

## Orozco, Norma

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**From:** N. A. DePano <saumcleadpastor@gmail.com>  
**Sent:** Monday, March 01, 2021 2:06 PM  
**To:** eComment; Sarmiento, Vicente; Phan, Thai; Lopez, Jessie; Hernandez, Johnathan; Penaloza, David; Bacerra, Phil; Mendoza, Nelida  
**Subject:** SUPPORT for Item 30: Ordinance Establishing Premium Pay for Grocery Workers and Retail Pharmacy Workers

Dear Council,

My name is Adiel DePano and I'm the Lead Pastor at Santa Ana United Methodist Church in the city of Santa Ana. Many of my parishioners live in Santa Ana.

I am glad to see that Santa Ana is considering a Hazard Pay ordinance for our amazing grocery workers. **I wholeheartedly SUPPORT the passage of Agenda Item 15, and urge the council to pass it immediately.**

Since the beginning of the pandemic, our grocery workers have been on the frontlines, risking their health and lives and that of their families' in order to keep us fed and nourished in these dangerous times. We need to care for these workers in the best way we can.

We know that when hired, most grocery workers were not expecting a job that would one day endanger their lives. This is a critical difference between them and their fellow heroes in police and fire departments across the country. And yet we've seen our grocery workers step up to this mighty task, despite the inadequate compensation provided by their corporate employers.

Our community has pronounced them "heroes," but without truly acknowledging their incredible sacrifices. We owe it to them to pass this ordinance in order to get them the hazard pay they so truly deserve.

Over the last year, we've seen large grocery chains earning billions of dollars in profits, benefitting from the increase in meals eaten at home. It has been exasperating to see large corporate grocery chains fail to honor their workers with the hazard pay they deserve, while at the same time spending billions of dollars in profits on self-serving stock buyback schemes.

My faith tells me that God has a special place for the poor. The Bible says in Isaiah 3:13-15,

*13 The Lord takes his place in court  
and stands to judge the people.*

*14 The Lord presents his case  
against the elders and other leaders of his people:  
"You have burned the vineyard.*

*Your houses are full of what you took from the poor.*

*15 What gives you the right to crush my people  
and grind the faces of the poor into the dirt?"*

*The Lord God All-Powerful says this.*

Santa Ana should be at the forefront of resolutions like this that help our community, and that serve as an example for other cities to follow. We ask that you stand with us and do the right thing by insisting that grocers do their part and honor our heroes with the hazard pay they deserve.

Thank you.

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**Rev. N. Adiel A. DePano**

*Lead Pastor, Santa Ana United Methodist Church*

*A Multi-Cultural, Multi-Language Ministry*

*2121 N. Grand Avenue, Santa Ana, CA 92705; (714) 542-2219*

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*UNITY. REACHING OTHERS. HOSPITALITY.*

## Flores, Dora

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**From:** Harold D. Baker <harold.baker@aleks.com>  
**Sent:** Monday, March 01, 2021 4:07 PM  
**To:** eComment  
**Subject:** SUPPORT for Item 30: Ordinance Establishing Premium Pay for Grocery Workers and Retail Pharmacy Workers

Dear Council,

My name is Harold (Biff) Baker and I'm a congregant at the Episcopal Church of the Messiah in Santa Ana.

I am glad to see that Santa Ana is considering a Hazard Pay ordinance for our amazing grocery workers. I wholeheartedly SUPPORT the passage of Agenda Item 15, and urge the council to pass it immediately.

Since the beginning of the pandemic, our grocery workers have been on the frontlines, risking the health and lives of them and their families, in order to keep us fed and nourished in these unprecedented times. We need to care for these workers in the best way we can.

We know that when hired most grocery workers were not expecting a job that would one day endanger their lives. This is a critical difference between them and their fellow heroes in police and fire departments across the country. And yet we've seen our grocery workers step up to this mighty task, despite the inadequate compensation provided by their corporate employers.

Our community has pronounced them "heroes," but without truly acknowledging their incredible sacrifices. We owe it to them to pass this ordinance in order to get them the hazard pay they so truly deserve.

Over the last year, we've seen large grocery chains earning billions of dollars in profits, benefitting from the increase in meals eaten at home. It has been exasperating to see large corporate grocery chains fail to honor their workers with the hazard pay they deserve, meanwhile spending billions of dollars in profits on self-serving stock buyback schemes.

In Scripture we read that "the worker is worthy of their hire." How much more this is true for these workers at the bottom of the pay scale, risking their lives in these hazardous times?

Santa Ana should be at the forefront of resolutions like this that help our community, and that serve as an example for other cities to follow. We ask that you stand with us and do the right thing by insisting that grocers do their part and honor our heroes with the hazard pay they deserve.

Thank you.  
Biff Baker

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**Flores, Dora**

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**From:** suvangeer@sbcglobal.net  
**Sent:** Monday, March 01, 2021 3:58 PM  
**To:** Sarmiento, Vicente; Phan, Thai; eComment; Lopez, Jessie  
**Cc:** Hernandez, Johnathan; Penalosa, David; Bacerra, Phil; Mendoza, Nelida  
**Subject:** ChotF Justice Ministry SUPPORTS the passage of Agenda Item 15 Hazard Pay for grocery workers

Dear Council,

My name is Suvan Geer and I'm the Co-Chair of the Justice Ministry at Church of the Foothills in Santa Ana. We are happy you are considering a Hazard Pay ordinance for grocery workers. It's about fairness. They are front line workers in this crisis. We SUPPORT the passage of Agenda Item 15, and urge the council to pass it immediately.

Sincerely,

**Suvan Geer**

## Flores, Dora

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**From:** Denis Garvey <dgarv1255@att.net>  
**Sent:** Monday, March 01, 2021 8:23 PM  
**To:** eComment; Sarmiento, Vicente; Phan, Thai; Lopez, Jessie; Hernandez, Johnathan; Penaloza, David; Bacerra, Phil; Mendoza, Nelida  
**Subject:** Grocery Worker Hazard Pay, Agenda Item 15

March 1, 2021

Ladies and Gentlemen,

I am glad and very encouraged to see that Santa Ana is considering a Hazard Pay ordinance for our amazing grocery workers. I wholeheartedly SUPPORT the passage of Agenda Item 15, and urge the council to pass it immediately.

I have resided in Santa Ana for most of the last forty years. Before moving to Santa Ana in 1979, I had served as an associate pastor at a large Catholic congregation in Garden Grove. People around me know that I have always been an advocate of Catholic Social Justice matters, having studied in seminary days, the great Catholic Social Justice labor encyclicals, Rerum Novarum and Quadragesimo Anno. I am a registered member of St. Joseph Church in Santa Ana and (since 1982) I have been privileged to meet with English-speaking parents and godparents who are preparing for the baptism of their children. I am fortunate to have a large grocery store (with a pharmacy) within short walking distance of my residence.

I am encouraged, pleased, and grateful that Santa Ana is discussing a Hazard Pay ordinance for grocery workers and workers at pharmacies within these stores. They are most deserving of this. Not only are they doing what their employment require of them, I have also observed these same employees being helpful by showing care and patience and respect for some of the many homeless persons that are drawn to Santa Ana and grateful that for many of them some help is being provided by Santa Ana. Thank you all for all that you are doing to help this sad situation.

Sincerely,

Denis Garvey

March 1, 2021

The Honorable Vicente Sarmiento  
Mayor, City of Santa Ana  
20 Civic Center Plaza  
Santa Ana, CA 92701



RE: Grocery Worker Premium Pay

Dear Mayor Sarmiento,

On behalf of Santa Ana 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 averaging an extra \$2 to \$3 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 Riverside County is now considering grocery workers a priority and they are currently receiving the vaccine.

Unfortunately, the Grocery Worker Premium Pay ordinance would mandate grocery stores provide additional pay beyond what is economically 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 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 Santa Ana perform an economic impact report to understand the true impacts of this policy. If you choose not to understand specific impacts for Santa Ana, then we refer you to the economic impact report from the City of Los Angeles Legislative Analyst Office. This report makes it clear that the impact of this policy will severely impact workers, consumers, and grocery stores.

In its 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." These are all scenarios we know everyone in the city 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.

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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 Santa Ana. 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 Santa Ana 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 Santa Ana.

Sincerely,

Timothy James  
California Grocers Association

CC: Members, Santa Ana City Council  
City Clerk, City of Santa Ana

March 1, 2021

Writer's Direct Contact  
+1 (415) 268.6358  
WTarantino@mofo.com**Via Email**The Honorable Vicente Sarmiento  
City Council Chambers  
22 Civic Center Plaza  
Santa Ana, California 92701

Re: Premium Pay for Grocery and Retail Pharmacy Workers Ordinances

Dear Council Members:

We write on behalf of the California Grocers Association (the "CGA") regarding the proposed Urgency Ordinance and Ordinance that single out a specific group of grocery stores (i.e., those operated by companies with 300+ employees) and require them to implement mandatory pay increases (the "Ordinances"). The City Council's rushed consideration of these Ordinances would, if passed, lead to the enactment of unlawful, interest-group driven ordinances that ignore large groups of essential retail workers. They will compel employers to spend less on worker and public health protections in order to avoid losses that could lead to closures. In addition, the Ordinances, in their proposed form, interfere with the collective-bargaining process protected by the National Labor Relations Act (the "NLRA"), and unduly target certain grocers in violation of their constitutional equal protection rights. We respectfully request that the City Council reject the Ordinances as these defects are incurable.

**The Ordinances fail to address any issue affecting frontline workers' health and safety.**

The purported purpose of the Ordinance is to "protect and promote the public health, safety, and welfare" during the Covid-19 pandemic. (§ 2.) The Ordinances are devoid of any requirements related to the health and safety of frontline workers or the general public and instead impose costly burdens on certain grocers by requiring them to provide an additional Four Dollars (\$4.00) per hour for all hours worked at a Grocery Store ("Premium Pay"). (§ 2.) A wage increase does not play any role in mitigating the risks of exposure to Covid-19, nor is there any suggestion that there is any risk of interruption to the food supply absent an increase in wages. If anything, the Ordinances could increase those risks, as they 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.

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The Ordinances also inexplicably choose winners and losers among frontline workers in mandating Premium Pay. The Ordinances define “grocery store” as “a store that devotes seventy percent (70%) or more of its business to retailing a general range of food products... and/or a store that has at least fifteen thousand square feet (15,000 sf) of floor space dedicated to retailing a general range of food products.” (§ 2.) Other retail and health care workers are ignored, despite the fact that those same workers have been reporting to work since March. The Ordinances grant Premium Pay for select employees of the large grocers while ignoring frontline employees of larger, generic retailers that also sell a substantial amount of groceries, and other frontline workers in Santa Ana that face identical, if not greater, risks.

**The Ordinances are unlawful.** By mandating Premium Pay, the Ordinances would improperly insert the City of Santa Ana into the middle of the collective bargaining process protected by the National Labor Relations Act. The Ordinances suggest that there is a need to “protect and promote the public health, safety, and welfare.” (§ 2). Santa Ana employers and workers in many industries have been faced with these issues since March 2020. They are in no way immediate. 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. The Ordinances would interfere with this process that 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). Such ordinances have been found to be preempted by the NLRA.

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.

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The same is true of these Ordinances. 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 certain grocers to provide Hazard Pay that is both 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 these Ordinances which effectively dictate the outcome of the collective bargaining process are preempted. The Ordinances here impose unusually strict terms on a narrow band of businesses without any allowance for further bargaining. By enacting ordinances such as this, the City would end any negotiations by rewriting contracts.

The 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, the Ordinances here unfairly target traditional grocery companies and arbitrarily subject certain 300-employee grocers to the Premium Pay mandate while sparing other generic retailers who also employ frontline workers and who sell groceries. *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.").

As ordinances that impinge on fundamental rights to be free of legislative impairment of existing contractual agreements, these ordinances 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 goes to the very heart of bargained-for agreements—it

Hon. Vicente Sarmiento  
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modifies contractual terms and as such impinges on a fundamental right. Regardless, absent from the Ordinances is any requirement that would actually address any potential purpose of promoting the public's health and safety. Put simply, there is a disconnect between the Ordinances' reach and stated purpose, making them unlawful and violating the equal protection rights of CGA's members.

CGA disagrees with the Council's characterization of the Urgency Ordinance as a possible "urgency ordinance." There is nothing in the Ordinance that is required for immediate preservation of the public peace, health, safety, or welfare. (§ 2.) Even if an emergency ordinance passes, there is no requirement that an emergency ordinance become effective immediately on passage. As this Council has done many times before, an emergency ordinance can become effective at a set date in the future.

Finally, in light of emerging vaccination programs for essential workers, stores' increasing ability to protect patrons and workers from infection using distancing, curbside pickup, and other measures, we strongly encourage the City to set an alternate deadline for expiration of hazard pay ordinance (i.e., 90 days) so that it can be revisited by the Council in light of the rapidly changing pandemic conditions.

For all of the reasons discussed above, we respectfully request that the City Council reject the Ordinances.

Sincerely,



William F. Tarantino

cc: Santa Ana City Council  
Thai Viet Phan  
David Penaloza  
Jessie Lopez  
Phil Bacerra  
Johnathan Ryan Hernandez  
Nelida Mendoza

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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/>

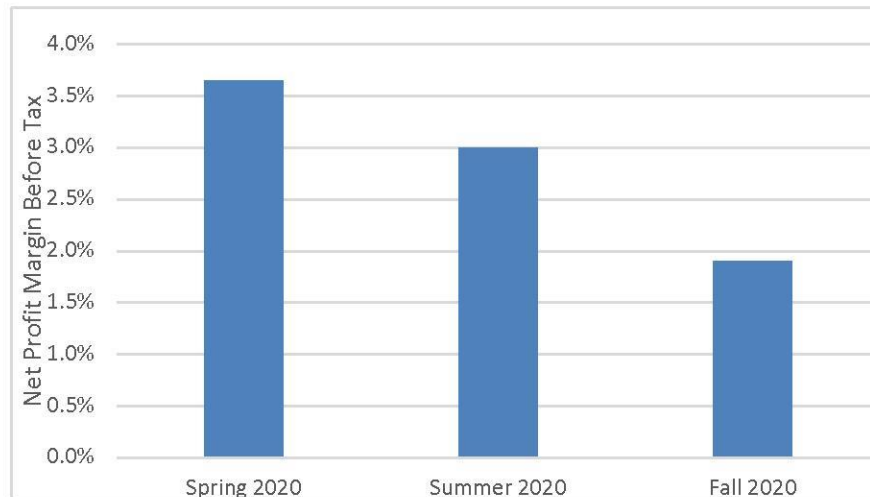
<sup>3</sup> Source: “2020 Independent Grocer Financial Survey.” Sponsored by the National Grocer’s Association and FMS Solutions Holding, LLC

<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/qcew-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>

**Flores, Dora**

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**From:** Michelle Ramage <michelle@livingspring.com>  
**Sent:** Tuesday, March 02, 2021 10:21 AM  
**To:** eComment; Sarmiento, Vicente; Phan, Thai; Lopez, Jessie; Hernandez, Johnathan; Penaloza, David; Bacerra, Phil; Mendoza, Nelida  
**Subject:** SUPPORT for Item 30: Ordinance Establishing Premium Pay for Grocery Workers and Retail Pharmacy Workers

Dear Council,

My name is Pastor Michelle Ramage and I'm one of the pastors at Living Spring Church in Garden Grove.

Many of my congregants live in Santa Ana.

I am glad to see that Santa Ana is considering a Hazard Pay ordinance for our amazing grocery workers. I wholeheartedly SUPPORT the passage of Agenda Item 30, and urge the council to pass it immediately.

Since the beginning of the pandemic, our grocery workers have been on the frontlines, risking the health and lives of them and their families, in order to keep us fed and nourished in these unprecedented times. We need to care for these workers in the best way we can.

We know that when hired most grocery workers were not expecting a job that would one day endanger their lives. This is a critical difference between them and their fellow heroes in police and fire departments across the country. And yet we've seen our grocery workers step up to this mighty task, despite the inadequate compensation provided by their corporate employers.

Our community has pronounced them "heroes," but without truly acknowledging their incredible sacrifices. We owe it to them to pass this ordinance in order to get them the hazard pay they so truly deserve.

Over the last year, we've seen large grocery chains earning billions of dollars in profits, benefitting from the increase in meals eaten at home. It has been exasperating to see large corporate grocery chains fail to honor their workers with the hazard pay they deserve, meanwhile spending billions of dollars in profits on self-serving stock buyback schemes.

My faith compels me to advocate for justice, fairness, and flourishing for all people. I pray that the city council will honor these workers and their sacrifice through enacting and upholding this hazard pay. This would be a genuine act of gratitude and blessing for their sacrifices.

Santa Ana should be at the forefront of resolutions like this that help our community, and that serve as an example for other cities to follow. We ask that you stand with us and do the right thing by insisting that grocers do their part and honor our heroes with the hazard pay they deserve.

Thank you for all you do to advocate for the flourishing of all people in our community.

Blessings,

Pastor Michelle Ramage  
Living Spring Church





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Museum of Social Justice

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**Jacki Weber**  
Development Director

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

March 2, 2021

Dear Santa Ana Mayor and City Council,

My name is Michelle Seyler and I am the Executive Director of Clergy and Laity United for Economic Justice (CLUE) in Orange County.

CLUE's community of faith leaders in Santa Ana and the county at large are very glad to see that Santa Ana is considering a Hazard Pay ordinance for our amazing grocery workers. **We wholeheartedly SUPPORT and encourage the passage of Agenda Item 30.**

Since the beginning of the pandemic, our grocery workers have been on the frontlines, risking the health and lives of themselves and their families, in order to keep us fed and nourished in these unprecedented times. We need to care for these workers in the best way we can.

We know that when hired, most grocery workers were not expecting a job that endangers their lives. This is a critical difference between them and their fellow heroes in police and fire departments across the country. And yet we've seen our grocery workers step up to this mighty task, despite the inadequate compensation provided by their corporate employers.

Our community has pronounced them "heroes," but without truly acknowledging their incredible sacrifices. We owe it to them to pass this ordinance in order to get them the hazard pay they so deeply deserve.

Over the last year, we've seen large grocery chains earn billions of dollars in profits, benefitting from the increase in meals eaten at home. It has been exasperating to see large corporate grocery chains fail to honor their workers with the hazard pay they deserve, while they spend billions of dollars in profits on self-serving stock buyback schemes.

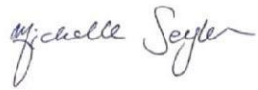
In addition, we have seen Kroger and other chains use bullying tactics in an attempt to scare cities like ours from implementing similar hazard pay ordinances, by threatening retaliation, layoffs, and lawsuits. Such threats will not scare us from doing the right thing. We cannot stand by while corporate greed threatens the livelihoods of the corporations' own employees.

My faith calls me to act with compassion towards my fellow humans and to take care of others, especially in moments of crisis. It is vital in moments like these to put people over the bottom line, and care for others as we would wish to be cared for.

Santa Ana can and should be at the forefront of resolutions that help our communities, and serve as an example for other cities to follow. We ask that you stand with us and do the right thing by insisting that grocers do their part and honor our heroes with the hazard pay they deserve.

Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Michelle Seyler". The ink is dark and the signature is fluid, with a long, sweeping underline for the name "Seyler".

Michelle Seyler, J.D.  
Executive Director  
Clergy & Laity United for Economic Justice



**Andrea Zinder**  
President  
International Vice President  
**Matt Bell**  
Secretary - Treasurer

March 2<sup>nd</sup>, 2021

To the Mayor and City Council of Santa Ana

On behalf of the 20,000 members of United Food and Commercial Workers (UFCW) Local 324, including over 550 essential workers in Santa Ana, I would like to express our support for the consideration of establishing premium pay for Grocery and Drug retail workers.

It has been made abundantly clear during this pandemic that our members play a critical role in providing necessary food, supplies and medicine to an anxious public. This has taken an enormous toll on our membership. Currently 112 of our members who work in the grocery or drug retail industry in Santa Ana have tested positive for COVID-19. That is 20% of our Santa Ana membership. Essential workers live in dread that each shift could be the one where they are exposed to this deadly disease. Yet they go to work every day.

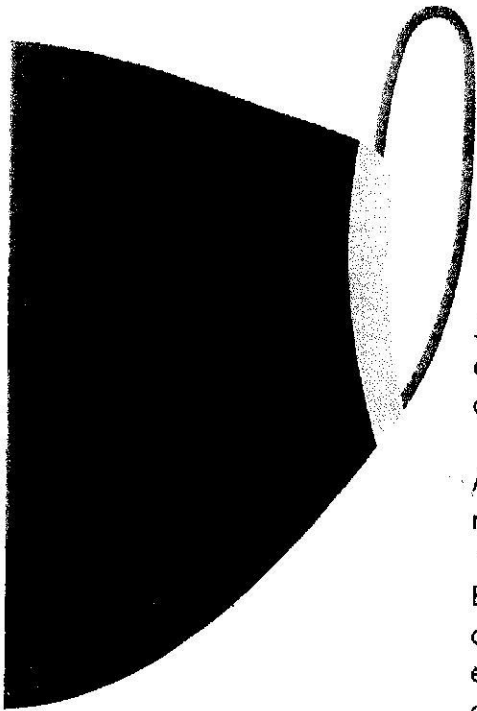
Attached to this letter, please find petitions signed by 525 Santa Ana grocery and drug retail workers calling on this Council to mandate Hero Pay for this industry. You are familiar with their stores and you recognize some of their faces. These are the men and women who continue to put their health on the line so that you and your neighbors are fed. We are calling on you to honor that sacrifice.

Albertsons – 2000 E. 17<sup>th</sup> Street  
Vons – 3650 S. Bristol Street  
Food 4 Less – 315 E. First Street  
Food 4 Less – 2140 S. Bristol Street  
Stater Brothers – 2630 W. Edinger Street  
Stater Brothers – 2360 N. Tustin Ave  
CVS Pharmacy – 1545 W. 17<sup>th</sup> Street  
CVS Pharmacy – 228 N. Harbor Blvd  
CVS Pharmacy – 1750 N. Grand Ave  
CVS Pharmacy – 102 N. Main Street  
CVS Pharmacy – 3911 S. Bristol Street  
Rite-Aid Pharmacy – 1406 W. Edinger Ave  
Rite-Aid Pharmacy – 111 N. Main Street  
Rite-Aid Pharmacy – 3325 S. Bristol Street

Sincerely,

UFCW UNION LOCAL 324

Andrea Zinder  
President



# \$4 HAZARD PAY for ESSENTIAL WORKERS!

Join us in calling on the **City of Santa Ana** to demand that employers reinstate Hazard Pay for essential grocery and drug retail workers!

As COVID-19 cases continue to rise, store CEOs in our neighborhoods see record-breaking profits amid a pandemic.

Essential Workers have been serving and feeding our communities and are getting sick and dying because of daily exposure. At the same time, company greed and lack of care for employee safety take priority. Take action by signing the petition!

I am an essential worker and I am urging the Santa Ana City Council to mandate that grocery and drug retail corporations pay \$4 an hour for four months in hazard pay.

Soy un trabajador esencial y exhorto al Concilio de la Ciudad de Santa Ana a exigir que las corporaciones de supermercados y farmacias paguen \$4 por hora en pago por cuatro meses por riesgo.

Employer: Albertsons Store #: 0598

Store Address: 2000 E 17TH ST Santa Ana, Ca 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Jimmy Lee  
Van Gervel  
maeissa jensen  
hunter martelli

Signature  
Firma

[Signature]  
[Signature]  
[Signature]

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Employer: Albertsons Store #: 0598

Store Address: 2000 E 17TH St Santa Ana Ca 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

ROBERTO MARTINEZ

[Signature]

Martha E Palomera

[Signature]

Jesse Becerra

[Signature]

Teel Medellin

[Signature]

Brittney Navarrete

[Signature]

Sean Boettcher

[Signature]

SERGIO SEGURA

[Signature]

Xochitl Zavala

[Signature]

Jeanne Marie Hant

[Signature]

Cayce Coleman

[Signature]

Ann Bun

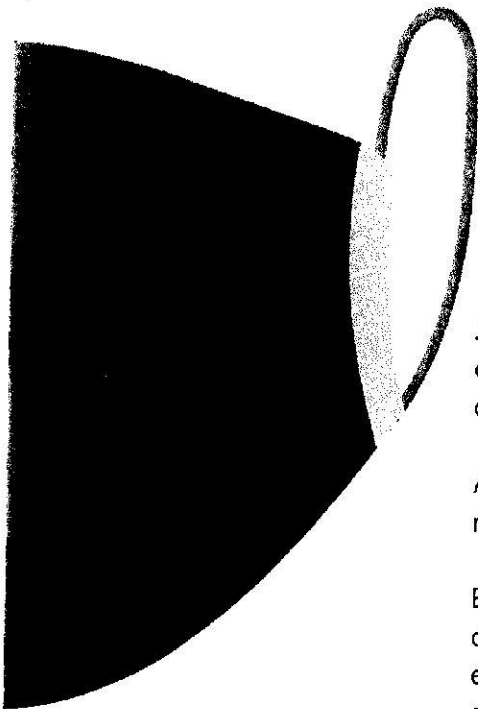
[Signature]

Vanessa Molina

[Signature]

Jose A. Garcia

[Signature]



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Employer: Albertsons #0598 Store #: 0598

Store Address: 2000 E 17TH ST Santa Ana Ca, 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

LAURA O'Donnell

Diana Bustamante

Stephanie Truong

Edna Nelums

Signature  
Firma

L O'Donnell

Diana Bustamante

Stephanie Truong

Edna Nelums

I am an essential worker and I am urging the Santa Ana City Council to mandate that grocery and drug retail corporations pay \$4 an hour for four months in hazard pay.

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Employer: Albertsons Store #: 0598

Store Address: 2000 E 17<sup>TH</sup> ST, Santa Ana Ca, 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Juan Carmona

Ana Pascual

Jose Lira

Maria Gonzalez

Jesus A. Cabrera

Cyria Piscotano

Daniella Tenney

Jaden Pinstler

Tanlemis

Melissa Perez

Eileen Alvarado

Ann Mai

Jessi Hawkins

Juan Carmona

Ana Pascual

Jose Lira

Maria Gonzalez

Jesus A. Cabrera

Cyria Piscotano

Daniella Tenney

Jaden Pinstler

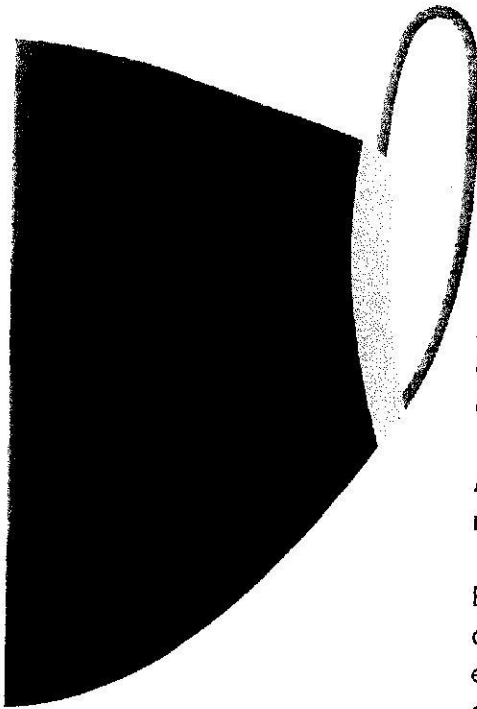
Tanlemis

Melissa Perez

Eileen Alvarado

Ann Mai

Jessi Hawkins



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Employer: Albertsons Store #: 0598

Store Address: 2000 E 17th St, Santa Ana, Ca 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

David Irlan

Amalia Peña

Manny Avila

Chris Finch

324

Signature  
Firma

[Signature]

[Signature]

MANNY AVILA

Chris Finch

I am an essential worker and I am urging the Santa Ana City Council to mandate that grocery and drug retail corporations pay \$4 an hour for four months in hazard pay.

Soy un trabajador esencial y exhorto al Concilio de la Ciudad de Santa Ana a exigir que las corporaciones de supermercados y farmacias paguen \$4 por hora en pago por cuatro meses por riesgo.

Employer: Albertsons Store #: 0598

Store Address: 2000 E 17TH ST Santa Ana CA 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

LORENA ZAMORA

Lorena Zamora

Jorge Rosas

Jorge Rosas

Jesse A. Garcia

Jesse A. Garcia

Juan Montes

Juan Montes

Alicia Cabrera

Alicia Cabrera

Rudy Gonzalez

Rudy Gonzalez

Ulises Rivas

Ulises Rivas

Leah Silva

Leah Silva

Bethany Lavalley

Bethany Lavalley

Sean Boettcher

Sean Boettcher

LEON MONTENEGRO

Leon Montenegro

MARIE LEON

Marie Leon

Adrian Alvarado

Adrian Alvarado



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Employer: Albertsons #0598 Store #: 0598

Store Address: 2000 E 17TH ST Santa Ana Ca 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

David Calve

Taylor Martin

Phoebe M.

Brianna Quezada

Signature  
Firma

[Signature]

[Signature]

Johnnie Manfredo

[Signature]

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Employer: Albertsons Store #: 0598

Store Address: 2000 E 17<sup>th</sup> ST, Santa Ana Ca, 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Amanda B. Espinoza

Mariana Morales

Jeanne Marie Hargis

Marielena Garado

Sergio Gutierrez

Reneo Wargaman

Mariella Lewis

Francisco Perez

Mariah Sosa

Haydee Menjivar

Yecenia Jessica de Oregu

Ulises Gonzalez

EDGARDO A Uribe

Signature  
Firma

Amanda Espinoza

Mariana Morales

Jeanne Marie Hargis

Marielena Garado

Sergio Gutierrez

Reneo Wargaman

Mariella Lewis

Francisco Perez

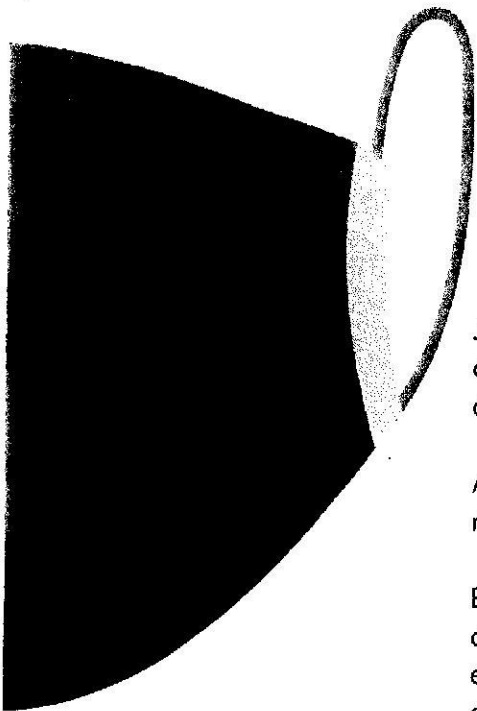
Mariah Sosa

Haydee Menjivar

Yecenia de Oregu

Ulises Gonzalez

Edgar A Uribe



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Employer: Albertsons Store #: 0598

Store Address: 2000 E 17TH ST Santa Ana CA 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

makissa jensen  
hunter martel  
kevin christiane  
hannah luey

Signature  
Firma

[Signature]  
[Signature]  
[Signature]  
[Signature]

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Employer: Albertsons Store #: 0598

Store Address: 0598 / 2000 E 17TH ST Santa Ana Ca 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Daniella Tenney

Daniella Tenney

Patricia Hurley

Patricia Hurley

Yvonne Vachus

Yvonne Vachus

Daisy Lopez

Daisy Lopez

Eduardo Martinez

Eduardo M.

Jose Lira

Jose Lira

Julie Espinoza

Julie Espinoza

Eileen Alvarado

Eileen Alvarado

Miguel Martinez

Miguel Martinez

Melissa Sandoval

Melissa Sandoval

Adrian Alvarado

Adrian Alvarado

Jorge Rosas

Jorge Rosas



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Employer: Allovetsonis Store #: 0598  
Store Address: 2000 E. 17th Street Santa Ana Ca 92706

**Print First and Last Name**  
**Nombre y Apellido en letra de molde**

Christina Zarate

Sam Caro

Manley, Jr, Jr

Alonso Aguayo

**Signature**  
**Firma**

[Signature]

[Signature]

[Signature]

ALONSO AGUAYO

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Employer: Albertsons Store #: 0598

Store Address: 2000 E 17<sup>th</sup> St Santa Ana Ca 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Marcus Hosang

Cecilia Valdez

Ivet Escobedo

MARIE LEON


Jorge L Rodriguez

Jesús Martinez Sanchez

Lila Hernandez

~~XXXXXXXXXX~~ Alex Cabrera


Andre D. Davis








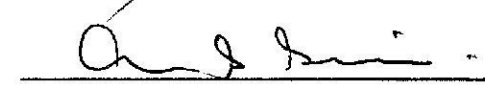


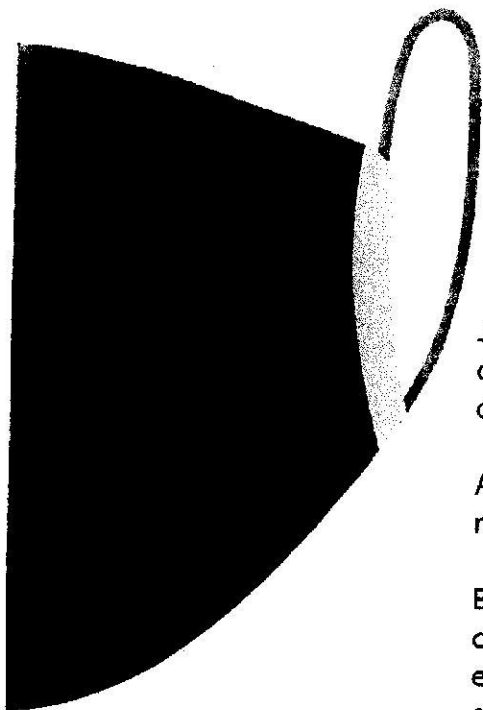












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Employer: Vons Store #: 1626

Store Address: 3650 S. Bristol St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Donnell Eaves

~~Adam Bantlett~~

Thurman

Myles Sanders

Signature  
Firma

Donnell Eaves

~~Adam Bantlett~~

Thurman

Myles Sanders

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Employer: \_\_\_\_\_ Store #: \_\_\_\_\_

Store Address: \_\_\_\_\_

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Blanca E. PEREZ

Blanca PEREZ

Natalie LEOS

Natalie LEOS

Jorge Avila

Jorge Avila

\_\_\_\_\_

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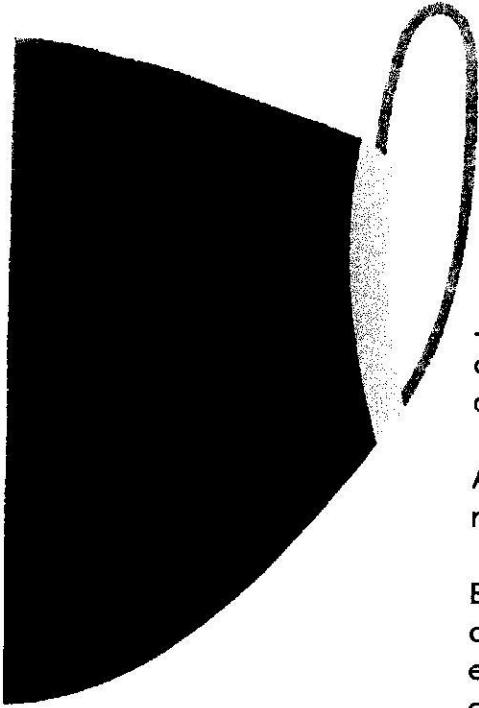
\_\_\_\_\_

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\_\_\_\_\_



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Employer: Vons Store #: 1626

Store Address: 3650 Bristol St Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Janete Villa

Esmeralda Fiala

Beatriz Lopez

Jerzo Castellanos

Signature  
Firma

[Signature]

[Signature]

[Signature]

Jerzo Castellanos

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Employer: Vons Store #: 1626

Store Address: \_\_\_\_\_

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

~~Eric G.~~ ~~x~~

Hector G. x

Michael G. x *Michael G.*

x Chris Z. x *Chris Z.*

x Steven G. x

x Darren J. x

x Darren J. x *Darren J.*

x Steven G. x

Anthony M. *Anthony M.*

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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Employer: Vary/Albertsons Store #: 16760  
Store Address: \_\_\_\_\_

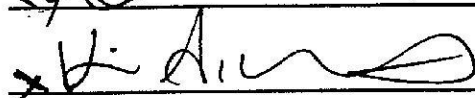
Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

x Kevin L. \_\_\_\_\_



x Karina M. \_\_\_\_\_

x 

x Shonn M. \_\_\_\_\_

x \_\_\_\_\_

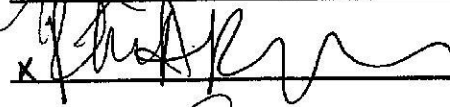
x  Bryan P. \_\_\_\_\_

x Bryan Delucides \_\_\_\_\_

x ~~Myra~~ R. Angel R. \_\_\_\_\_

x 

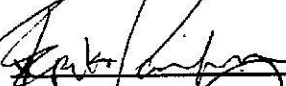
x Rhea A.  \_\_\_\_\_

x 

x Yami R. \_\_\_\_\_

x \_\_\_\_\_

x Erika S. \_\_\_\_\_

x 

x Dave S. \_\_\_\_\_

x 

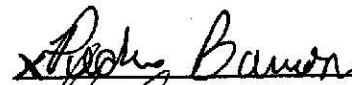
x Amanda A. \_\_\_\_\_

x 

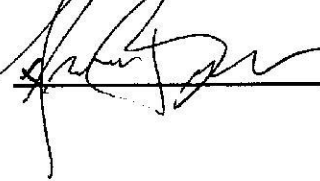
x Gonzo A. \_\_\_\_\_

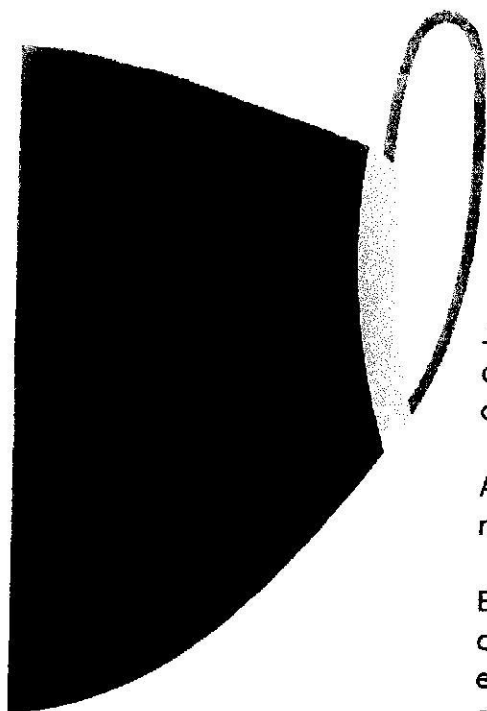
x \_\_\_\_\_

x Pedro B. \_\_\_\_\_

x 

x Karri B. \_\_\_\_\_

x 



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Employer: WONS Store #: 1626

Store Address: 3650 S.

Print First and Last Name  
Nombre y Apellido en letra de molde

x Donald Isom

x Rosabel K.

x Katie L.

Teira L.

Signature  
Firma

x

x Rosabel Kanali

x Katie Rankin

324

City of Santa Ana, California

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Employer: Vons / Albertsons Store #: 1624  
Store Address: 3650 S. Bristol St.

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

x BLANCA E PEREZ

x Blanca E Perez

x Bella Store

x

x Edson Suarez

x E. Suarez

x Ofelia Valencia

x Ofelia

x Desiree Villalpando

x Desiree Villalpando

x Elyse Von Arx

x Elyse Von Arx

x Tihadi Goupil

x Tihadi Goupil

x Danilo G.

x Danilo G.

x Jordan H.

x Jordan H.

x Bailey H.

x Bailey H.

x Atex H.

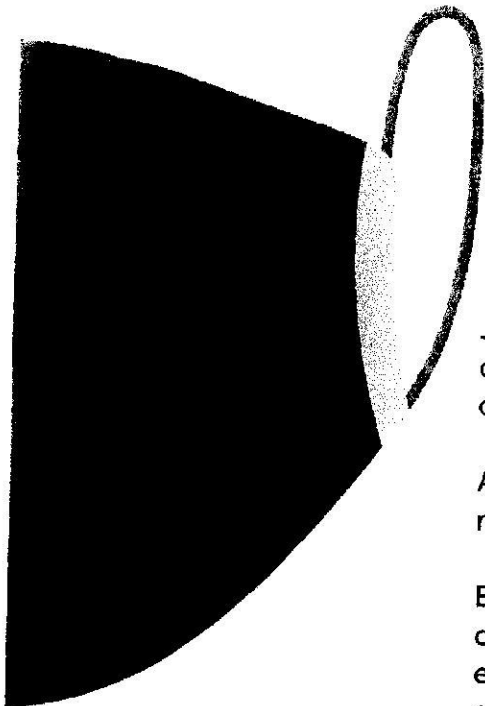
x Atex H.

x Jason H.

x Jason H.

x Eric H.

x Eric H.



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Employer: VONS Store #: 1626

Store Address: \_\_\_\_\_

Print First and Last Name  
Nombre y Apellido en letra de molde

X MATTHEW PINSKY

X GUSTAVO CADILLA

X MARY-AN DUCY

X AMY DRISKILL

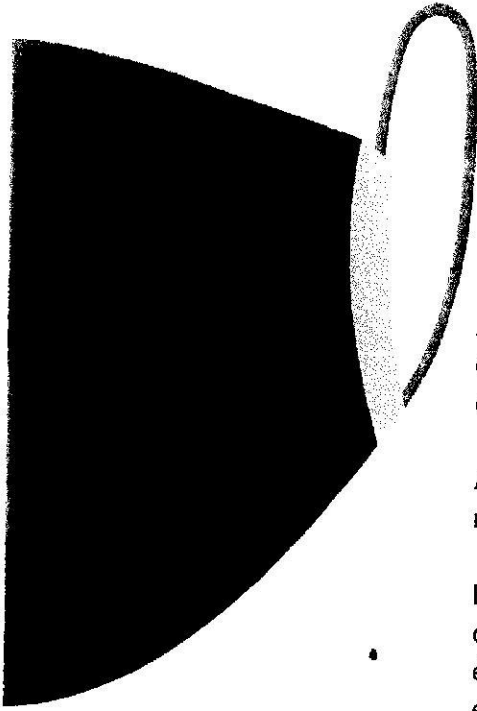
Signature  
Firma

X [Signature]

X GUSTAVO

X MARY-AN DUCY

X AMY DRISKILL



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Employer: VONS Store #: 1626

Store Address: 3650 Bristol St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Jeremy Norvaez

Christopher Zamora

Daniela Partida

Signature  
Firma

[Signature]

[Signature]

[Signature]

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Employer: WONS Store #: 1626

Store Address: 3650 S. Bristol St.

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

x Gloria Gaona

x Gloria Gaona

Jorge Pule

Jorge Pule

~~Donnell E. Reyes~~

~~Donnell E. Reyes~~

Deborah + Shellla

Deborah + Shellla

Vincent Raymond

Vincent Raymond

Cassandra Antunez

Cassandra Antunez

Louis Gutierrez

Louis Gutierrez

Kayla Bommer

Kayla Bommer

Julie Gaona

Julie Gaona

Casandra Parra

Casandra Parra

Fatima Figueroa

Fatima Figueroa

Janette Romero

Janette Romero

Daisy Bernal

Daisy Bernal



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Employer: Vons Store #: 1626  
Store Address: 3650 S. Bristol St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Marich Schottler

Amy Driskill

Lisa Aparicio

Alberto Mendez

Signature  
Firma

Marich Schottler

Amy Driskill

Lisa Aparicio

Alberto Mendez

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Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Stephanie Oroco

[Signature]

Sidney ~~Chandler~~ Chandler

[Signature]

Annabelle Torres

Annabelle Tamy

Eduardo Berumen

[Signature]

Charles J. Dunn

[Signature]

Lucia Rios

[Signature]

Francelia Corvantes

[Signature]

Felix ~~Medis~~ Decca

[Signature]

Laura Maradiaz

Laura V. Maradiaz

Juan R. Avalos

Juan R. Avalos

Rigoberto Montoya

[Signature]

Vincent Raymond

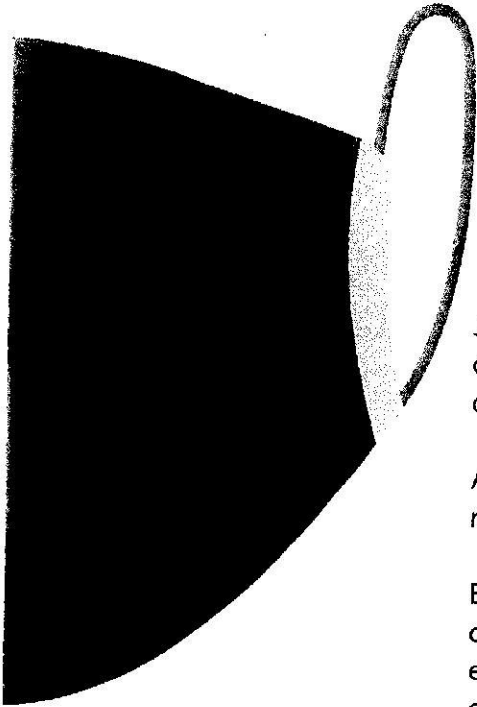
Vincent Raymond

Brandon Carlos

Brandon Carlos

DAMON ACUÑA

Damon Acuña



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Employer: Albertsons/Vons Store #: 1626

Store Address: 3650 S Bristol St, Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Darren M. Jaussey

Jackson Nissen

Steven Gutierrez

Matt Lutton

Adam Bartlett

Signature  
Firma

[Signature] 1-9-2021

[Signature] 1-9-2021

[Signature] 1-9-2021

[Signature] 1-9-2021

[Signature] 1-9-2021

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Store Address: 3650 S. Bristol St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Silvia Alderete

Matthew Pinsky

Signature  
Firma

[Signature]

[Signature]

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Soy un trabajador esencial y exhorto al Concilio de la Ciudad de Santa Ana a exigir que las corporaciones de supermercados y farmacias paguen \$4 por hora en pago por cuatro meses por riesgo.

Employer: Vons/Albertsons Store #: 1626  
Store Address: 3650 S. Bristol St. Santa Ana, CA 92707

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Kyle Zemlicka

Kyle Zemlicka

Cassandra Parra

Cassandra Parra

Terisa Lign

Terisa Lign

Lucia Rios

Lucia Rios

Jeremy Narvaez

Jeremy Narvaez

Brandy Fuller

Brandy Fuller

Annabelle Torres

Annabelle Torres

Adam Bartlett

Adam Bartlett

Spenser C Naideth

Spenser C Naideth

Myra Rios

Myra Rios

Gloria Rios

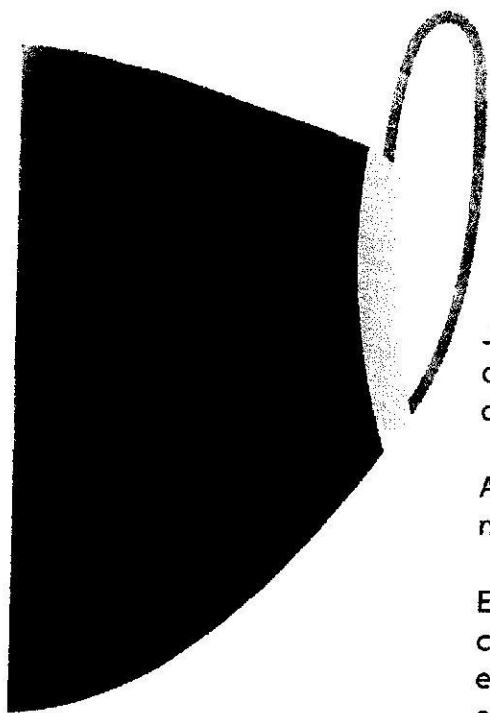
Gloria Rios

Christie Tomison

Christie Tomison

x Mario Gonzalez

x Mario Gonzalez



# \$4 HAZARD PAY for ESSENTIAL WORKERS!

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Employer: FOOD 4 Less Store #: 382

Store Address: 315 E First st Santa Ana, CA 92701

Print First and Last Name  
Nombre y Apellido en letra de molde

Janet Carretero

Edgar Lopez

Raquel Baltazar

Alba J. Ventura

Signature  
Firma

[Signature]

Edgar Lopez

Janet Baltazar

[Signature]

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Store Address: 315 E. First st Santa Ana, CA 92701

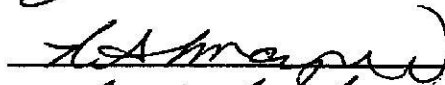
Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Isidro Francisco



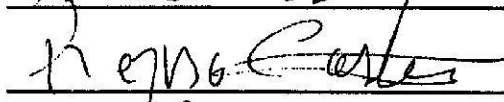
Nicol Coehoorn Almazan



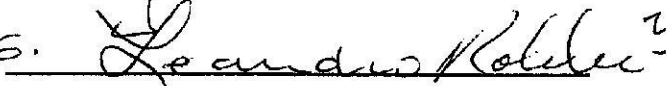
Elias Capachule



Rafael Castro



Leandro Robles



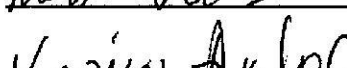
Rodrigo Blanco



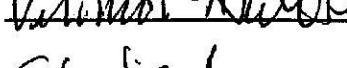
Marta Torres



Veronica Avalos



Gladis O. Alfaro



Nelson Gandulla Rios



Ana Ybarra



Oscar Rodriguez

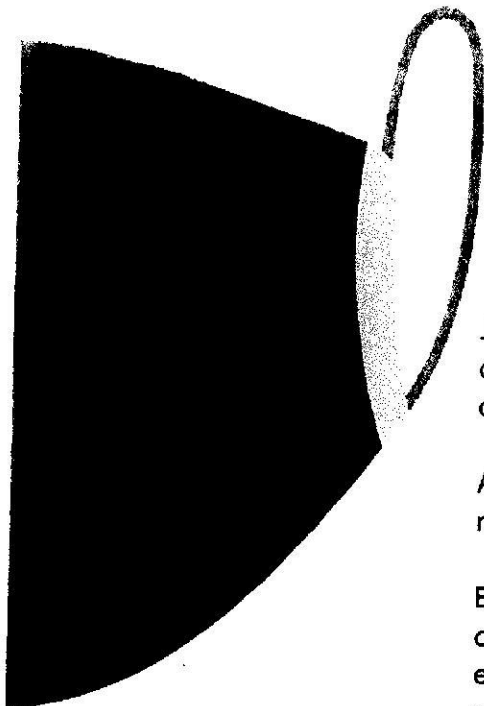


Heida Suarez



Heida Suarez





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Employer: Food 4 Less. Store #: 382

Store Address: 315. Est first. Santa ana. Calif.

9270

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Teresa Lopez

Teresa Lopez

German Morales

German Morales

Mariana Padilla

Mariana Padilla

Cesar Silva

Cesar Silva

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Employer: Food 4 Less Store #: 382

Store Address: 315 E. First St Santa, CA 92701

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Jesús López

Jesús López

Ebel María R.

Ebel María R.

Pepe Gudi  
Chancro Juel

Pepe Gudi  
Chancro Juel

José Avila  
El Bin

José Avila  
El Bin

RUMALDO DUTRA

RUMALDO DUTRA

Lucia Galaz

Lucia Galaz

Margarito Hernandez

Margarito Hernandez

Saul Lopez

Saul Lopez

Jose L. Sierra

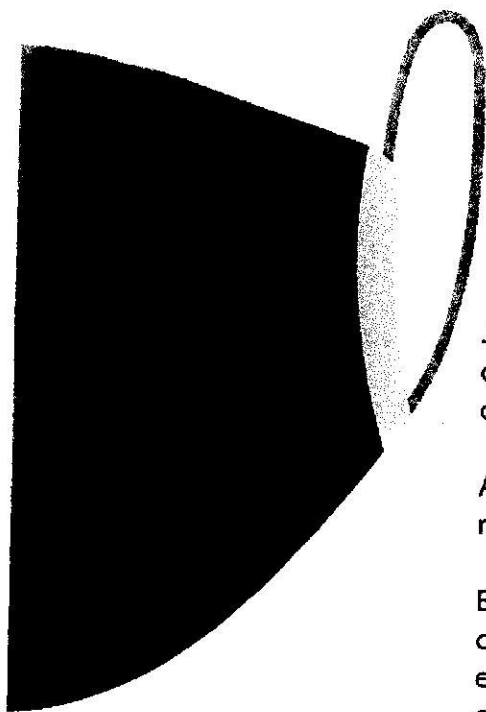
Jose L. Sierra

Laura Martinez

Laura Martinez

Jana Blum

Jana Blum



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Employer: Food 4 Less Store #: 382

Store Address: 315 E First St Santa Ana, CA 92701

Print First and Last Name  
Nombre y Apellido en letra de molde

gabriela Martinez

Maria Teller

REYNA CASTRO

Manchiz Chiu Juarez

Signature  
Firma

[Signature]

Maria Teller

Reyna Castro

Manchiz

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Employer: Food 4 less Store #: 382

Store Address: 315 E. First St. Santa Ana, CA 92701

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Carla Rojas

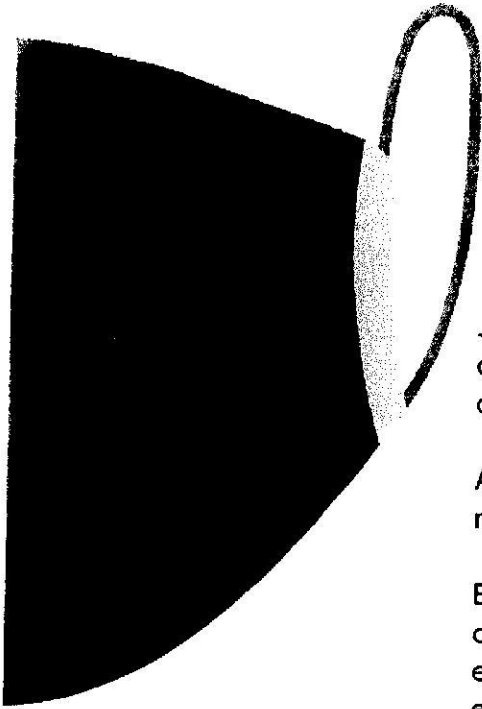


Waldo Quevedo



Isaac Alarcon





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Employer: Food 4 Less Store #: 382

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Print First and Last Name  
Nombre y Apellido en letra de molde

Marlene Cabañas

Ventura Vantorán

Julia Rangel

Alejandra Yopez

**324**

Signature  
Firma

Marlene C.

Ventura

Julia Rangel

Alejandra Yopez

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Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Gloria Vazquez

Gloria V.

Jesus Noyola

[Signature]

BERNABE LIZALDE

[Signature]

Alejandro Martinez

[Signature]

Esamir Sanchez

[Signature]

Maria Ortega

Maria Ortega

JOSE Arroyo

[Signature]

Esteban Villalobos

Esteban Villalobos

Heidy Gutierrez

[Signature]

ORLANDO Lopez

[Signature]

MURIL PERE

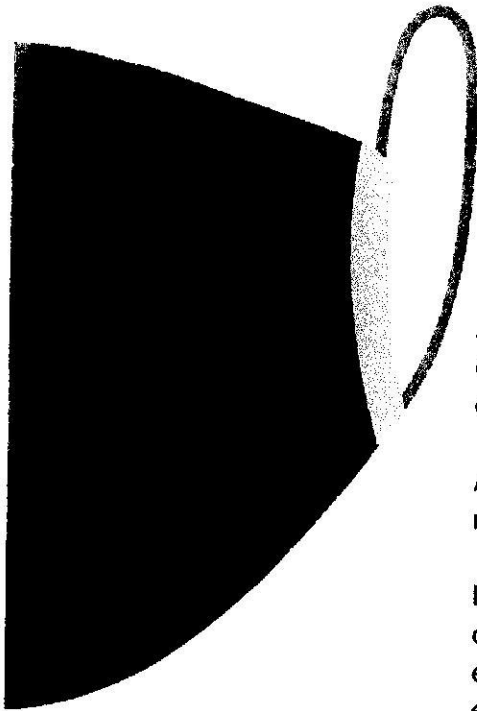
MURIL P.

MANN Lopez

MANN P.

Belen Molina

[Signature]



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Store Address: 315 E. First st Santa Ana, CA 92701

Print First and Last Name  
Nombre y Apellido en letra de molde

Heidy Gutierrez

Isaac Alvaron

Carla Rojas

Julia Rangel

Signature  
Firma

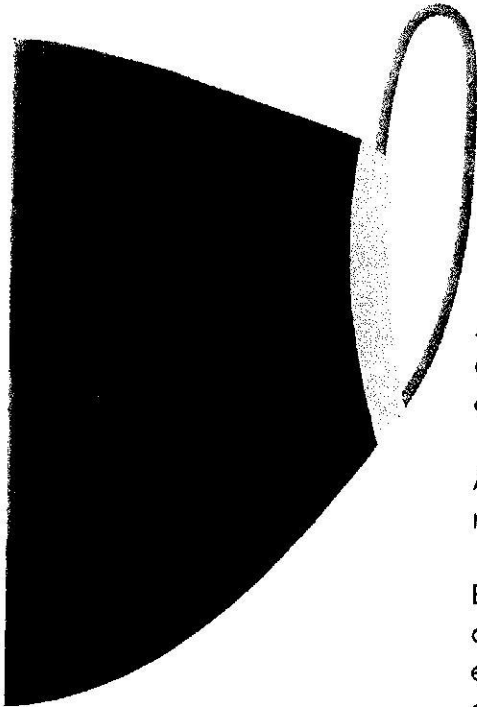
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Employer: Food 4 less Store #: 340

Store Address: 2140 S. Bristol St. Santa Ana CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Noe Lopez

Jose Morales

Consuelo Lopez

Signature  
Firma

[Signature]

[Signature]

[Signature]

I am an essential worker and I am urging the Santa Ana City Council to mandate that grocery and drug retail corporations pay \$4 an hour for four months in hazard pay.

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Employer: Food 4 Less Store #: 340

Store Address: 2140 S. Bristol St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Maria, pretty

[Signature]

GILBERTO BLANCO

GILBERTO BLANCO

MARIA PEREZ

MARIA PEREZ

\_\_\_\_\_

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Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Angelina Anzures

Marica Delgado

Beatriz Garcia

Anthony Leon

Edardo Sanchez

Eric Cota

Cesar Cortes

Claudia Fabian

DERBIE ABDALLAH

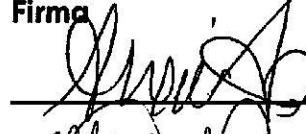
Rodolfo Nolasco

Jose Lara

Yamilex Martinez

Lelia Lara

Jose G.















Claudia Fabian

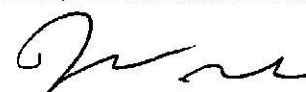


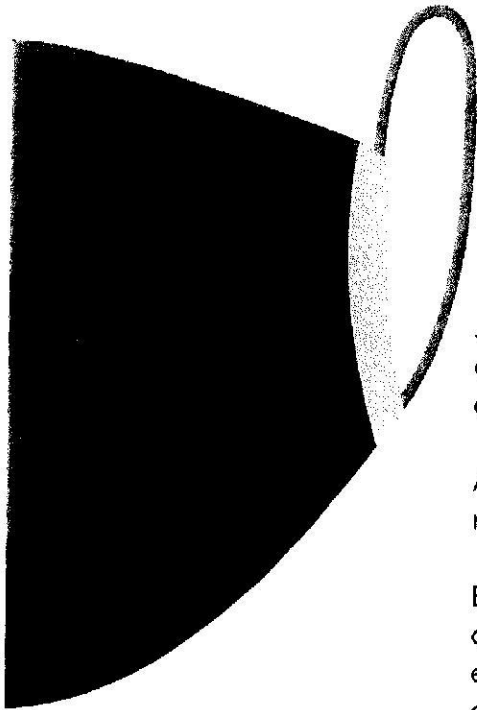


Jose Lara

Yamilex Martinez

Lelia Lara





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Store Address: 2140 S Bristol St. Santa Ana CA, 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Adolfo Lopez perez

Claudia Fabian

SAUL CEJA

Jose Gomez

Signature  
Firma

Adolfo Lopez perez

Claudia Fabian

Saul Cea

Jose

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Store Address: 2140 S. Bristol St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Samuel Carrasco

Eric Cota

VICTOR ROSAS

Lois Camacho

Jesús M. Alvarado

Ebenezer Calillo

GEDGITO S

Martha Alicia Lopez

Sandra Valdez

Jaqueline Valdez

ERIC AVILA

Leizurkain

Carmen Quevedo

Patricia Esparza

Jaqueline Cambra

[Signature]

[Signature]

[Signature]

Lois Edoardo

Jesús M Alvarado

[Signature]

[Signature]

Martha Alicia Lopez

Sandra Valdez

Jaqueline Valdez

[Signature]

[Signature]

[Signature]

Patricia Esparza

Jaqueline Cambra

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Store Address: 2140 S. Bristol St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Jonathan M. Lara

Alberto Diaz

Alexis Paredes

Alejandra Sanchez

ELVIRA AVALOS

TIANA CASTELLANO

SAUL CEA

Luis Quin

Cesar Quezada

[Signature]

[Signature]

[Signature]

[Signature]

Elvira Avalos

[Signature]

[Signature]

[Signature]

Cesar Quezada



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Employer: Food 4 Less Store #: 340

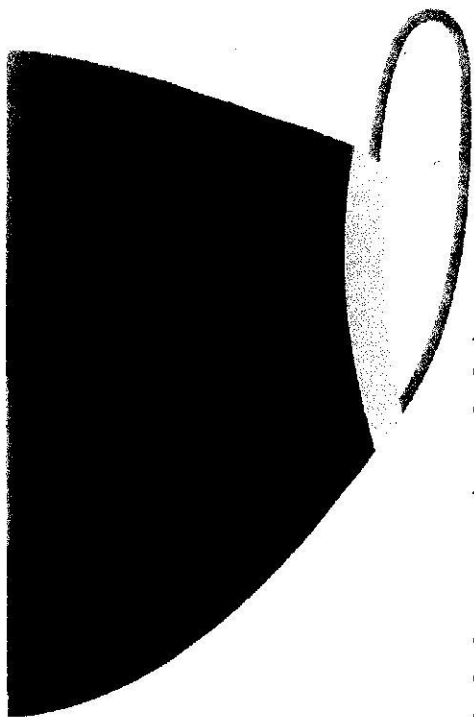
Store Address: 2140 S. Bristol St. Santa Ana CA, 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Carmen Moreno

Signature  
Firma

CM



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Store Address: 2140 S. Bristol St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

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Store Address: 2140 S. Bristol St. Santa, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Rene Estrada

Andres Zuniga

Judith Palomera

Erika Ibarra

Celeste Molina

Maria de la Cruz

Gustavo Viera

Zeus Palomera

Jaqueline Camba

Uriel Gonzalez

Cesar Quezada

Erik Ibarra

Ramon Martinez

Signature  
Firma

Rene E.

Andres Zuniga

Erika Ibarra

Celeste Molina

Maria de la Cruz

Gustavo Viera

Zeus Palomera

Jaqueline Camba

Uriel Gonzalez

Cesar Quezada

Erik Ibarra

Ramon Martinez



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Employer: Food 4 Less Store #: 340

Store Address: 2140 S. Bristol St Santa Ana CA, 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

STEVAN GARCIA

Manuel Ramirez

Celeste Molina

Eric Cota

Signature  
Firma

Stevan Garcia

Manuel Ramirez

Celeste Molina

Eric Cota

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Employer: Food 4 less Store #: 340

Store Address: 2140 S. Bristol st. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Alejandra Garcia

Rupert Vega

Beatriz Guerra

Richard Barrera

Ramon Martinez

Rene Velazquez

Gaudia Suarez

[Signature]

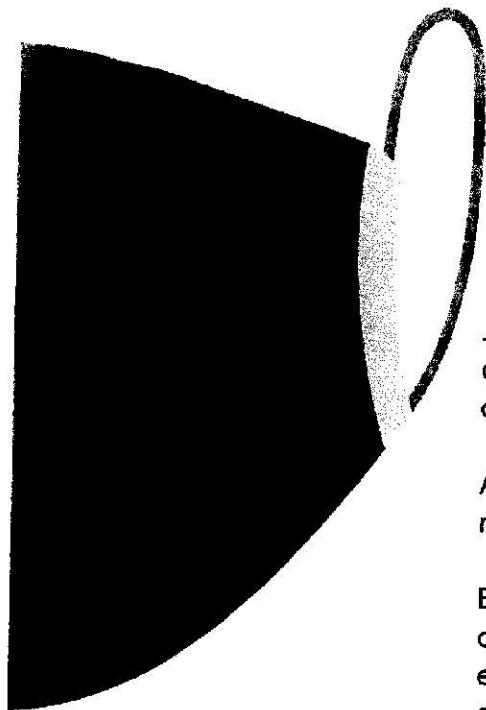
[Signature]

Richard Barrera

Ramon Martinez

Rene Velazquez

[Signature]



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Employer: Staten Bros Store #: 29

Store Address: 2630 W. Edinger st, Santa Ana, CA 9270

Print First and Last Name  
Nombre y Apellido en letra de molde

Kimberly Liborio

Brayan Diaz

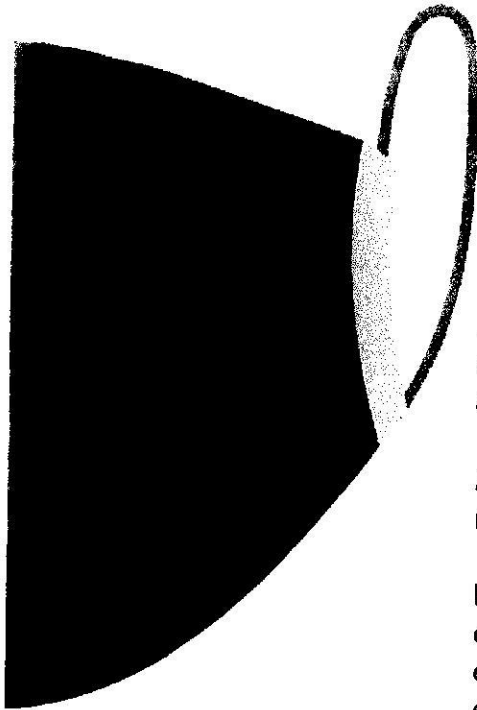
Abigail Rodriguez

Alfonso

Signature  
Firma

Kimberly Liborio

Abigail Rodriguez



# \$4 HAZARD PAY for ESSENTIAL WORKERS!

Join us in calling on the **City of Santa Ana** to demand that employers reinstate Hazard Pay for essential grocery and drug retail workers!

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I am an essential worker and I am urging the Santa Ana City Council to mandate that grocery and drug retail corporations pay \$4 an hour for four months in hazard pay.

Soy un trabajador esencial y exhorto al Concilio de la Ciudad de Santa Ana a exigir que las corporaciones de supermercados y farmacias paguen \$4 por hora en pago por cuatro meses por riesgo.

Employer: Stater Bros Store #: 29

Store Address: 21630 W. Edinger St. Santa Ana, CA 92706

Print First and Last Name  
Nombre y Apellido en letra de molde

Salvador Arceyín

Carlos Leon

John TRAN

Francisco Alvarez

Signature  
Firma

[Signature]

[Signature]

John TRAN

[Signature]

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Employer: Stater Bros Store #: 29

Store Address: 2630 W. Edinger St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

LUIO Asuncion

Socorro Ramirez

Jessica Castro

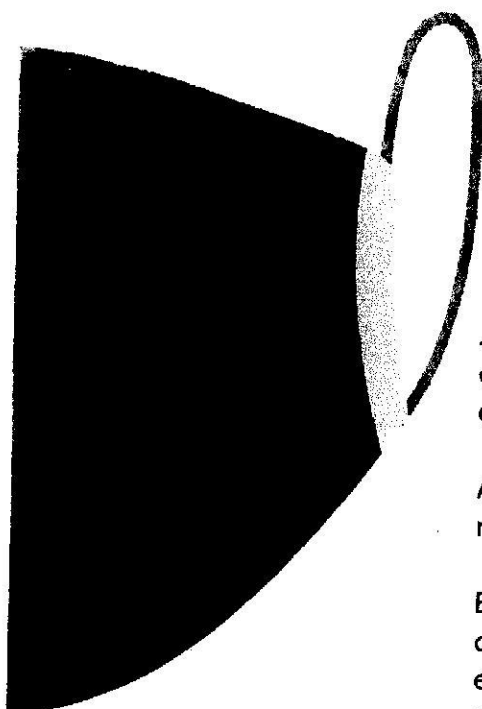
Sara Camacho

[Signature]

[Signature]

Jessica Castro

[Signature]



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Employer: Stater Bros Store #: 29

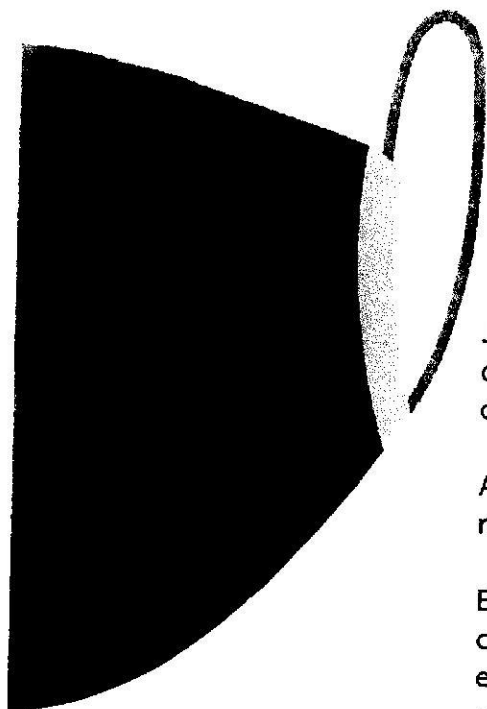
Store Address: 2630 W. Edinger St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

OSCAR TAPIA  
Jesus Barrera

Signature  
Firma

[Signature]



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Employer: Stater Bros Store #: 29

Store Address: 2630 West Edinger St. Santa Ana CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Rebecca Salgado

Silvio Gabuardi

Jesse Garcia

JOSE Sandoval Mota

Signature  
Firma

Rebecca Salgado

Gabuardi

Jesse Garcia

Jose Sandoval Mota

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Employer: \_\_\_\_\_ Store #: \_\_\_\_\_

Store Address: \_\_\_\_\_

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Ana Cardenas

Ana Cardenas

Cristina Carachure

Cristina Carachure

Esmeralda Moreno

Esmeralda Moreno

Monica Mora

Monica Mora

Oscar Tapia

Oscar Tapia

Alfred Morales

Alfred Morales

Jessica Castro

Jessica Castro

Lucio Asuncion

Lucio Asuncion

Abigail Rodriguez

Abigail Rodriguez

Elisa Sosa

Elisa Sosa

Brayan Diaz

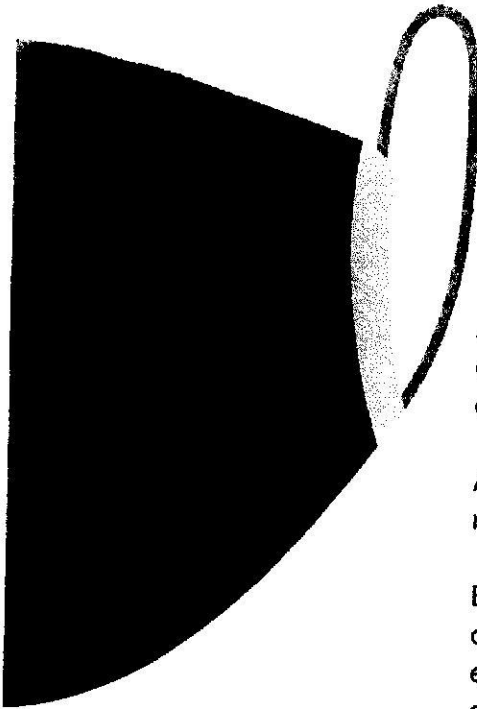
Brayan Diaz

Lisa Velasco

Lisa Velasco

Raymond Ruizgosa

Raymond Ruizgosa



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Employer: Stater Bros Store #: 29

Store Address: ~~1230 Santa Ana St~~ 7230 W Ediger St

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Carlos Leon  
PERLA MORALES

Carlos Leon  
PERLA

Maria Rodriguez  
Socorro Ramirez

[Signature]  
[Signature]

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Employer: \_\_\_\_\_ Store #: \_\_\_\_\_

Store Address: \_\_\_\_\_

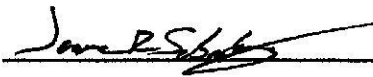
Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Hector Reyna



Jerome R. Sebrasky



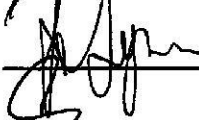
Kenny Rivera

Kenny Rivera

Rene Quiroz



Justin Hogan



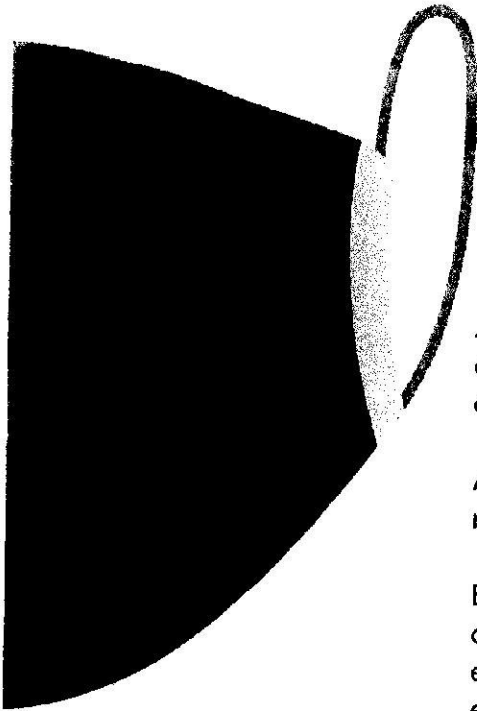
Enrique Martinez



JEFF PADAR

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Employer: Stater Bros Store #: 29

Store Address: 7630 W Edinger St

Print First and Last Name  
Nombre y Apellido en letra de molde

Tania Cabrales

Maria Navarrete

Alicia Oldaz Cervantes

Gustavo Garcia

Signature  
Firma

[Signature]

Alicia Oldaz Cervantes

GUS G.

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Employer: STATER BROTHERS Store #: 29  
Store Address: 2630 W EDINGER AVE, SANTA ANA, CA

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

ANGELA BRACAMONTES

Marisela Chavez

Araceli Elias

John Franklin

Timoth MORALES

Yessenia Arias

Salvador Arregin

Jose Mora

LEWIS ADRIANA

Robert Sonarant

Steven Nunez

RAY MATTHEWS

NATALIA PEREZ



Marisela Chavez

Araceli Elias




Timothy Morales

Yessenia Arias

Salvador Arregin

Jose Mora

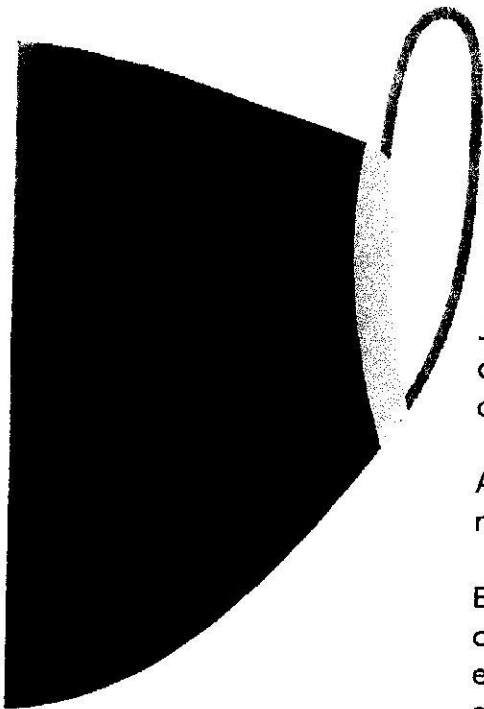




Steven Nunez

RAY MATTHEWS

NATALIA PEREZ



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Employer: Stater Bros Store #: 40  
Store Address: 2360 N. Tustin Ave Santa Ana, CA 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

CURTIS HOSMAN  
George Barragan  
Fayline Levin  
Victoria Huizar

Signature  
Firma

Curtis Hosman  
George Barragan  
Fayline Levin  
Victoria Huizar

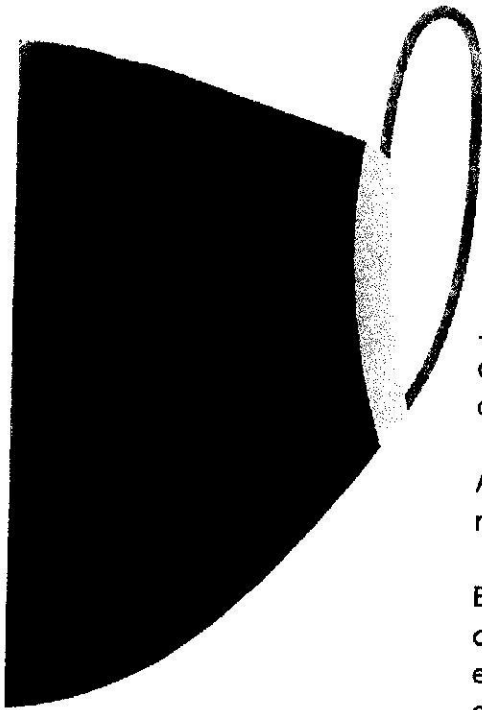
**Soy un trabajador esencial y exhorto al Concilio de la Ciudad de Santa Ana a exigir que las corporaciones de supermercados y farmacias paguen \$4 por hora en pago por cuatro meses por riesgo.**

Employer: Slater Bros Store #: 40  
Store Address: 2360 N. Tustin Ave Santa Ana, CA 92705

**Signature**  
**Firma**

David Reyes





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Employer: Stater Bros Store #: 40  
Store Address: 2360 N. Tustin Ave Santa Ana, CA 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Isabella ROSAS

JOANNA ORTIZ

Rafael Berrueta

Joseph Mora

Signature  
Firma

[Signature]

Joseph Mora

I am an essential worker and I am urging the Santa Ana City Council to mandate that grocery and drug retail corporations pay \$4 an hour for four months in hazard pay.

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Employer: Stater Bros Store #: 40

Store Address: 2360 N. Tustin Ave Santa Ana, CA 92705

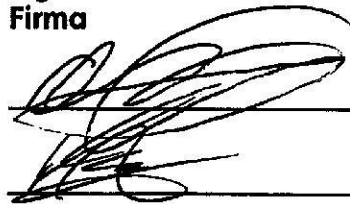
Print First and Last Name  
Nombre y Apellido en letra de molde

Alec Garcia

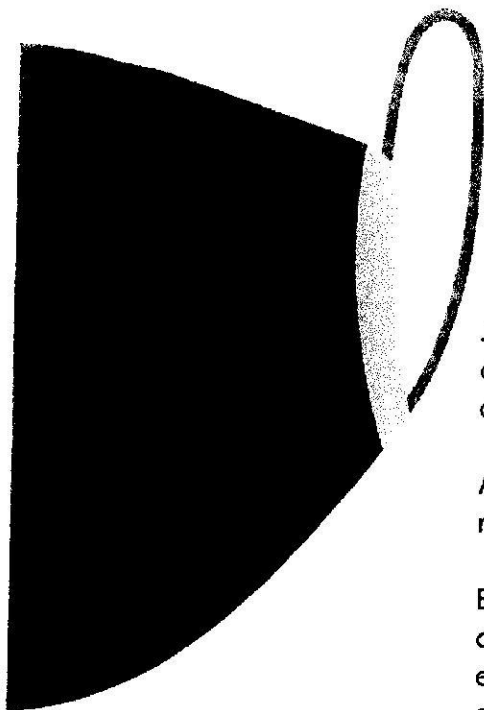
Allen Uribe

Stephan Lopez

Signature  
Firma



Stephan Lopez



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Employer: Stater Bros. Store #: 40

Store Address: 2360 N. Tustin Ave Santa Ana, Ca 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

2 Jake Diaz

David Reyes

Rebecca Romero

Ashley Operanez

Signature  
Firma

[Signature]

[Signature]

Ashley Operanez

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Employer: Stater Bro. Store #: 40

Store Address: 2360 N Tustin Ave Santa Ana, Ca 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Eduardo Lopez



JUAN PAYTON




Justin Baker

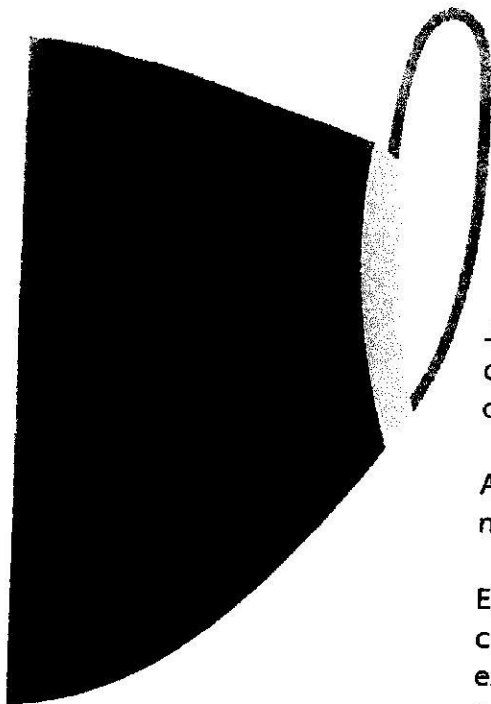


Miguel De ANDA



Rene' Keith





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Store Address: 2360 N Tustin, Santa Ana, CA 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

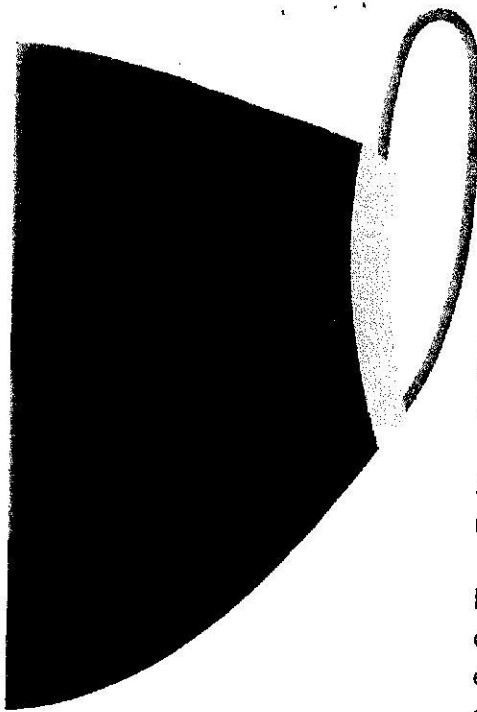
Vanessa Cervantes

Ryan Anderson

Signature  
Firma

Vanessa Cervantes

Ryan Anderson



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Print First and Last Name  
Nombre y Apellido en letra de molde

Danae Zamudio

Brianna Palmer

Jesse Melin

Hailey Minchaca

Signature  
Firma

Danae Zamudio

Brianna Palmer

Jesse Melin

Hailey Minchaca

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Store Address: 2360 N. Tustin Ave Santa Ana, CA 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Ashley Torres

[Signature]

Gloria A- Gomez

Gloria A- Gomez

MARK BRODBECK

[Signature]

Ivan Pizen

[Signature]

Lina Lennings

Lina Lennings

Diana Casique

[Signature]

Pandra Garcia

[Signature]

Elvices Villa

[Signature]

Jose Perez

[Signature]

Albert Sanchez

[Signature]

Stefan Elayen

[Signature]



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Print First and Last Name  
Nombre y Apellido en letra de molde

Veronica Howard

Joey Pardo

Vincent Bui

Liza Coyazo

Signature  
Firma

Veronica Howard

Joey Pardo

Vincent Bui

Liza Coyazo

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Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Alberto Olivera-Perez

Faviola Sanchez

Mayra Rodriguez

Joseph Mora

Matthew Sanchez-Velasco

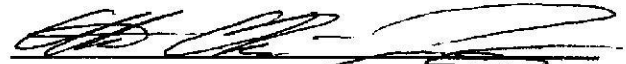
Lorena Plasencia

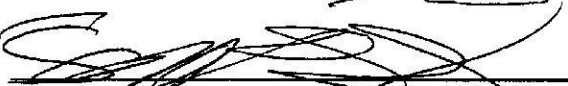
Thomas Roberts

Jesus Enriquez

Mayra Ramirez

Maribel Mendocina





Mayra Rodriguez

Joseph Mora

Matthew

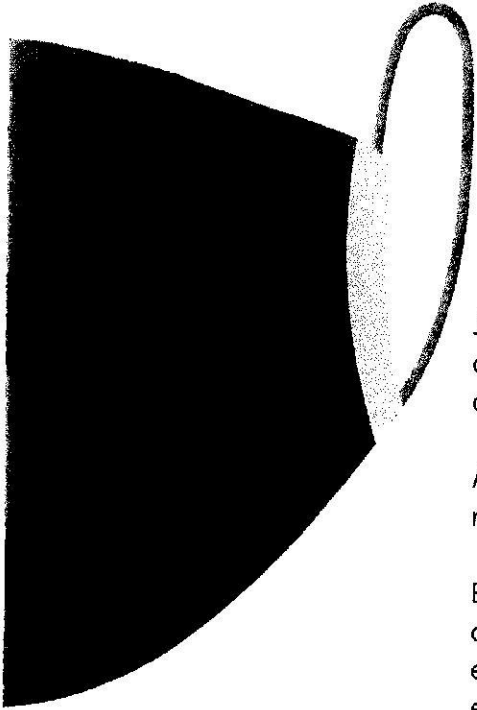
Plasencia

Thomas Roberts

Jesus Enriquez

Mayra Ramirez

Maribel Mendocina



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Employer: CVS Store #: 8849

Store Address: 1545 W. 17th St Santa Ana, CA 92706

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

[Signature]

[Signature]

Andres Serrano

LAURA GARCIA  
Andres Serrano

[Signature]

Jaqueline Mendoza

Jaqueline Martinez

324





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Employer: CUS Store #: 8849

Store Address: 1545 W 17<sup>th</sup> St Santa Ana, CA 92706

Print First and Last Name  
Nombre y Apellido en letra de molde

Gloria Heisner

Jose Vega

DAVID HA

Paul Soto

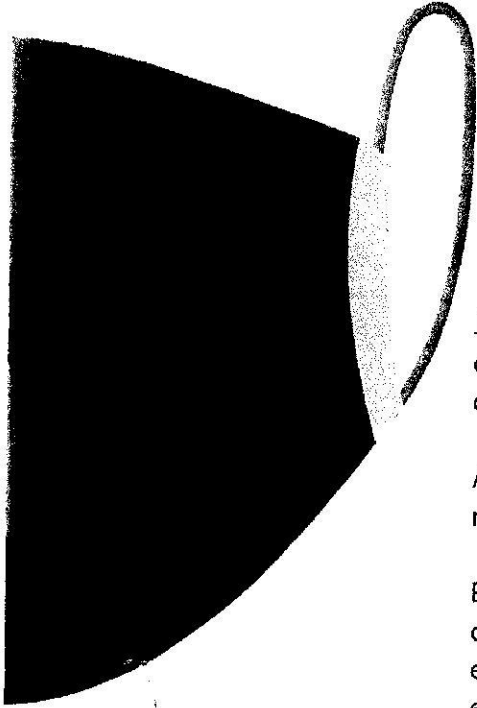
Signature  
Firma

[Signature]

[Signature]

[Signature]

[Signature]



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Employer: CVS Pharmacy Store #: 08855

Store Address: 228 N. Harbor Blvd Santa Ana CA 92703

Print First and Last Name  
Nombre y Apellido en letra de molde

Stuart Juarez

Foster Becerra

Johnathan Tan

Linblum

Signature  
Firma

[Signature]

[Signature]

[Signature]

[Signature]

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Employer: CVS y MAS Store #: 088SS  
Store Address: 228 N Harbor Blvd Santa Ana CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

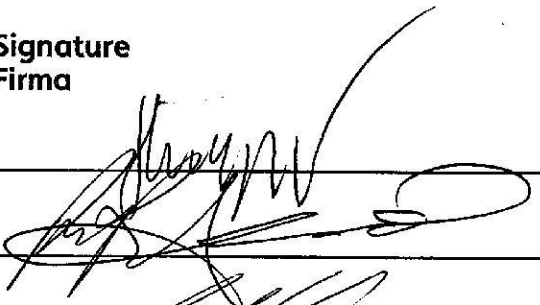


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Firma

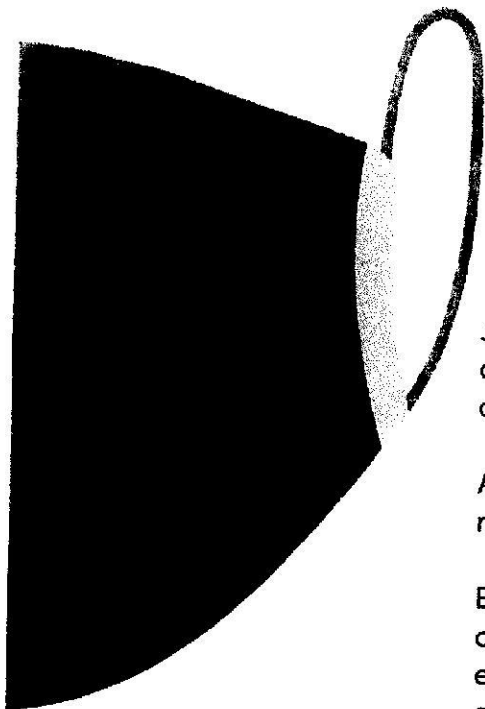
PHUONGHIEN NGUYEN

Rexa Rocio Sandoval

Angel Teran

TRANG D. TRINH



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Employer: CVS Store #: 9855

Store Address: 228 N Harbor Blvd Santa Ana, CA 92703

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

~~Stuart Suarez~~

~~Felicia P. Sandoval~~

~~PHUONG THIEN NGUYEN~~

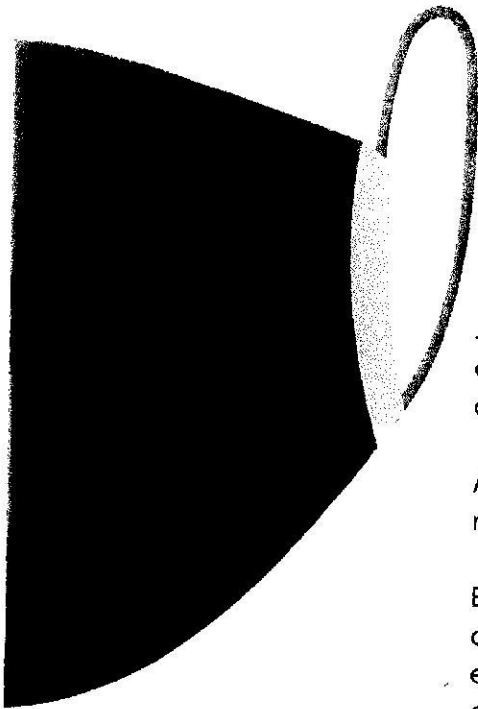
~~[Signature]~~

~~[Signature]~~

~~Diana Vaca~~

~~Stuart Suarez~~

~~[Signature]~~



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Employer: CVS Store #: ~~77~~ 8854

Store Address: 1750 N. Grand Ave

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Ricardo Rodriguez

[Signature]

Nathalie Thomas

[Signature]

Michelle Aguirre

[Signature]

Sue Melny

Sue Melny

**324**

WILLIAM

[Signature]

[Signature]

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Employer: \_\_\_\_\_ Store #: \_\_\_\_\_

Store Address: \_\_\_\_\_

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Felisa Yanez

Felisa Yanez

Le Nguyen

Le Nguyen

Lilia Esqueda

Lilia Esqueda

Savanna Lopez

Savanna Lopez

Manuel Medina

Manuel Medina

Angella Nguyen

Angella Nguyen

Devin Sanchez

Devin Sanchez

Marti Ordoñez

Marti Ordoñez

Abisael Alvarez

Abisael Alvarez

WILLIAM HUA

William Hua

\_\_\_\_\_

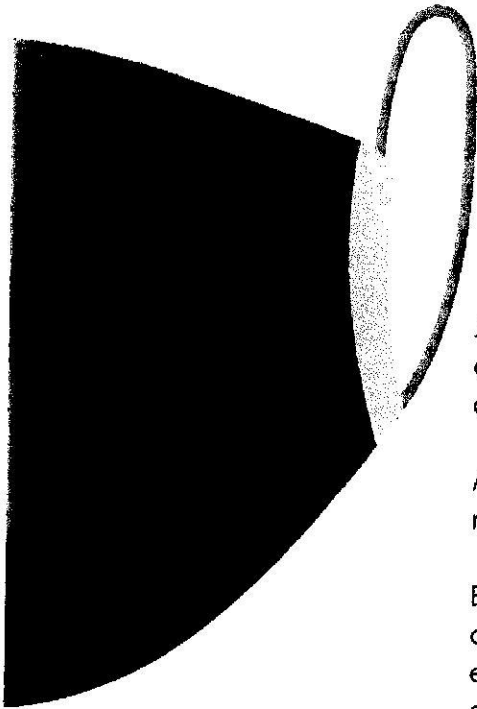
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Employer: CVS Pharmacy Store #: 9583

Store Address: 102 N. Main St.

**Print First and Last Name**  
**Nombre y Apellido en letra de molde**

Itzel Tellez

Andrea Blancarte

Eric Martinez

Raul Gonzalez

**Signature**  
**Firma**

[Signature]

[Signature]

[Signature]

[Signature]

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Employer: CVS Pharmacy Store #: 9583

Store Address: 102 N. Main Santa Ana, CA 92701

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Liliana Miguel



Kimberly Gonzalez



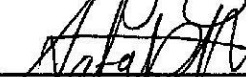
Eva Placido

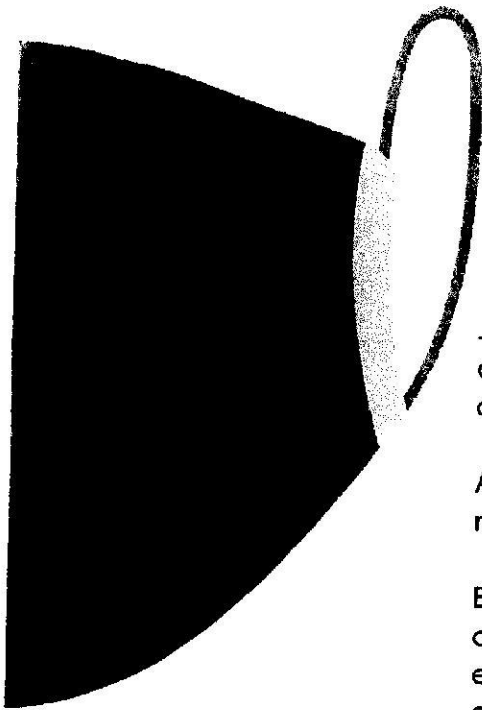
Eva Placido

Destiny Zayas

Destiny Zayas

Kate Hernandez





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Employer: CVS PHARMACY Store #: 8883

Store Address: 3911 S BRISTOL - SANTA ANA, CA 92704

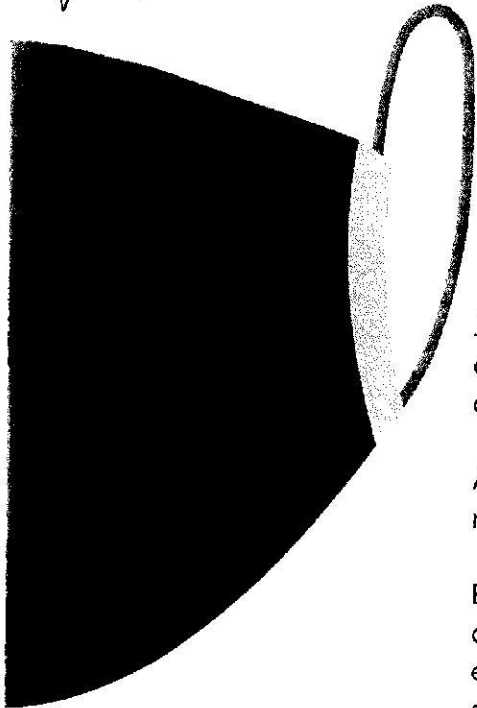
Print First and Last Name  
Nombre y Apellido en letra de molde

HANH DANG

Signature  
Firma



RX



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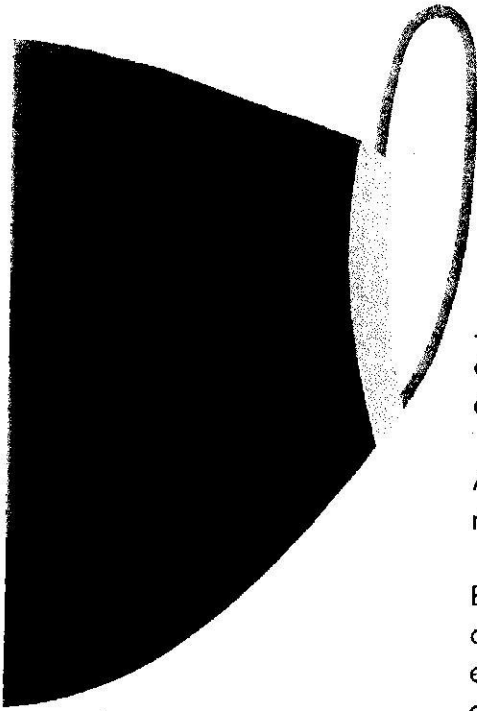
Employer: CVS Pharmacy Store #: 8883  
Store Address: 3911 S. Bristol Santa Ana Ca 92705

Print First and Last Name  
Nombre y Apellido en letra de molde

ALEXANDER LOPEZ  
Sienggnern Boungart

Signature  
Firma

[Signature]  
[Signature]



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Employer: CVS PHARMACY Store #: 8883

Store Address: 3911 S. BRISTOL ST SANTA ANA, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

DAVID ESCUTIA

Maria Grandall

QUAN MINH KHUAT

Siengner Bungert

Signature  
Firma

[Signature]

[Signature]

[Signature]

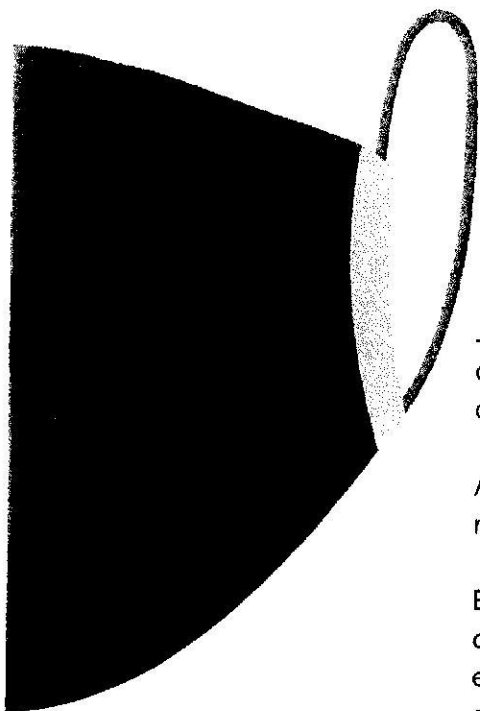
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ALEXANDE LOPEZ

[Signature]

Front Store



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Employer: CVS Pharmacy Store #: 8883  
Store Address: 3911 S. Bristol S.A. Ca 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Samah Petr

Abriel Miramontes

Gilbert Ascencion

Zaineb Gangji

Signature  
Firma

[Signature]

[Signature]

Gilbert

Z Gangji

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Employer: CVS Pharmacy Store #: 8883  
Store Address: 3911 S. Bristol St. Santa Ana Ca. 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Aminde Mendon

Aminde Mendon

Aidee Benitez

Aidee Benitez

Gemma Esguerra

Gemma Esguerra

LINDA HERRERA

Linda Herrera

Laurel Monroy

Laurel Monroy

JEFFREY MARTIN

Jeffrey Martin

Mardell Sampaio

Mardell Sampaio

MARDELL SAMPAIO

Mardell Sampaio

Gloria Bernal

Gloria Bernal

Amber Cardenas

Amber Cardenas

Jesús Chavez

Jesús Chavez



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Employer: Rite-Aid Store #: 05760

Store Address: 1406 W Edinger Avenue Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Erick Villalobos

Miguel Salgado

Matthew Telles

Alyssa Escamilla

Signature  
Firma

[Signature]

[Signature]

[Signature]

[Signature]

Emelia Wallace

I am an essential worker and I am urging the Santa Ana City Council to mandate that grocery and drug retail corporations pay \$4 an hour for four months in hazard pay.

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Employer: Rite Aid Store #: 5760  
Store Address: 1406 W. Edinger Ave Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Rolando Rodriguez

Emeline Benitez

Silviana Gonzalez

Maria Lima

OFELIA DIAZ

David Reyes

Brian Cabrera

MIRCEA BOANISIV

Darshana Patel

[Signature]

Emeline Benitez

[Signature]

[Signature]

Ofelia Diaz

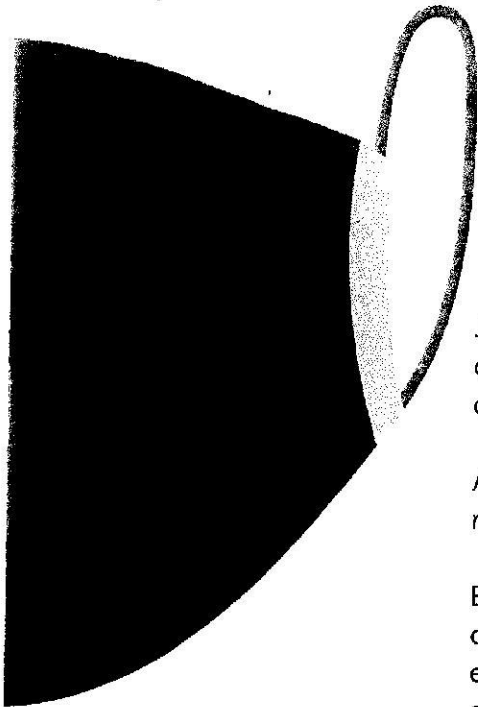
David Reyes

Brian Cabrera

Mircea Boanisiv

D Patel

11/8/2020



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Employer: Rite Aid Store #: 5760

Store Address: 1406 W. Edinger Ave SCA - 92704

**Print First and Last Name**  
**Nombre y Apellido en letra de molde**

Luz Elías

Laura Marin

Jose Grande

Xenisele

**Signature**  
**Firma**

Luz Maria Elias

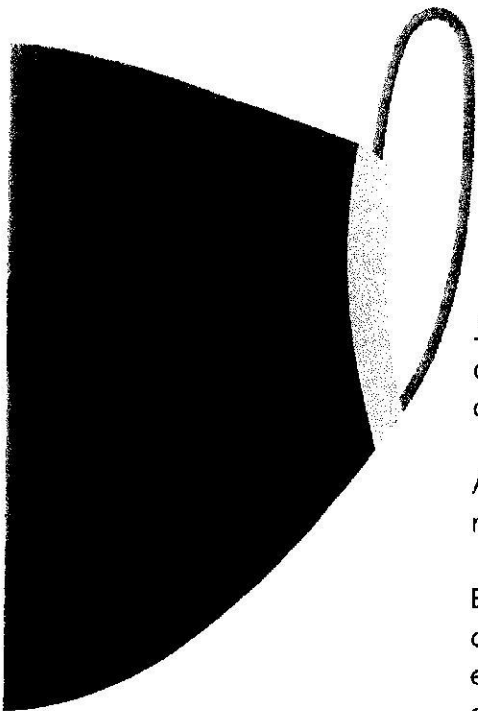
Young

For

Seil

**324**

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Employer: Rite Aid Store #: 06759

Store Address: 111 N Main Street

Print First and Last Name  
Nombre y Apellido en letra de molde

Monica Herrera

LEESIE Herrera

Maribel Perez

Sylvia Sanchez

Signature  
Firma

Monica Herrera

Leesie Herrera

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Employer: Rite Aid Store #: 5759  
Store Address: 111 N. Main St Santa Ana, CA  
92701

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Alejandro Balleza

[Signature]

Cristina Gonzalez

Cristina

Maria Moratalla

[Signature]

Yessica Lima Sanchez

[Signature]

Rocio Pastrano

[Signature]

Celine Gonzalez

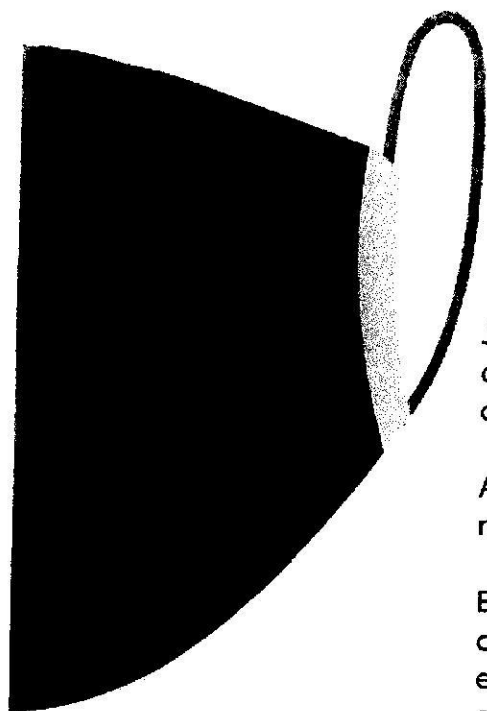
Celine Gonzalez

Carmen Menor

[Signature]

Barrera Gladys

Barrera Gladys



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Employer: Rite Aid Store #: 05761

Store Address: 3325 S. Bristol St, Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

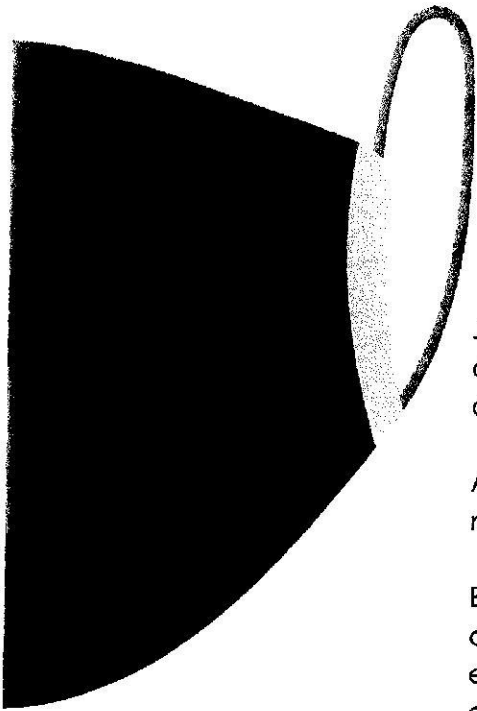
Eric Vasquez

[Signature] 2ASHeda

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Firma

[Signature]

[Signature]



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Employer: Rite Aid Store #: 05761

Store Address: 3325 S. Bristol St Santa Ana CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Jasmin Rosales

Daniel Manzo

Elizabeth Hurtado

Eduardo Lemus

Signature  
Firma

[Signature]

[Signature]

Elizabeth Hurtado

[Signature]

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Store Address: 3325 S. Bristol St. Santa Ana, CA 92704

Print First and Last Name  
Nombre y Apellido en letra de molde

Signature  
Firma

Kelly Chau

Kelly H. Chau

KERI Coleman

Keri Col

Evelyn Perez

Evelyn P

Silvia Barrera

Silvia B

Katherine Noriega

Katherine Nor

HANG LE

HANG LE



March 2, 2021

Mayor Sarmiento and City Council Members  
City of Santa Ana  
22 Civic Center Plaza  
Santa Ana, CA 92701

**RE: Agenda Item #30 Ordinance Establishing Premium Pay for Grocery Workers  
and Retail Pharmacy Workers**

Dear Mayor Sarmiento and City Council Members,

I write on behalf of Chispa to express our full support for the ordinance to establish premium pay for grocery and retail pharmacy workers, and urge you to adopt this ordinance.

As an organization for and by young Latinxs, this issue is deeply personal for us and our members due to the positive economic impact this ordinance would have on Latinxs and young workers who make up a significant portion of grocery and retail pharmacy workers in Santa Ana, and in Orange County as a whole.

As such, equity and economic justice are at the heart of this proposed ordinance, and we see no better way of honoring the contributions of this group of frontline workers throughout the pandemic than by allowing their wages to reflect the risks they assume every single day they put on their uniform to go to work.

The COVID-19 pandemic has been a financial boon for large grocery chains. But the workers are truly at the heart of the industry. It is past time we honor the contributions of these workers and truly value their sacrifices and labor. We urge you to adopt this ordinance in full accordance with these values.

Sincerely,

Hairo Cortes  
Executive Director  
Chispa



March 2, 2021

Dear Santa Ana City Council Members:

Our coalition of local grocers, community advocates, and business leaders strongly urge you to undertake a complete economic impact assessment to fully understand the consequences of any proposed mandatory grocery worker wage-increase ordinances before moving forward.

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

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

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

According to a recent Public Policy Institute of California survey, 40% of Los Angeles County residents earning less than \$40,000 per year have had trouble paying some kind of bill as a result of COVID-19. Thirty-nine percent (39%) of these Los Angeles County low-income residents report cutting back on food. Increasing the cost of groceries and other essentials would only compound these already-concerning statistics.

Extra pay mandates could also harm the very workers they are intended to help. Higher costs could force grocers to reduce the number of workers, available hours, and even store locations.

In addition, extra pay mandates could make it more difficult for many grocers to stay afloat, especially independent grocers, small markets, ethnic grocers and grocery stores in disadvantaged communities already struggling to keep their doors open. Most grocers operate with thin margins, even during the pandemic. **Shutting down grocery stores will result in increased food insecurity and food deserts, especially in low-income and disadvantaged neighborhoods.**

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

**Additional, extra pay mandates will not make grocery workers any safer.**

Sincerely,

Ron Fong, President & CEO  
**California Grocers Association**

Robert Rivinius, President  
**Family Business Association of California**

Elizabeth Graham, Executive Director  
**California Fuels & Convenience Alliance**

Jay King, President  
**California Black Chamber of Commerce**

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

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

Stuart Waldman, President  
**Valley Industry & Commerce Association**

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

Faith Bautista, Chief Executive Officer  
**National Diversity Coalition**

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

Rachel Michelin, President & CEO  
**California Retailers Association**

Ruben Smith, Chairman of the Board  
**Latino Food Industry Association**

Robert C. Lapsley, President  
**California Business Roundtable**

Pat Fong Kushida, President & CEO  
**CalAsian Chamber of Commerce**

Julian Canete, President & CEO  
**California Hispanic Chambers of Commerce**

Ruben Guerra, Chairman & CEO  
**The Latin Business Association**

Lucy Dunn, President & CEO  
**Orange County Business Council**

Bill Manis, President & CEO  
**San Gabriel Valley Economic Partnership**

Adam Ruiz, Chair  
**Southwest California Legislative Council**

Cindy Roth, President & CEO  
**Greater Riverside Chambers of Commerce**

Genevieve Morrill, President & CEO  
**West Hollywood Chamber of Commerce**

Donna Duperron, President & CEO  
**Torrance Area Chamber of Commerce**

Lily Rocha, Board Chair  
**Latino Restaurant Association**

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

Wanda Love, CEO  
**Gardena Valley Chamber of Commerce**

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

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

Rana Ghadban, President & CEO  
**Hollywood Chamber of Commerce**

Tashi Zouras, President  
**Western Watermelon Association**

Martha Elizabeth Hernandez, President  
**Mexican American Ladies Society**

Wadi Saleh, Co-Chair  
**Central Valley Yemen Society**

Faith Bautista, President & CEO  
**National Asian American Coalition**

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

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

Rex Hime, President & CEO  
**California Business Properties Association**

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

Bryan Starr, President & CEO  
**Greater Irvine Chamber of Commerce**

Caren Spilsbury, Executive Director  
**Norwalk Chamber of Commerce**

Luis Portillo, Director of Public Policy  
**Inland Empire Economic Partnership**

Caren Spilsbury, CEO  
**Gateway Chambers Alliance**

Carole Beswick, CEO  
**Inland Action, Inc.**

March 2, 2021

The Honorable Vicente Sarmiento  
Mayor  
City of Santa Ana  
20 Civic Center Plaza  
Santa Ana, CA 92701

**RE: Santa Ana Premium Pay for Grocery Workers – OPPOSE**

Dear Mayor Sarmiento and Members of the City Council:

Orange County Business Council (OCBC), the leading voice of business in Orange County, is a strong advocate for balancing support for workers with relief for businesses also reeling from the pandemic. A premium pay ordinance for grocery workers will impose financial harm on employers at the worst possible time, while also unintentionally damaging workers and ultimately consumers and residents. **Therefore, OCBC again expresses our strong opposition to a local mandate requiring premium pay for any workers and asks the City Council to work with stakeholders to assess the full economic impacts and explore alternatives.**

Local grocery stores, pharmacies, retailers and other essential employers are committed to paying competitive wages and benefits to their employees. Since the start of the COVID-19 pandemic, they have invested significantly in infrastructure and enhanced safety protocols to protect frontline essential workers and shoppers. They have also provided incentive pay, bonuses and additional health benefits. According to an economic study released by the California Grocers Association, up to an additional \$5/hour increase in pay could raise grocery prices by about \$400 annually for the typical family of four at the worst possible time.

A hazard pay ordinance could also harm workers, rather than help them. The economic study concluded that, if grocers must offset savings in operational costs, they would need to reduce work hours by 24 percent across the board. Higher costs could even force employers to shutter store locations. Shutting down grocery stores will result in increased food insecurity and food deserts, especially in low-income and disadvantaged neighborhoods. Furthermore, higher costs will ultimately be borne by consumers and community members in the form of increased prices, at a time when many families and residents are already economically burdened.

A hazard pay ordinance for any industry should consider research and cannot be duplicative or rushed. **For these reasons, OCBC opposes a premium pay ordinance and strongly urges the Council to reevaluate this impactful policy.**

Sincerely,



Jennifer Ward  
Senior Vice President of Advocacy and Government Affairs

**Orozco, Norma**

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**From:** Tim James <tjames@CAGrocers.com>  
**Sent:** Tuesday, March 02, 2021 2:21 PM  
**To:** Sarmiento, Vicente; Phan, Thai; Penaloza, David; Lopez, Jessie; Bacerra, Phil; Hernandez, Johnathan; Mendoza, Nelida  
**Cc:** eComment  
**Subject:** Grocery Pay Ordinance - Additional Information  
**Attachments:** 02-23-21 ICYMI City of LA Analysis[1].docx

Councilmembers, I am bringing to your attention additional information for your consideration. The Los Angeles City Legislative Analyst confirms in their Economic Impact Report numerous negative consequences to grocery workers, neighborhoods, and the grocery industry of additional grocery pay. These are the same impacts we have identified and shared with you. There is no reason to believe similar impacts won't occur in Santa Ana if an ordinance is passed. (attached)

Also Orange County has already announced that grocery workers are now prioritized for the vaccine. We urge you to not move forward with your ordinance at this time, instead avoid unnecessary negative consequences and join grocers in supporting vaccinating grocery workers to provide them true safety from the pandemic. (link below)

**Orange County Covid-19 Vaccination Information**

<https://occovid19.ochealthinfo.com/covid-19-vaccination-distribution>

Timothy James  
Director, Local Government Relations  
California Grocers Association  
916-448-3545



**For Immediate Release:** February 23, 2021

**Contact:** Nate Rose, Senior Director of Communications, CA Grocers Association

(916) 628-8122 [nrose@cagrocers.com](mailto:nrose@cagrocers.com)

Kathy Fairbanks (916) 813-1010 [kfairbanks@bcfpublicaffairs.com](mailto:kfairbanks@bcfpublicaffairs.com)

## In Case You Missed It

### Los Angeles City analysis acknowledges negative consequences of extra pay mandate

**“could raise prices” “lead to store closures.”**

**Sacramento** – An [analysis](#) by the Chief Legislative Analyst for the City of Los Angeles found that the \$5/hour extra pay mandate could result in various unintended consequences impacting workers and customers. From pages 10-11:

- “Companies would be required to take action to reduce costs or increase revenue as the labor increase will eliminate all current profit margin.”
- “Affected companies could **raise prices** to counteract the additional wage cost.”
- “More pressure on struggling stores (especially independent grocers), which **could lead to store closures.**”
- “The closures of stores could lead to **an increase in “food deserts”** that lack access to fresh groceries.”
- “To offset higher labor costs, companies might **reduce working hours, benefits, wage rates, or lay-off employees.**”

“Extra pay mandates will have severe unintended consequences on not only grocers, but on their workers and their customers,” said **Ron Fong, president & CEO, California Grocers Association**. “A \$5/hour extra pay mandate amounts to a 28 percent increase in labor costs. That’s huge. Grocers will not be able to absorb those costs and negative repercussions are unavoidable.

“One unintended consequence would be higher costs for groceries. A recent study found that the \$5/hour increase would amount to a \$400/year increase in grocery costs for a family of four. This

additional cost could lead to more food insecurity and will disproportionately hurt low-income families, seniors and disadvantaged communities already struggling financially.

“Alternatively, stores could close down. We’ve already seen that happen in Long Beach where two stores announced closures this week. Council members’ misguided actions backfired on about 200 grocery workers at those two stores who lost jobs.

“Grocery store workers are frontline heroes, and that’s why grocers have already undertaken a massive effort to institute measures to make both workers and customers safer in stores. These ordinances will not make workers any safer.”

## Orozco, Norma

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**From:** Brian Daniels <bpd215load@jps.net>  
**Sent:** Tuesday, March 02, 2021 11:04 AM  
**To:** eComment; Sarmiento, Vicente; Phan, Thai; Lopez, Jessie; Hernandez, Johnathan; Penaloza, David; Bacerra, Phil; Mendoza, Nelida  
**Subject:** SUPPORT for Item 30: Ordinance Establishing Premium Pay for Grocery Workers and Retail Pharmacy Workers

Dear City Clerk & Council Members – I support Agenda Item #30. I often shop in Santa Ana and in other cities close to where I live. I have found some of the best produce and Hispanic foods by shopping in Santa Ana. I know that grocery workers and retail pharmacy workers are at greater risk and have helped me feed my family, especially through the incredibly hazardous and deadly COVID-19 surges. The workers have continued to bring me and my family, and the community, fresh & necessary food and medicine at lower prices, even though they are in a work environment which threatens the health and lives of all of them and their families.

In agreement with the Principles of our UU church and as a moral caring human being, I SUPPORT the passage of Agenda Item 30, and urge the council to pass it immediately.

Thank you.

Rachel Daniels, Worship Committee, Unitarian Universalist Fellowship of Laguna Beach

Phone: 949-813-2785

Address:

717 Summit Drive

Laguna Beach, CA 92651

## Orozco, Norma

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**From:** Maribel Toan <maribel.toan@newsong.net>  
**Sent:** Tuesday, March 02, 2021 6:07 PM  
**To:** Hernandez, Johnathan; Sarmiento, Vicente; eComment  
**Subject:** Public comment hazard pay

I pray you are well, grateful for your service.

My name is Maribel Toan Local and Global Pastor at NEWSONG Church Santa Ana

I am glad to see that Santa Ana is considering a Hazard Pay ordinance for our amazing grocery workers. I wholeheartedly SUPPORT the passage of Agenda Item 15 and urge the council to pass it immediately.

Since the beginning of the pandemic, our grocery workers have been on the frontlines, risking the health and lives of them and their families, to keep us fed and nourished in these unprecedented times. We need to care for these workers in the best way we can.

We know that when hired most grocery workers were not expecting a job that would one day endanger their lives. This is a critical difference between them and their fellow heroes in police and fire departments across the country. And yet we've seen our grocery workers step up to this mighty task, despite the inadequate compensation provided by their corporate employers.

Our community has pronounced them "heroes," but without truly acknowledging their incredible sacrifices. We owe it to them to pass this ordinance to get them the hazard pay they so truly deserve.

Over the last year, we've seen large grocery chains earning billions of dollars in profits, benefitting from the increase in meals eaten at home. It has been exasperating to see large corporate grocery chains fail to honor their workers with the hazard pay they deserve, meanwhile spending billions of dollars in profits on self-serving stock buyback schemes.

As a follower of Christ, the Bible makes it clear that a laborer is worthy of their reward and to give honor to whom honor is due. However, it is not enough to honor these heroes with just our lips; but we must take the appropriate steps to honor them with our actions. Our Grocery & Pharmacy workers are indeed essential to our community's survival; let's compensate them accordingly.

Santa Ana should be at the forefront of resolutions like this that help our community, and that serve as an example for other cities to follow. We ask that you stand with us and do the right thing by insisting that grocers do their part and honor our heroes with the hazard pay they deserve.

Thank you for your time and consideration as you selflessly serve the people of Santa Ana.

Maribel Toan  
NEWSONG Church Santa Ana

## Orozco, Norma

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**From:** Ridge, Kristine  
**Sent:** Tuesday, March 02, 2021 4:43 PM  
**To:** Gomez, Daisy  
**Subject:** FW: Proposed amendment to the Hero pay  
**Attachments:** Document1 (002) (002).docx  
  
**Importance:** High

Sorry....here you go!



Kristine Ridge  
City Manager  
City of Santa Ana | City Manager's Office (M-31)  
20 Civic Center Plaza | P.O. Box 1988 | Santa Ana, CA 92702  
☎: (P) (714) 647-5200 | 📠: (F) (714) 647-6954 | ✉: [kridge@santa-ana.org](mailto:kridge@santa-ana.org)

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*City Hall is closed every other Friday. Click [here](#) for dates.*

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**From:** Carl Middleton <Carl.Middleton@northgatemarkets.com>  
**Sent:** Tuesday, March 2, 2021 4:25 PM  
**To:** Ridge, Kristine <kridge@santa-ana.org>  
**Subject:** Proposed amendment to the Hero pay  
**Importance:** High

Kristine,

I am sending you an amendment that we've asked council to consider for the Hero Pay ordinance if it proceeds. The amendment will spread the burden on the retailer over a longer period of time, and help the associates maintain a more stable cash flow for the balance of 2021. Feel free to call me if you have any questions.

Thank you.

Carl

**Carl Middleton**  
**President**



Northgate Gonzalez Real Estate  
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The following provisions shall amend the Hazard Pay Ordinance:

1. The words “paid leave” shall be added to the definition of Premium Pay.

2. Please add at the end of section B of the Premium Pay Requirement of the Ordinance:

“Alternatively, at the Hiring Entity’s option, the total amount of Premium Pay due an employee based on actual hours worked may be paid as a bonus at the end of each month or in no event later than December 31, 2021. An employee whose employment with the Hiring Entity ceases during the 120-day period set forth by this Ordinance shall receive a prorated amount of the Premium Pay.”

3. In the Premium Pay Requirement Section of the Ordinance please delete the words “effective date of the Ordinance” and in its place insert “January 1, 2021.