

SUPPLEMENTAL REPORTS & COMMUNICATIONS II
Office of the City Clerk

City Council of the City of Napa
Regular Meeting

April 6, 2021

FOR THE CITY COUNCIL OF THE CITY OF NAPA:

AFTERNOON SESSION:

5. ADMINISTRATIVE REPORTS:

5.C. Potential Hazard Pay for Grocery Store Employees

- 1) Email from Renee Cazares received on April 6, 2021.
- 2) Email from Kevin Sanchez received on April 6, 2021. *
- 3) Email from Maria Montoya received on April 6, 2021.
- 4) Email from Mario Fernandez received on April 6, 2021. *

****EMAIL OR HANDWRITTEN COMMENTS WILL BE READ INTO THE RECORD BY CITY STAFF
DURING THE MEETING.***

From: [Renee Mortell Cazares](#)
To: [Clerk](#)
Subject: Hazard Pay agenda item 5.C
Date: Tuesday, April 6, 2021 3:10:29 PM

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[EXTERNAL]

Dear Mr. Mayor Sedgley and City Councilmembers,

My name is Renee Mortell Cazares and I am a Resident of the City of Napa. I am writing today on the agenda item related to potentially passing a 120 day hazard pay ordinance for Grocery Workers inside our City Limits.

I commend Mayor Sedgely and City Council Member Mary Luros for last months votes of support for Grocery Worker Hazard pay: and while I understand City Councilmembers Liz Allesio, Beth Painter, and Bernie Narvaez's reasoning to vote no on the way the original ordinance was written, so that employees of retail box stores which also have a portion of grocery sales will be included and receive hazard pay, we need to pass the grocery store hazard pay ordinance as soon as possible. Of course, if we can include large Box Stores in this hazard pay ordinance and get it passed quickly, then lets do that, but if trying to include ALL big BOX stores jeopardizes this effort for grocery workers, then we need to move on as quickly as possible, and pass the ordinance in the way it was originally written. Also I respectfully disagree with Bernie Narvaez's other reason for voting no last month on the hazard pay ordinance,. Mr. Navarez stated that the bump in pay could have unintended consequences, and cause workers to lose public assistance vouchers for housing or free lunches for their school age children. Most grocery workers barely make over \$11 dollars an hour, and the extra earnings from hazard pay will place them in at a little over \$15 dollars and a positive consequence is that these hard working employees may be able to provide a little better for their children. I would like it proven that these workers will lose their benefits, if they indeed have them. Many of these grocery workers have been the sole providers for their families, risking their lives every day, while other people in their households have lost their jobs during the deadly pandemic This Grocery Store Hazard pay ordinance is respectful and shows that we as a City care about our workers and hold employers doing business in our City to the highest standard during these unprecedented times. Let's do the right thing and pass this grocery worker hazard ordinance , as soon as possible. It is too little too late, but better late than never. Thank you for your time.

Respectfully, Renee Cazares

From: [Kevin Sanchez](#)
To: [Clerk](#)
Subject: Please Read Aloud
Date: Tuesday, April 6, 2021 3:48:12 PM

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[EXTERNAL]

Good evening, Mayor and Councilmembers. My name is Nick Buro and I am here to speak on item 5.C. on behalf of the California Grocers Association. CGA respectfully asks you to not move forward with the grocery worker premium pay ordinance given the numerous negative consequences to grocery workers, neighborhoods and the grocery industry. Based on the negative 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 and continue 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 in various forms, including hourly and bonus pay averaging an extra \$2 to \$3 along with other significant forms of support.

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.

The Grocery Worker Pay ordinance would mandate grocery stores provide additional pay beyond what is economically feasible with a nearly 30% increase in employment costs.

This significant increase 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.

We respectfully implore the Council to not move forward with the grocery worker pay ordinance at this time. If Council must bring the ordinance forward for a vote at this time we ask you to oppose its

passage.

From: [Maria Montoya](#)
To: [Clerk](#)
Subject: Hazard pay
Date: Tuesday, April 6, 2021 3:50:02 PM

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[EXTERNAL]

Hello my name is Maria Montoya I am 45 years old I work at the local Safeway in Napa have worked for the company for 13 years my younger son works there as well and my oldest son was also in grocery retail we are not taking a day off or we've been fortunate not to be testing positive for the virus... unfortunately if one of us were to test positive it would take all three of our income from the household because of the Covid guidelines we are more in the front line the nurses and doctors and nurses and doctors know what the patients coming in for we don't know what's going through our door every day is a challenge the hazard pay would of course add two more of our income and taxes LOL but it would make it a lot easier to go in every day smile did not have what's going on right on your mind all day

Sent from my iPhone

From: [Mario Fernandez](#)
To: [Clerk](#)
Subject: COMMENT TO COUNCIL FOR APRIL 6, 2021 MEETING – PLEASE READ
Date: Tuesday, April 6, 2021 3:50:13 PM

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[EXTERNAL]

Public Comment on Item 5.C

Good Evening, councilmembers and mayor.

Once more, I'm Mario Fernandez, organizer/researcher with United Food and Commercial Workers Local 5.

First and foremost, this is an opportunity to economically lift up low-wage workers through hazard pay and recognize their essential work they have maintained for over a year.

There's no debate as to the record profits these larger employers have accumulated, and given that hypermarkets (e.g. Target or Walmart) were allowed to remain open as a result of their grocery space they too were able to record immense profits as they were able to continue their department store sales.

While drafting ordinances can be difficult there is a simplistic approach you could take as a council to properly provide recompense to these workers: frame the ordinance around larger national employers and how much grocery they carry (i.e. do they employ more than 500 nationally and more than 25 locally; do they carry at least 10% of groceries in their local stores).

My hope is that you'll use this discussion today to move forward quickly and pragmatically on hazard pay. The longer we dither the more time goes by that workers remain without economic recognition.

You all will certainly have more questions as part of this discussion, but I urge you to consider adding retroactive pay if the development of this ordinance continues well into the month of April.

Thank you so for your public service, and I look forward to an inclusive and equitable hazard pay ordinance.

Mario Fernandez
Organizer
United Food & Commercial Workers
Local 5
[REDACTED]