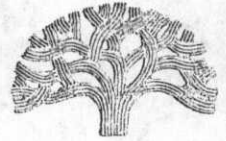


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PATRICIA KERNIGHAN  
Councilmember  
District 2

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To: Oakland City Councilmembers  
From: Council President Patricia Kernighan  
Date: July 17, 2014  
Re: Minimum Wage and Paid Sick Leave Ordinance

I previously submitted to the CED agenda for July 22nd a proposed ballot measure entitled "Oakland Sustainable and Fair Compensation Act of 2014." As I outlined in my earlier cover memo, the measure provides a means to phase in an increase in the minimum wage and provides exemptions for two types of organizations that will be especially vulnerable to increased labor costs, (job training programs federally or state funded direct care). It also provides sick leave.

There are two possible mechanisms for instituting an Oakland minimum wage: 1) a ballot measure, and 2) an Ordinance. Today I am submitting to you the same minimum wage and sick leave law, but in the form of an Ordinance. This will allow you the flexibility to decide which mechanism you think would be the best means to institute a sustainable, phased-in minimum wage in our city.

Thank you for your consideration.

(Please note that there is one difference between the two pieces of legislation I put before you. The first one included an exemption for higher wage tipped workers; the Ordinance does not include that exemption. Whether you prefer an Ordinance or a ballot measure, you can also decide what exemptions to include in each.)