



# Memorandum

**TO:** MAYOR MAHAN

**FROM:** Vice Mayor Rosemary Kamei

**SUBJECT:** BUDGET DOCUMENT

**DATE:** May 23, 2024

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Approved Rosemary Kamei Date 5/23/2024

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## RECOMMENDATION

Modify the City Manager's 2024-2025 Proposed Budget to incorporate the following budget proposal, including any required funding allocation adjustments.

### Proposal

Program/Project Title: **Know-Your-Rights Training for Fast Food Workers**

Amount of City Funding Required: \$0

This change is:

One-time       Ongoing

Cost Estimate Number (if applicable): \$0 [But see prior Est. No. 48]

Proposal Description, including the reason for the need and anticipated outcomes (Please describe how the proposal will affect services for San José residents, community groups, businesses, etc.):

Fast food workers in San Jose and, more broadly, in Santa Clara County, face challenges surrounding safe and fair working conditions, and access to benefit programs.

Since submitting a related cost estimate request, I have learned that the County of Santa Clara is bringing forward a Board referral similar to what I requested the City to explore. Specifically, the County is considering policy to provide fast food workers with access to “know your rights” training and paid leave, building off the existing capacity of the County’s Office of Labor Standards Enforcement. Such a policy would require robust in-person training to be provided by a nonprofit, public, or academic organization or group of organizations familiar with issues faced by fast food workers to ensure that fast food employees know their rights and how to assert those rights, including the rights to have a safe workplace, to be free from discrimination or harassment, and how to participate in government benefit programs.

This Budget Document requests that the Administration engage the County of Santa Clara as it develops research and proposals for policy and programs addressing the above topics, reports back to Council’s

Economic Development Committee with updates on the County's new program development and the opportunity and necessary steps for collaboration with the County on such a program.

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**Funding Source**

Essential Services Reserve:

Other (Please specify program/project/fund):

**Department or Organization Contact**

Please list the contact information for the individual that certified cost estimates contained within your recommendation:

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Department or Organization: CMO

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