy

**Workplace:** Pavilions 2228

**Years of Service:** 2.5



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Ruben Castaneda**

**Workplace: Ralphs 21**

**Years of Service: 7**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Samantha Stevenson***

**Workplace: Vons 3075**

**Years of Service: 16**



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Sherrise Davis**

**Workplace: Vons 3075**

**Years of Service: 5 yrs**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Sophia Pacitti***

**Workplace: *Ralphs 21***

**Years of Service: *1***



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Stephanie Campos**

**Workplace: Rite Aid 5531**

**Years of Service: 4**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Steven Salinas***

**Workplace: Pavilions 2228**

**Years of Service: 3**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Teresa Folliero**

**Workplace: Ralphs 21**

**Years of Service: 33 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Tiffany Darlene Cuevas**

**Workplace: Ralphs 21**

**Years of Service: 1**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Tony Perez**

**Workplace: Vons 3075**

**Years of Service: 1**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Vanessa Alejandra Marroquín*

**Workplace:** Pavilions 2228

**Years of Service:** 14 years



**TO:**

**South Pasadena  
City Council**





**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Vanessa Perez Aguilar**

**Workplace: Pavilions 2228**

**Years of Service: 2**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Vincent Vallejo**

**Workplace: Ralphs 21**

**Years of Service: 1 and a half years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** Whitney Falcon

**Workplace:** Ralphs 21

**Years of Service:** 14



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Xinia Salinas***

**Workplace: Pavilions 2228**

**Years of Service: 31 years**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Xochitl Quintanilla*

**Workplace:** Pavilions 2228

**Years of Service:** 1



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: Yasmine Vera**

**Workplace: Ralphs 21**

**Years of Service: 7 months**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name: *Yesenia Carrillo***

**Workplace: Vons 3075**

**Years of Service: 1**



**TO:**

**South Pasadena  
City Council**



**Dear Councilmember,**

**My workplace is a hazard. Every day I risk my life to feed and support my community. Please stand with me and my coworkers to make sure we get the hazard pay we deserve.**

**Sincerely,**

**Name:** *Yvette Lugo*

**Workplace:** **Ralphs 21**

**Years of Service:** **3 years**



**TO:**

**South Pasadena  
City Council**