

NOTICE OF INTENT TO CIRCULATE PETITION

14 JAN 17 PM 2:51

NOTICE IS HEREBY GIVEN by the persons whose names appear hereon of their intention to circulate the attached petition within the City of Oakland for the purpose of amending the City's Municipal Code. A statement of the reasons for the proposed action contemplated in the petition is as follows:

1. People cannot afford even a minimal standard of living in Oakland on what the state minimum wage would provide them. Cities are allowed to adopt local minimum wage requirements that are above the state minimum wage, as San Francisco and San Jose have done. We propose adoption of a \$12.25 wage in Oakland starting at the end of 2014, to increase each year by the amount of inflation in the prior year (measured by the local Consumer Price Index).
2. We propose that Oakland, like San Francisco, require employers to provide at least some paid sick leave. Our proposed ordinance follows SF's in requiring one hour of such leave for every 30 hours worked, capped at 40 hours for those who work for smaller employers, or 72 hours for larger employers (ten or more employees). This is not much leave, and it is sorely needed so employees' illnesses don't keep them from being able to pay rent or buy groceries.
3. Finally, it's just not right that customers of hospitality businesses are charged "service charges" but then these businesses can pocket this money instead of turning it over to the staff who provided the actual service. Customers usually don't tip when they see a percentage added to their bill as a "service charge". Therefore we propose these businesses be required to turn these charges over to the service workers who actually did the work.

Respectfully,

Name:

Address:



1. Nikki F. Bas

1814 Franklin St, Suite#325
Oakland, CA 94612

2. Andrea Bell

2745 Rawson St
Oakland, CA 94619

3. Stephen Gilbert

1842 Irving Ave
Oakland, CA 94601

FILED
OFFICE OF THE CITY CLERK
OAKLAND

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Jan. 17, 2014

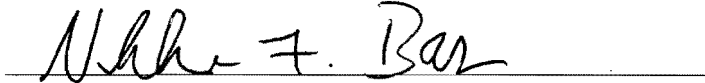
TO: City Clerk, City of Oakland

FROM: Nikki Bas, Ballot Measure Proponent

RE: Request for Preparation of Ballot Title and Summary of Proposed Initiative Measure

We wish to pursue a local initiative measure. Enclosed please find its text. Pursuant to Elections Code section 9203, you are required to immediately transmit a copy of this measure to the City Attorney for preparation of a ballot title and summary within 15 days of this request. A Notice of Intent to Circulate Petition is also filed herewith. Our proposed title and summary is also attached for the City Attorney's consideration.

I, Nikki Bas, acknowledge that it is a misdemeanor under state law (Section 18650 of the Elections Code) to knowingly or willfully allow the signatures on an initiative petition to be used for any purpose other than qualification of the proposed measure for the ballot. I certify that I will not knowingly or willfully allow the signatures for this initiative to be used for any purpose other than qualification of the measure for the ballot.

A handwritten signature in cursive script, reading "Nikki F. Bas", is written over a horizontal line.

Nikki F. Bas

Dated this 17th day of January, 2014

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[DRAFT] TITLE AND SUMMARY

PREPARED BY THE CITY ATTORNEY:

**AN INITIATIVE ESTABLISHING A CITY MINIMUM WAGE, SICK LEAVE,
AND OTHER MINIMUM EMPLOYMENT STANDARDS**

This purpose of this initiative petition is to place on the ballot a proposed City ordinance which would do the following:

- (1) establish a citywide minimum wage of \$12.25 per hour, which would increase on each year by the amount of inflation in the prior calendar year (the first increase May 1, 2015, and subsequent increases on February 15th of each year).
- (2) require employers provide paid sick leave, to be accrued at the rate of one hour leave for each 30 hours worked, capped at 72 hours' leave for businesses with more than 9 employees (or a 40-hour cap for smaller businesses). The sick leave earned could be used for the employee's own illness, in addition to caring for sick family members. Newly-hired employees could not use this leave until after 90 days of employment.
- (3) require hospitality employers who collect service charges from customers to pay such charges over to the employees who provided the service, rather than employers retaining such charges.
- (4) protect workers against retaliation from asserting rights under the ordinance and allow them to enforce these rights in court (City enforcement would be permitted, but not required), and
- (5) adopt various other provisions relating to enforcement, none of which mandate additional expenditure of City funds.

Exemptions from the State's minimum wage requirement would also apply under this measure.