

GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
PATRICK MULLIGAN, DIRECTOR



SWEATFREE PROCUREMENT ADVISORY GROUP (SPAG)
Minutes from September 11, 2025, meeting, 2:30 pm

Members Present: Conchita Lozano Batista, Jason Oringer, Julie Fisher, Coyote Marin, Samuel Thomas

Members Excused: John Logan

City Staff Present: Hallie Albert, Pat Mulligan

WRC Present: Ben Hensler

ADOPTION OF AGENDA

Meeting agenda adopted without opposition. Conchita Lozano Batista noted that the OCA Report to the group is a standard agenda item. She raised that OCA stated the SPAG is redundant for OCA and she wants to discuss how to address that concern. Coyote Marin said OCA is required to meet with the SPAG if it is making any changes or otherwise addressing compliance with the Sweatfree ordinance. Jason Oringer believes the group can improve functionality with OCA by getting reports prior to the SPAG meetings or at least a few days in advance and with more detail. Pat Mulligan noted that Lorna Walker, who was expected to attend for OCA later in the meeting, would not likely have answers to the group's questions but could take those questions back to OCA.

PUBLIC COMMENTS FOR ITEMS NOT ON THE AGENDA

Julia Toscano, Living Wage Coalition – having a group like the SPAG, which does not cost anything to the City, has a positive effect for labor and it is important to keep.

Lester Bruens – would like the group to get more support.

APPROVAL OF MINUTES

The minutes from the meeting of June 25, 2025, were reviewed and adopted as written with the following changes – Lozano Batista wanted to add Local 261 to the second page because they are City uniform wearers and Marin wanted to edit out what Mission Local said and include only that Marin spoke with Mission Local. Further, in the fifth paragraph it should say drop, and correct spelling of Wiener.

WRC REPORT

Ben Hensler introduced himself and presented a slide deck summarizing the current WRC investigations.

- Thailand – Summarized remediation and pregnancy discrimination investigation.
- Haiti - Reviewed investigation - mass firing of union leaders – not able to get reinstatement of workers. Workwear Outfitters stopped working with the factory and Cintas is not willing to require the factory to reinstate the workers. Lozano Batista asked if the City is paying for WRC's continued work to get the workers reinstated if the City does not have any active

contracts with the factory. Hensler clarified that the City is not paying and WRC is doing their work pro bono and using foundation funding.

- Vietnam – Improvements have been maintained – Hensler reviewed the improvements in the factory. However, there was some backsliding and new violations: no longer paying non-poverty wages and wage premiums; management is controlling the factory union; unsafe handling of materials; and temperature and ergonomic hazards. WRC’s report was sent to the factory, and WRC is working on remediation.
- Ethiopia – Hirdaramani – DPH and ACC uniforms were made at this factory and procured through Banner. Substantiated violations include low wages (3.5 cents/hr), the lowest WRC has found in non-prison labor; unpaid and forced overtime; abusive treatment; and excessive heat. Ethiopia has no minimum wage, so the low wages are not illegal but amounts to half of the prevailing wage and 10% of City’s non-poverty wage. WRC shared the findings with the factory.

Lozano Batista inquired about whether this factory supplies garments to other companies/suppliers. Hensler explained that the factory produces products for OGIO backpacks, SportTec, and Cornerstone. Hensler said once the factory responds to WRC they will reach out to those companies to work with them to leverage remediation. Lozano Batista asked why WRC does not call the abusive conduct “assault” and Hensler said they generally do not use criminal offense terminology. It was clarified that the City’s contract under which the relevant products are being manufactured expires on January 31, 2027. WRC has not investigated this factory before but has conducted investigations in Ethiopia.

Julie Fisher asked if the fireproof fabric used in firefighter turnouts are handled by the workers at the factory where they are manufactured. Hensler was unsure where the turnouts are manufactured and Hallie Albert said that based on Fisher’s earlier inquiry about the turnouts she asked OCA to identify the contracts under which they are manufactured.

Lozano Batista asked about excessive heat and inquired for more details. Hensler said there are no ventilation fans on the factory floor, workers have fainted, and peak temperatures outside go over 90 degrees and without cooling devices inside the factory, temperatures can go higher.

Hensler said WRC will be getting new supplier factory disclosures and conduct another round of outreach. He will send report on Ethiopian factory to OLSE.

DISCUSSION OF OPEN FOR BUSINESS CONTRACT STREAMLINING ACT OF 2025

Lozano Batista asked about making the articles that members of the group share in between meetings (by emailing them to Albert and Albert disseminating them) part of the meeting record. Albert said if they reference the articles during the meeting, they can be included as part of the

materials. Lozano Batista discussed an article in the Guardian about the NBA as an example of the reputational risks of eliminating the SPAG.¹

Oringer clarified that the Budget and Finance committee will reconsider the legislation on September 17 at 10am. A discussion ensued about the legislation and Oringer explained that the SPAG is restored and the sunset is removed. He further raised how the Ethiopia situation highlights the need to keep the wage standard and this should be communicated prior to the meeting on the 17th.

Marin raised how OCA must consult with the group on the standards for determining what is the most substantial way to comply with the law. Discussion followed about when there is one bidder and waivers and how the garment contracts require a storefront or capacity to provide customizations, which impacts the number of businesses who can meet the requirements of the contract. Marin raised the potential of streamlining the contracting process by changing the terms of the contract instead of eliminating the oversight body. Marin raised concern about the small contracts and if they will be excluded and Albert said OCA clarified that the small contracts will not be considered as being pursuant to the minimum amount requirement because that amount will apply to the parent contract, not the smaller ones.

Oringer said the elimination of the advisory group and wage standard are the biggest ways the proposed legislation undermines the ordinance. Lozano Batista asked if the drafting process included legal analysis with the City Attorney. Mulligan said OLSE was not a part of the process and OLSE is not a policy office, and it keeps OLSE's role clean. He believes the policy was principally developed through the lens of procurement. Albert said it is common for the City Attorney's office to consult on the development of legislation, but OLSE was not involved. Mulligan said at the very least the City Attorney would sign off on the proposed legislation as to form.

Marin inquired about Supervisor Chan's version. Oringer communication with Sup. Chan's office and he believes the proposed changes will come from her office. Mulligan clarified the duplication process. Marin inquired about Supervisor Engardio's role in the process considering his recall vote is soon and a discussion ensued about the timeline of the process. Discussion followed about who can attend the meeting on the 17th.

OCA REPORT

OCA was unable to join. Lozano Batista would like them to at the next meeting to share what the redundancies are that Sailaja Kurella raised at the Board of Supervisors meeting.

¹ Revealed: Major NBA brands linked to forced labor in China

<https://url.avanan.click/v2/r01/> https://www.theguardian.com/sport/2025/aug/30/revealed-major-nba-brands-linked-to-forced-labor-in-china?CMP=Share_iOSApp_Other .YXAzOnNmZHQyOmE6bzozOWE1ZGE1NGQxNGlZNWm2NGJhNDY4ZDcxZDc2NjAxMT03OmY1OTI6OGIwNTc2NTkyOTJkODgzZTdlNDhlZWlyY2IzMzBmNzUzODY3Mjc5YTc0MTAzZmlwNmYzMGEyZig4YzA1MWJmZjpwOlQ6Tg

POTENTIAL ITEMS FOR FUTURE AGENDAS

Keep discussion on legislation and Prop E Commission and any response to WRC on the Ethiopia factory. Lozano Batista shared her gratitude to the group for their work and dedication. Mulligan said it was a privilege to support the group and acknowledge everyone's contribution.