

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



SWEATFREE PROCUREMENT ADVISORY GROUP (SPAG)
Minutes from January 8, 2026, meeting, 2:00 pm

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

Members Excused: John Logan, Conchita Lozano Batista

City Staff Present: Hallie Albert, Pat Mulligan, Shawn Peeters, Sailaja Kurella

WRC Present: Ben Hensler

ADOPTION OF AGENDA

Discussed about adding the discussion of adding textiles back into the ordinance under Agenda Item No. 5, as well efforts to keep the SPAG. Julie Fisher moved to adopt the agenda and Jason Oringer seconded, then unanimously approved.

PUBLIC COMMENTS FOR ITEMS NOT ON THE AGENDA

Lester Bruens – the group’s work is excellent and important. Keep it up.

Rio Morales- introduced himself and expressed his interest in global solidarity and justice and present at the meeting to observe and potentially apply to be a member.

APPROVAL OF MINUTES

The minutes from the meeting of September 11, 2025, were reviewed and unanimously adopted as written with the following changes – page 3. add “per the discussion at BOS” in second paragraph after “the sunset is removed” and add the “budget and finance committee” in second to last paragraph after “from her office.”

WRC REPORT

Ben Hensler introduced himself and confirmed that WRC had finalized a new two-year contract extension with the City to continue its work investigating potential violations of the Sweatfree Ordinance. OCA provided all updated information to WRC to allow for outreach through NGOs at factories to determine such violations.

- Nicaragua – waiting to confirm the contract length with OCA and then will move forward with investigation. Complaints about mass firing after protest of non-payment of bonuses.
- Ethiopia – Hirdaramani – this factory supplies LA/SF (DPH). San Mar is the supplier. San Francisco reached out to Banner and Los Angeles reached out to Gauls to address the violations. San Mar has reached out to the factory and claims are being addressed. WRC found that wages have increased, but there are also misleading claims. Such as claiming lunch provided and end-of-year bonuses counts toward salary and attendance and performance bonuses count as wages. WRC will continue to follow up and remedy.

Shawn Peeters addressed that Gaul's did not disclose the Nicaragua factory but the factory's address was listed so he believes there may have been a space issue with the form. Peeters confirmed that OCA intends to extend existing contracts by at least a year, likely two to three and he will email Hensler to confirm.

Regarding Ethiopian factory, Oringer inquired about management's attempt to make other wage provisions look like compensation to meet the living wage rate and how commonly that occurs. Hensler said he sees this all the time. Coyote Marin double checked the amended sweatfree ordinance to confirm that the non-poverty wage rate remained in the law after the amendment and confirmed it is. Oringer inquired what the SPAG can do to drive change at the factory. Hensler said nothing yet. San Mar is slow, but they are participating so WRC will continue to engage them. Hensler confirmed this is the first and only factory in Africa that WRC has investigated for San Francisco.

DISCUSSION OF OPEN FOR BUSINESS CONTRACT STREAMLINING ACT OF 2025

Julie Fisher acknowledged organized labor and shared her appreciation for everyone who spoke out and showed up to that SPAG could still exist. Fisher expressed she is glad it resolved in their favor.

Marin raised how the amended law removed textiles from the monitoring requirements. Marin asked OCA to explain more about the bidding process for textile contracts. Peeters explained there is competitive bidding on everything, including mops, mats, and towels, but recognized that the sweatfree provisions to the textile contracts no longer apply. Hensler asked Peeters to provide contract numbers for textile contracts so WRC does not conduct outreach on those contracts. Peeters and Hensler agreed to connect.

Marin asked about the reason for eliminating textiles from the amended law. Sailaja Kurella explained that she is not sure of the intent, but linens are a smaller portion of the City's spend compared to uniforms. DPH has special purchasing authority and OCA does not see those contracts.

Oringer is not opposed to trying to add textiles back in but would like to use a future meeting to look at all commodities the City is purchasing, beyond just garments, to decide which sectors to target for expansion as they may find something else more pressing. Marin asked Samuel Thomas for his thoughts and Thomas responded that he is not equipped to weigh in on the question.

A discussion ensued about how to gather the relevant data. Pat Mulligan confirmed that SPAG members can make public records requests. Kurella said OCA does not have the capacity to pull this data as it is tracked in PeopleSoft, which is the Controller's Office's software. She believes that the Controller can pull a report. Mulligan reminded the group that it no longer has a member from the Controller's Office and Thomas clarified that he is the Controller's appointee but does not work in that department.

Oringer addressed the intent of the ordinance and how the SPAG was intended to look at what other goods may use sweatshop labor and seek to expand the ordinance to those sectors. Food? Electronics?

Marin asked Hensler if WRC can inspect other factories, not just those that manufacture apparel. Hensler said WRC investigates factories manufacturing all licensed goods for Universities, but this does not necessarily extend to the farm where the cotton is grown to make the thread, etc. WRC has looked at fabric mills and has a program in Pakistan and in China regarding Uyghur slave labor. Marin asked if they ever inspected vehicle manufacturers. Hensler said they have not, except for one-off inspections of facilities that make a singular auto component.

Mulligan said OLSE can inquire with the Controller's office about data around the City purchasing and procuring a list of purchased goods and amounts. Fisher wants to educate herself on the City budget and better understand what the City is purchasing. Hallie Albert referenced the ordinance's requirements around that expansion of enforcement.

OCA REPORT

Peeters had no updates other than what was already shared. Marin requested to be kept up to date on the revisions of forms. Peeters will share all updates to the forms. Right now, the updates are related to how they look, not how they function.

POTENTIAL ITEMS FOR FUTURE AGENDAS

Expansion of the ordinance to new goods.

WRC Report

OCA Report

Fisher asked to discuss returning to bi-monthly meetings and to discuss scheduling.

Confirmed next meeting on April 9 at 2pm and everyone is able to attend.