

SAN FRANCISCO HUMAN SERVICES COMMISSION

MINUTES

October 28, 2021 Regular Meeting

The regular meeting of the Human Services Commission was held on Thursday, October 28, 2021 virtually & telephonically pursuant to the Governor's Executive Order N-29-20 and the Twelfth Supplement to Mayoral Proclamation Declaring the Existence of a Local Emergency dated February 25, 2020.

MEMBERS PRESENT REMOTELY (VIA ZOOM) SCOTT KAHN, President
JAMES MCCRAY, JR., Vice President
RITA SEMEL
GEORGE YAMASAKI, JR.

MEMBERS ABSENT (EXCUSED) DARSHAN SINGH

OTHERS PRESENT REMOTELY (VIA ZOOM) Trent Rhorer – Executive Director
Elizabeth LaBarre, Commission Secretary
Dan Kaplan, Deputy Director – Finance and Administration
Anna Pineda – Deputy Director – Economic Support and Self-sufficiency
Joan Miller, Deputy Director – Family and Children's Services
Susie Smith, Deputy Director – Policy and Planning
Other department staff and interested citizens

ROLL CALL President Kahn called the meeting to order at 9:33 a.m. noting the presence of all Commissioners except for Commissioner Singh who had an excused absence.

AGENDA On motion of Commissioner Semel, seconded and unanimously carried, the Commission adopted the agenda as posted.

MINUTES On motion of Commissioner Yamasaki, seconded and unanimously carried, the Commission adopted the minutes of the September 23, 2021 Regular Meeting as circulated.

EXECUTIVE DIRECTOR'S REPORT Executive Director Trent Rhorer furnished an update regarding federal, state and local activities.

FEDERAL

Of most interest to the Human Services Agency is the current negotiations around the human infrastructure bill. The White House and Congressional Democrats are working on a dollar amount for the Build Back Better Act that would please two hold-out Congress members. However, many of the initiatives we care about have already been dropped including free community college, expansion of some Medicare benefits such as dental and vision, the expansion of family medical leave, and an increase in funding for affordable housing.

STATE

Counties are drafting legislation priorities for 2022. Human services agency directors across the state are meeting with state lobbyists next week.

CWDA begins this exercise in December, which coincides with Executive Director Rhorer's first month as CWDA President. He is looking forward to being able to drive San Francisco priorities into the statewide agenda.

Subsequent to the budget being passed, the appropriations that affect our department go to the California Department of Social Services to determine allocations among counties. SFHSA has received all allocation letters from the state and is in the process of reconciling projected dollars versus actual for each program. Three housing programs funded through county human services agencies, not homeless departments, will receive two to three times as much funding as in previous years. The housing program for families will receive over \$6M, which is twice as much funding as usual. Most of the dollars are used for housing subsidies, though there is also funding for services. Almost twice as many CalWORKs families will be served through this program. The housing program for single adults applying for SSI who are homeless or at significant risk of being homeless is going to receive \$5.2 million, over \$3 million more than last year. The Bringing Families Home program that helps reunite homeless families engaged in the child welfare system will receive 2.5 times more funding. SFHSA will partner with the Department of Homelessness and Supportive Housing (HSH) in all three programs to maximize state dollars.

LOCAL

Last weekend, the Agency activated an emergency pop-up shelter system with the Department of Homelessness and Supportive Housing at Moscone West in response to the storm. A total of 114 beds were filled. The pop-up shelter was demobilized Tuesday. Executive Director Rhorer thanked the Emergency Response and Facilities teams for creating the shelter system so quickly.

AGENCY

Staffing announcements: three people in leadership roles moved on to larger roles. Luenna Kim, who was the SFHSA Director of Human Resources, is now the Director of HR for the Department of Public Health. Noelle Simmons, SFHSA's Deputy Director of Economic Support and Self-sufficiency (ESSS), is now the Chief Deputy at the Department of Homelessness & Supportive Housing. Lastly, Chandra Johnson, the SFHSA Director of Communications, joined the private sector. All three positions have now been filled on a permanent basis.

Anna Pineda is the new Deputy Director, ESSS. Anna was formerly the Director of CalWORKs, and has held several roles in the Agency and local counties. Executive Director Rhorer thanked Dan Kaplan for stepping in as acting Deputy Director, ESSS while also serving as Deputy Director, Finance and Administration. He took on two jobs in two huge departments and did an amazing job.

Teresa Young will be the new Director of Communications. She is coming from the Public Utilities Commission (PUC) & the Joint Information Center (JIC). She supported San Francisco's COVID response at the JIC multiple times, serving as the JIC Chief during the City's initial activation in February 2020.

Dr. Katrina Williams has been appointed as the Director of Human Resources after serving six months as interim director. Previously, Katrina was the Learning & Organizational Development Manager for three years. She has worked in social services—child welfare, SSI advocacy, and learning & development—for the Agency and in Santa Clara for the past 20 years.

ADMIN

HR has a huge role prepping for the Agency's return to the office. Beginning November 1, staff will be working in the office at least two days per week or 40% of their schedule and remotely the other three days/60% when possible. One of HR's roles is to certify employee vaccination statuses. The Mayor mandated that all City employees be vaccinated by the time they return to work on November 1. As of last Friday, 92% of SFHSA staff are vaccinated or partially vaccinated. There are around 50 active, permanent civil service employees who have not updated or uploaded their status. As of yesterday, the rules changed so that employees only need to have at least one of the two shots (for Moderna or Pfizer) in order to be cleared to work on November 1.

Facilities is working with service center supervisors and managers on enhancing Plexiglas coverage and installing ventilation systems that are compliant with recently issued City guidelines.

IT has had a heavy lift during the pandemic and in preparation for the return to the office. IT technicians will be on site at the major SFHSA buildings to assist staff with return to work technology issues. Equipment has been backfilled and will be available as needed.

COMMUNICATIONS

The Communications team produced a video with HR Director Katrina Williams on what employees should expect when returning to the office. The video welcomes back employees and includes new rules around workplace safety. The team also worked with the Office of Diversity, Equity, Inclusion and Belonging and Facilities to create and distribute welcome totes for staff filled with a welcome letter from Executive Director Rhorer and DAS Executive Director Kelly Dearman, an ID badge holder, hand sanitizer, a notebook and a treat. Executive Director Rhorer took a moment to thank Joe Molica who has led the Communications team on an interim basis and has done a remarkable job. Joe also played a very important role at the JIC for the City's COVID response efforts.

OFFICE OF DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB)

The all staff racial equity survey just closed. The purpose of the survey was to better understand staff experiences in the workplace and get feedback and opinions to guide racial equity activities and priorities over the next year and beyond. Almost 1,250 employees completed the survey—more than half the workforce. Over the next month, the Office of DEIB will analyze and summarize the results.

On October 6, the Office of DEIB in partnership with FCS Racial Equity Work Group members hosted a virtual FCS Racial Equity Lunch and Learn. The theme was “Dismantling Systemic Racism in Child Welfare from the Inside.” The Lunch and Learn was attended by approximately 60 staff who discussed racial disparities in the child welfare system and best practices for staff to mitigate implicit bias and exercise cultural competency with clients.

On November 3, the Office of DEIB will be hosting a virtual HSA Employee Resource Group (ERG) Fair for staff interested in developing employee resource groups. The event will feature a panel discussion with representatives from existing ERGs including the SFMTA Latinx Affinity Group and the airport’s Out@SFO.

In November, the 2020-2021 HSA Racial Equity Work Group (REWG) will conclude its one year term. Applications will open for a new cohort of REWG members in December and a new group of staff will reconvene in January 2022.

ESSS

WDD

Updates on programs expanded during the pandemic:

1. The JobsNOW! program, which assists small and medium-sized businesses get back on their feet and helps San Francisco residents get back in the workforce, has placed 177 people in wage subsidy jobs since the beginning of the fiscal year (July 2021), and has wage subsidy agreements with 134 employers. Across all of our JobsNOW! tiers, 498 unsubsidized and subsidized employees have been placed in positions.
2. The Digital Divide Initiative to equip clients with laptops or tablets paired with digital literacy training and technical support has served 131 individuals since inception.
3. The cash assistance program for undocumented families on CalWORKs who did not receive federal COVID stimulus funds due to their immigration status has granted 470 families a \$2500 one-time benefit through local SFHSA dollars.
4. To re-engage CalWORKs Welfare-to-Work participants who did not have to participate in school or other work requirements during the pandemic, SFHSA is providing incentive payments of up to \$500 if they participant in activities for 10 weeks.
5. The first round of payments have now been made to 3,255 Working Families Credits households. New this year, families can qualify annually whereas previously the Working Families Credit was a one-time offer.

SFBN

Medi-Cal

During the pandemic, Medi-Cal recipients were offered waivers in order to allow for uninterrupted benefits; renewal requirements were delayed. 125,000 San Francisco households currently receive Medi-Cal and continue

to be protected by these waivers. There is no official date from the State for the expiration of waivers, though they are anticipated to expire at the end of the year.

Under provisions of the American Rescue Plan, California will include an additional ten months of coverage following the current 60-day postpartum period for a total of twelve months, effective April 1, 2022.

The state legislature approved Assembly Bill 133, known as the older adult expansion, which expands eligibility for undocumented immigrants aged 50 years and older for full-scope Medi-Cal. Previously, these benefits were for ages 65 and older. There are about 2,750 San Franciscans who will qualify for these benefits starting in May 2022. This will be a big lift for SFHSA to provide outreach and contact eligible households.

CalFresh

The new cost-of-living adjustment (COLA) took effect in October. It is the largest increase to CalFresh benefits in at least 20 years. For example, a household of three now qualifies for a maximum of \$658 monthly, compared to \$535 in 2020.

FAMILY & CHILDREN'S SERVICES (FCS)

Due to the pandemic, Judge Wiley has cancelled this year's National Adoption Day event in person; it will instead be held virtually.

The in-person annual resource family holiday event has been cancelled. However, gift cards will be mailed to each family and protective services workers will be given donated gifts to distribute to their clients during the month of December.

The annual Resource Family Approval review by the California Department of Social Services will be conducted virtually at the beginning of December.

Following up on the Family First Prevention Services Act presentation by Liz Crudo and Joan Miller last month, Part IV, the congregate care piece, was implemented October 1 and Part 1, the prevention piece, will be submitted by the end of October.

During the pandemic, the state froze emancipation for non-minor dependents (NMD). That has now ended so by the end of the year, there will be 127 NMDs over the age of 21 exiting care. SFHSA is working to ensure these individuals have housing support. This is the largest number of non-minor dependents being emancipated at one time in at least ten years.

Commissioner Semel asked when the Human Services Commission meeting would return to in person, to which Trent replied January 2022 would be the earliest. The Commission Secretary will apprise the Commissioners of updates.

EMPLOYEE OF THE MONTH AWARD

President Kahn announced INGA (PATTON) ROBINSON, Clerk, Family & Children's Services, as the October 2021 Employee of the Month. The

Commission recognized Inga for her positive attitude and willingness to help staff whether they are in her unit or not. Inga was awarded an engraved desk clock.

CONSENT CALENDAR

On motion of Commissioner Semel, seconded and unanimously carried, the Commission approved and ratified actions taken by the Executive Director since the September 23, 2021 Regular Meeting in accordance with Commission authorization of October 28, 2021:

1. Submission of request to encumber funds in the total amount of \$17,097,746 for purchase of services or supplies and contingency amounts.
2. Submission of 18 temporary positions for possible use in order to fill positions on a temporary basis made during the period of 9/10/2021 to 10/13/2021.
3. Submission of 26 temporary appointments for possible use in order to fill positions on a temporary basis made during the period of 9/10/2021 to 10/13/2021.

FOOD COORDINATION PRESENTATION

Cindy Lin, Food Coordination Manager, presented an overview of the food coordination group, which originated from the COVID Command Center at the Moscone Center. She provided an overview of the team's COVID response over the last 20 months along with a plan for how to tackle food insecurity in San Francisco moving forward.

Cindy provided an overview of food security in San Francisco. A few of the important takeaways included:

- Pre-pandemic, 25% of San Franciscans were at risk of food insecurity
- Many food insecure residents are not eligible for federal food benefits (known locally as CalFresh) or receive inadequate benefits due to restrictive federal income thresholds
- Many residents lack adequate kitchens (e.g., the unhoused and 19,000 residents living in single room occupancy units (SROs))
- The pandemic has increased the number of food insecure San Franciscans by 45,000
- Most state and federal pandemic relief programs have ended or will end by the end of 2021
- To cover the gap in residents' food budgets, costs are projected to be between \$100 million to \$115 million annually

The food coordination team's COVID response efforts included the development of innovative models of food access, which will be used for the ongoing recovery of San Francisco. The team hosted three listening sessions in June with staff and community-based organizations along with three community listening sessions that ultimately informed the current fiscal year and future funding strategies. There are six strategies that comprise the \$42 million food support budget: citywide outdoor pantries and home delivered groceries for seniors and people with disabilities, community-led, culturally-specific neighborhood pantries, Vouchers for Veggies, prepared meals for families with young children and SRO residents, community kitchens, and food empowerment markets.

Later in the meeting, commissioners will be asked to vote on \$12.85 million of contracts representing three services: innovative neighborhood support, prepared meal support and community grocery access. The innovative neighborhood support grants will provide funding for neighborhood-based meal and groceries with multilingual and multicultural service models. The prepared meal support grants will provide funding for the food needs of SRO residents and families with young children. The community grocery access grants will fund large scale food distribution and grocery vouchers with a focus on culturally appropriate options and choice for consumers.

Commissioner Semel asked how SFHSA is making these services well-known in the community so that San Franciscans can take advantage, to which Cindy replied that relying on CBOs and word of mouth have proven to be the best PR during the pandemic. The grants going before the commission later in the meeting provide for outreach budgets. For non-English speaking populations, WeChat and Facebook are more successful.

Executive Director Rhorer added that this additional food support for the community is a significant increase in services for SFHSA. Traditionally, the Agency has managed CalFresh and Department of Disability and Aging Services food support programs. He thanked Cindy for her presentation and assistance implementing the program.

Commissioner Semel added that it is incredibly important that the program gets the PR needed to reach the community.

Deputy Director Smith thanked Cindy for her hard work and highlighted the importance of the community outreach efforts for feedback, which ultimately led to the provision of mini-grants.

COMMISSION
TELECONFERENCED
MEETINGS
RESOLUTION

President Kahn presented the request to approve the resolution making findings to allow teleconferenced meetings under California government code section 54953(e).

On motion of Commissioner Yamasaki, seconded and unanimously carried, the Commission approved the request to approve the resolution making findings to allow teleconferenced meetings under California government code section 54953(e).

MULTIPLE
PROVIDERS (Cultura
y Arte Nativa de las
Americas, Farming
Hope, HOMEY, La
Raza Community
Resource Center,
Tenderloin
Neighborhood
Development
Corporation,
University of

Cindy Lin, Food Coordination Manager, presented the request to enter into new grant agreements with MULTIPLE PROVIDERS (Cultura y Arte Nativa de las Americas, Farming Hope, HOMEY, La Raza Community Resource Center, Tenderloin Neighborhood Development Corporation, University of California, San Francisco/EatSF) for the provision of Community Grocery Access. Gabriella Alemán, case manager and community organizer with Homey, and Cissie Bonini, Executive Director of EatSF and Vouchers for Veggies, provided statistics on the benefits the grant dollars will have on their programs.

Commissioner Yamasaki voiced his concern that the contracts requesting approval were not mentioned and voted on individually. In response, Esperanza Zapien, Contracts Director, stated that the City Attorney was

consulted and confirmed that approving grant agreements en masse complies with public notice requirements. Commissioner Yamasaki then requested that the minutes reflect that following the advice of the City Attorney, the commission is voting on all grants in one motion.

Commissioner McCray voiced his concern that he did not see a grant recipient representing the 94124 zip code, if indeed the program truly hopes to seek community-based organizations, to which Cindy responded all grantees will serve 94124, though they may be based in other communities, except for the Tenderloin Neighborhood Development Corporation. In the following agenda item, there are Bayview-based nonprofits requesting authorization to enter into new grant agreements: Bayview Hunters Point Community Advocates and Bayview Hunters Point Foundation (for United Council of Human Services).

On motion of Commissioner Semel, seconded and unanimously carried, the Commission approved the request to enter into new grant agreements with MULTIPLE PROVIDERS for the provision of Community Grocery Access; for the period of November 1, 2021 through June 30, 2022; in the combined amount of \$6,850,000, plus a 10% contingency, for a total amount not to exceed \$7,535,000.

Grantee	FY 21/22	10% Contingency	Total Not to Exceed
Cultura y Arte Nativa de las Americas	\$2,850,000	\$285,000	\$3,135,000
Farming Hope	\$200,000	\$20,000	\$220,000
HOMEY	\$1,500,000	\$150,000	\$1,650,000
La Raza Community Resource Center	\$500,000	\$50,000	\$550,000
Tenderloin Neighborhood Development Corporation	\$300,000	\$30,000	\$330,000
University of California, San Francisco/EatSF	\$1,500,000	\$150,000	\$1,650,000
Total	\$6,850,000	\$685,000	\$7,535,000

MULTIPLE PROVIDERS (Bayanihan Equity Center, Bayview Hunters Point Community Advocates, Bayview Hunters Point Foundation (for United Council of

Cindy Lin, Food Coordination Manager, presented the request to enter into new grant agreements with MULTIPLE PROVIDERS (Bayanihan Equity Center, Bayview Hunters Point Community Advocates, Bayview Hunters Point Foundation (for United Council of Human Services), Booker T. Washington Community Service Center, Chinese Progressive Association (for Excelsior Works!), Curry Senior Center, Dolores Street Community Services, Fresh Approach, Glide Foundation, HOMEY, SF New Deal) for the provision of Innovative Neighborhood Food Support. Shakirah Smiley, Executive Director of the Booker T. Washington Community Service Center,

Human Services),
Booker T.
Washington
Community Service
Center, Chinese
Progressive
Association (for
Excelsior Works!),
Curry Senior Center,
Dolores Street
Community Services,
Fresh Approach,
Glide Foundation,
HOMEY, SF New
Deal)

and George Gundry, Executive Director of the Glide Foundation, provided statistics on the benefits the grant dollars will have on their programs.

Commissioner Yamasaki again voiced his concern that the contracts requesting approval were not mentioned and voted on individually. He requested that the minutes reflect that following the advice of the City Attorney, the commission is voting on all grants in one motion.

On motion of Commissioner Yamasaki, seconded and not unanimously carried due to back and forth confusion with the multitude of contracts brought before the Commissioners and commentary among the Commissioners, the Commission thought that they approved the request to enter into new grant agreements with MULTIPLE PROVIDERS for the provision of Innovative Neighborhood Food Support; for the period of November 1, 2021 through June 30, 2022; in the combined amount of \$3,000,000, plus a 10% contingency, for a total amount not to exceed \$3,300,000 but in fact, after review of the meeting recording, there was not unanimous consensus. This item will go before the Commission at the next meeting, November 18, for a revote.

Grantee	FY 21/22	10% Contingency	Total Not to Exceed
Bayanihan Equity Center	\$250,000	\$25,000	\$275,000
Bayview Hunters Point Community Advocates	\$275,000	\$27,500	\$302,500
Bayview Hunters Point Foundation (for United Council of Human Services)	\$200,000	\$20,000	\$220,000
Booker T. Washington Community Service	\$300,000	\$30,000	\$330,000
Chinese Progressive Association (for Excelsior Works!)	\$250,000	\$25,000	\$275,000
Curry Senior Center	\$175,000	\$17,500	\$192,500
Dolores Street Community Services	\$250,000	\$25,000	\$275,000
Fresh Approach	\$300,000	\$30,000	\$330,000
Glide Foundation	\$275,000	\$27,500	\$302,500
HOMEY	\$375,000	\$37,500	\$412,500
SF New Deal	\$350,000	\$35,000	\$385,000
Total	\$3,000,000	\$300,000	\$3,300,000

MULTIPLE PROVIDERS (SF New Deal (Households with Children 0-5), Chinatown Community Development Center (SROs), SF New Deal (SROs))

Cindy Lin, Food Coordination Manager, presented the request to enter into new grant agreements with MULTIPLE PROVIDERS (SF New Deal (Households with Children 0-5), Chinatown Community Development Center (SROs), SF New Deal (SROs)) for the provision of Prepared Meal Support Services.

Commissioner Yamasaki again voiced his concern that the contracts requesting approval were not mentioned and voted on individually. He requested that the minutes reflect that following the advice of the City Attorney, the commission is voting on all grants in one motion.

On motion of Commissioner Semel, seconded and unanimously carried, the Commission approved the request to enter into new grant agreements with MULTIPLE PROVIDERS for the provision of Prepared Meal Support Services; for the period of November 1, 2021 through June 30, 2022; in the combined amount of \$3,000,000, plus a 10% contingency, for a total amount not to exceed \$3,300,000.

Grantee	FY 21/22	10% Contingency	Total Not to Exceed
SF New Deal (Households with Children 0-5)	\$1,850,000	\$185,000	\$2,035,000
Chinatown Community Development Center (SROs)	\$400,000	\$40,000	\$440,000
SF New Deal (SROs)	\$750,000	\$75,000	\$825,000
Total	\$3,000,000	\$300,000	\$3,300,000

COUNTY OF VENTURA

Joseph Quartell, Collection Services Manager, presented the request to modify the existing grant agreement with COUNTY OF VENTURA.

On motion of Commissioner Semel, seconded and unanimously carried, the Commission approved the request to enter into a new contract agreement with COUNTY OF VENTURA for the provision of Membership to the California Ventura Automated Collection System (“VACS”) Association; for the period of July 1, 2021 through June 30, 2026; in the amount of \$75,000, plus a 10% contingency, for a total amount not to exceed \$82,500.

GENERAL PUBLIC COMMENT

President Kahn’s call for public comment yielded several responses. Daniela Gonzalez, union representative for SFHSA workers with SEIU 1021, presented the Commission with a petition signed by “hundreds” of SFHSA employees. The petition is addressed to Executive Director Rhorer and Mayor Breed and asks that employee safety be prioritized by minimizing in-office rotations and increasing telecommuting options so that employees can work from home. SFHSA employees Jesse Stanton, an Eligibility Worker at the 1440 Harrison office, Darryl Morgan representing CalWORKs eligibility workers, and Cesar Love, a 9704 classification employee from the

3120 Mission St. location, shared their concerns with the Agency's return-to-work plans with particular emphasis on maximizing telecommuting.

The petition has been added to the minutes as an attachment.

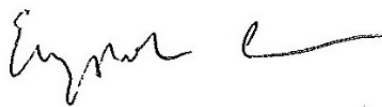
President Kahn requested commentary from Executive Director Rhorer. Executive Director Rhorer clarified that, in spite of erroneous information shared in public comment, the return-to-work decisions are not unilateral. SFHSA is following decisions made by the City, specifically the Mayor's Office, the Department of Human Resources and the City Administrator's Office. The Mayor is well aware of employee safety concerns, which is why she is requiring all City employees be vaccinated. The Mayor and the Department of Public Health deem it safe to return to work. The return-to-work date was originally September 1. The City decided to delay the reopening date to November 1 due to concern over the Delta variant. COVID numbers are the lowest they have been since prior to Delta. Therefore, the City is uniformly moving forward with the return to work on November 1. Executive Director Rhorer added that, as was stated during his report, the return to work schedule is two days per week or 40% in the office with staggered schedules, which will address Mr. Love's concern with office crowding.

Commissioner McCray asked Executive Director Rhorer what are the internal procedures for handling staff disaffection and how does SFHSA communicate to staff boundaries, limits and what must be done. Mr. Rhorer responded that a memo was sent to staff yesterday from him and Kelly Dearman, Executive Director of DAS, that included a video of the Director of Communications, Katrina Williams, walking through how employees should be conducting themselves in the workplace, including respecting each other's space, wearing a mask indoors, and using sanitization stations (located on every floor). The Commission Secretary will forward the memo to the Commissioners for their reference. Staff and client safety is of paramount concern. The number one priority for the Agency is serving the public. SFHSA has been a critical agency during the pandemic and a safety net for San Franciscans. Many clients prefer in-person services, and many services—especially in the welfare-to-work programs—work much better or need to be offered in person, so the Agency needs to be flexible with staff on site.

ADJOURNMENT

President Kahn adjourned the meeting at 11:32am.

Attachment: SEIU petition from general public comment regarding telecommuting and worker safety



Elizabeth LaBarre, Commission Secretary
Human Services Commission

Posted: November 11, 2021



Joseph Bryant
President

Mary Duncan
Secretary

Amos Eaton
Treasurer

Jennifer Esteen
VP of Organizing

Ramses Teon-Nichols
VP of Politics

Sandra Lewis
VP of Representation

Akbar Bibb
VP Region A (North Central)

Mary Sandberg
VP Region B (North Coast)

Yeon Park
VP Region C (East Bay)

Theresa Rutherford
VP Region D (San Francisco)

Marcus Williams
VP Region E
(Amador/Calaveras/San
Joaquin)

Executive Board
Pete Albert
Tazamisha Alexander
John Arantes
Tula Biederman
Derrick Boutte
Lorraine Bowser
Monique Chaney-Williams
Felipe Cuevas
Evelyn Curiel
Sasha Cuttler
Nathan Dahl
Brandon Dawkins
Karla Faucett
Geneva Haines
Dellfinia Hardy
Cynthia Landry
Todd Nosanow
Harold Powell
Mercedes Riggleman
Sandy Sigala
Robert Taylor
Richard Thoele
Taffie Walter
Angel Valdez
Sandra Wall
Jim Wise

**Executive Board & Budget &
Finance Committee**
Travis Balzarini
Rhea Davis
Tina Diep
Elizabeth Harrison
Cheryl Hicks

To: HSA Executive Director Trent Rhoder, HSA management, Mayor Breed, and the HSA Commission

During the current COVID-19 pandemic, HSA and City management have made unprecedented changes to policies, procedures, wages, hours and working conditions affecting all of us. These changes include, but are not limited to, unreasonable or impossible demands on staff with respect to workload.

This has caused extreme and undue stress and anxiety on members and has been negatively affecting our physical and mental health. Now, members are fighting back against these unreasonable policy changes, unsafe working conditions, and unilateral decision-making that is putting our safety at risk.

Some of the concerns we've heard from members include:

"I am considered a high risk patient and my children and elderly parents live with me. I do not want to contract Covid-19 at my worksite. I would then be exposing my elderly parents & children."

"We are putting ourselves at risk. Most of us do not live in the city to travel on BART and sit in a room full of co-works. It makes no sense that a high-risk BIPOC work population serving high-risk populations in person feels like a betrayal the purpose of Human Services."

"I have asthma, high blood pressure and claustrophobic so the mask i can not have it on for long periods times.... and elderly mother with 81 years old."

"Working from home puts me at ease knowing that I'm not risking my health along with my family members. I feel more productive with my time since I don't waste time commuting."

"I am a high risk employee and my health would definitely be compromised, by going back in the office."

"I have an asthmatic daughter that is too young to be vaccinated. I am afraid of exposing her to the virus once we return to the office knowing a lot of people are still testing positive."

We demand that HSA management put safety first by minimizing in-office rotations, maximizing telecommuting, and encouraging and allowing all virtual work functions be performed safely from our homes so we can protect our families and ourselves from COVID-19.

Please see the attached petition, which has been signed by over 360 people.



SAFETY AT HSA

Dear HSA management,

During the COVID-19 pandemic, HSA and City management have made unprecedented changes to policies, procedures, wages hours and working conditions affecting all of us.

These changes have caused extreme and undue stress and anxiety for our members that have negatively affected our health both mentally and physically. Management is often changing our schedules, assignments, and regular functions without planning, support, training, or proper notice. Now the Agency is preparing to arbitrarily and capriciously return us to a hazardous and unsafe work environment, fully and unnecessarily exposing us to COVID-19 variants.

HSA Management has additionally taken unilateral actions that jeopardize our health and safety, including but not limited to:

- Assigning vulnerable employees to hotel sites. There are some housing clients who are COVID-positive and employees have been exposed and are still awaiting test results.
- Putting workers on unpaid leave for declining the high-risk assignments over fear for their health and even their lives.
- Failing to agree to have stricter worksite sanitization protocols, conduct adequate COVID-19 tracking procedures, and agreed to maintain distancing standards. Management has also failed to provide necessary PPE, adequate plexiglass barriers, and temperature checks, even as the Agency plans to double the amount of time we'll be required to work in-office.
- Failing to recognize that both vaccinated and unvaccinated workers can spread the virus as we continue to receive multiple COVID positive cases in the workplace.
- Failing to collaborate with SEIU 1021 HSA Chapter Leadership to coordinate return to work schedules and logistics with a focus on worker safety and maximizing telecommuting in light of the new and more dangerous variant strain.

The Agency has refused or delayed requests to meet and confer with us over the above issues and other member's concerns. The HSA Chapter's Executive Committee has attempted to follow up and resolve all of the above issues before the RTW implementation timeline of Sept.13, but progress towards resolution has been very slow.

We demand that HSA management put safety first by minimizing in-office rotations to one day only, maximizing telecommuting, and encouraging that all virtual work functions be performed safely from our homes as we continue to serve San Francisco's most vulnerable members.

Sharon Linares
Danielle Wu
Mirna Bonilla-Ortiz
Thad Mendoza
Adriana Duran
HENRY Lee
Steven Hopson
Jamila Abner
Raena Singh
Cara Picou
Mabel Lee
Stephanie Flippin
Paula Santos
Melissa Vargas
Ana Guerrero
Kelli Grotzke
Latarsha Green
Ruth Mbugua
Neha Kapoor
John O'Hara
Dora Torres
Calman Chin
Laurel Calsoni
Xian Xian Li
Ranisha Dillard

Chris Simpkins
Ellaine Ramos
Becky Morris
Dinei Leao
Vania Lim
GIAO TRAN
Ruben Avila
Patrice Brown
Maurice Colvin
Hilda Hooker Jr
Stephanie Baggao
Gabriella Gonzalez
Marcella Gonzalez
Marie-Claire Balea
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Andrea Salfiti

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Sharee Miller

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Oleg Sak

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Dennes Hernandez

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Juan Ascencio

YoonSun choi

Terrance Chin

Kurtis Szu

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Emmy He

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Queenie Law

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Lily Kwan

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Keshia Yusman
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