

SWEATFREE PROCUREMENT ADVISORY GROUP ANNUAL REPORT

**To the Office of Contracts Administration
and the Office of Labor Standards Enforcement
Board of Supervisors and Mayor
January 17, 2008**

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Executive Summary

This annual report is presented to the Office of Contracts Administration, the Office of Labor Standards Enforcement, the Mayor and the Board of Supervisors by the Sweatfree Procurement Advisory Group, (referred to hereafter as the Advisory Group), consistent with the requirements of the Sweatfree Contracting Ordinance. The report summarizes the Sweatfree Ordinance and the mandate of the Advisory Group, and identifies the challenges that the Advisory Group has faced regarding the City's implementation and enforcement of the Ordinance. This report also summarizes recent amendments to the Ordinance which will provide flexibility to the City to award a contract to the most compliant bidder if there are no fully compliant bidders, and provides incentives for contractors to improve their compliance. In addition, the Advisory Group makes recommendations to improve the City's purchasing and contracting processes when applying the Ordinance's provisions, and to increase enforcement of the Ordinance to existing and pending contracts. The Advisory Group has identified the computer industry as another potential sector to which the Ordinance can be applied at a later date. Finally, this report summarizes activities and progress to draft legislation that would give preferences and incentives to the garment and other industries in San Francisco.

Introduction

The Sweatfree Contracting Ordinance identifies contractor requirements, establishes the Sweatfree Advisory Group, and provides parameters for the administration and enforcement of the Ordinance. The Advisory Group has faced numerous challenges in meeting its mandate due to a number of internal and external forces. This report discusses these challenges and makes recommendations to improve the administration and enforcement to the Ordinance.

Ordinance Provisions for Contractors and Subcontractors

In September 16, 2005, the Board of Supervisors and the Mayor approved the Sweatfree Contracting Ordinance, which requires contractors and subcontractors to the City to abide by the City's prohibition of sweatshop conditions. The Ordinance requires that each contractor and subcontractor shall:

- Comply with all human and labor rights and labor standards imposed by the country in which goods are made or assembled;
- Pay at least minimum wage to workers or wage comparable to domestic manufacturers;
- Keep payroll records, time records and tax records for all employees;
- Allow records to be inspected by authorized officers of the City and County of San Francisco;
- Not subject any worker to physical, sexual or other illegal harassment, illegal discrimination or retaliation to exercising their rights under labor laws;
- Not require any worker to use contraceptives or take pregnancy tests;
- Provide the City and County a list of the names and addresses of each subcontractor to be utilized in the performance of the contract, including tax number and address of each manufacturing facility;
- Provide assurance that the contractor is in compliance with this Ordinance;
- Demonstrate commitment to best practices to eliminate sweatshop labor;
- Agree to penalties and/or liquidated damages to failing to comply with this chapter

Recent Amendments to the Ordinance

On November 14, 2007, the Mayor signed Ordinance No. 265-07, the Sweatfree Contracting Ordinance Amendments. The new Administrative Code section 12U.9.5 creates a system for awarding contracts to an otherwise responsive bidder most substantially in compliance with the Ordinance when no bidder is in full compliance. More specifically, the Amendments specify that:

- The Director of the Office of Contract Administration will award the contract to the bidder that is most substantially in compliance with the Ordinance, provided that the cost of that contract does not exceed the low bid by more than 15 percent.
- The term of the contract cannot exceed 2 years unless the Director finds that the contractor has achieved greater compliance with the Ordinance, warranting an extension for up to an additional year.
- The Director will include in the contract a compliance plan that identifies deficiencies in the bid and specifies conditions and timetables for the contractor to achieve greater compliance, and the contractor's failure to satisfy the compliance plan could serve as the basis to terminate the contract. In addition, failure of the contractor to make a good faith effort to achieve greater compliance with the Ordinance, or to correct within a reasonable time a specific violation of the Ordinance that is discovered after award of the contract, will require that the contract be terminated.
- The Director, in consultation with the Office of Labor Standards Enforcement and the Sweatfree Procurement Advisory Group and following a public hearing, will issue standards for measuring levels of compliance – most substantial compliance among noncompliant bidders, and achievement of greater compliance by contractors awarded a contract that are not in full compliance with the Ordinance.
- The Director will submit quarterly reports to the Board of Supervisors regarding implementation of the Amendments and contracts issued to noncompliant bidders pursuant to the Amendments.
- The Ordinance's ban on mandatory overtime is revised to permit mandatory overtime that does not go beyond 48 hours of working time per week; and otherwise permit mandatory overtime if lawful and in accordance with a collective bargaining agreement.
- The Ordinance's calculation of wages for purposes of determining compliance with the minimum wage requirement is revised to reference retirement benefits.
- The Ordinance's requirement for contractors' providing information as to amounts to be paid to subcontractors is relaxed to provide that amounts be reported within a monetary range (for example, \$20,000 to \$50,000) rather than as an exact dollar figure.

The Advisory Group worked with the City Attorney's Office to draft these changes in order to allow the City to seek and execute contracts with bidders that are in partial compliance with the Ordinance rather than resort to providing outright waivers to the Ordinance in instances where no one bidder fully complies.

As reported in the Legislative Digest for Ordinance No. 265-07: “These amendments seek to make it more difficult for bidders to evade the requirements of the Ordinance by not complying with the Ordinance and then putting the Director in the position of having to grant waivers from the Ordinance in order to meet the City's purchasing needs. The amendments are designed to provide an incentive to bidders to be fully compliant with the Ordinance, or at least more compliant than has thus far been the case, and to give the Director the power and the tools necessary to effect greater compliance among bidders and contractors. In effect, the amendments provide for partial waivers from the Ordinance rather than full waivers, with the ultimate goal of achieving full compliance with the Ordinance.”

Sweatfree Advisory Group

The Sweatfree Contracting Ordinance establishes an advisory group with the following mandated functions:

- Evaluate the implementation, administration, and enforcement of the Ordinance;
- Evaluate the industries engaged in the manufacturing and sale of goods to determine if other goods should be targeted for enforcement of sweatfree laws;
- Submit an annual report to the Director of the Office of Contract Administration and the Director of the Office of Labor Standards Enforcement that contain recommendations on the administration, implementation and enforcement of the Ordinance;
- Determine how the City and County may maximize its purchase of goods produced in San Francisco;
- Examine how the City may provide preferences and/or incentives to garment industry manufactures in San Francisco that are in compliance with the Ordinance.

Advisory Group Composition:

- Eleven members, of whom five are appointed by the Mayor, five appointed by the Board of Supervisors, and one appointed by the Controller.
- Term is two years
- Two members shall have experience in labor matters; two members shall have experience as advocates for human rights or the poor; two members shall have experience in acquiring goods for public entity; one member shall be experience in finance, auditing or accounting.

The members of the Advisory Committee and their relevant areas of expertise are:

- Valerie Orth, Chair – Global Exchange – Human Rights
- Alex Tom, Vice Chair – Chinese Progressive Association - Labor
- Alicia Culver – EnviroSpec (Green Purchasing Institute) – Public goods/services
- Tom Hayden – No More Sweatshops - Public
- Henny Lee – General Services Agency – Public goods/services
- Sarah Lieber Church –Progressive Jewish Alliance – Human Rights
- Jason Oringer – UNITE HERE – Labor
- Conrad MacKerron – As You Sow - Public
- Christian Martinez – Attorney - Public
- Virginia Villegas – Labor Attorney - Public
- Monique Zmuda- Deputy Controller – Finance, financial auditing/accounting

City Staff have been assigned to work with the Advisory Group. The staff who provide ongoing support to the Advisory Group and who implement and enforce the Ordinance include:

- Contract Compliance Officer, Office of Labor Standards Enforcement
- Director, Office of Labor Standards Enforcement
- Director/Purchaser, Office Contract Administration
- Assistant Director, Office of Contract Administration
- Sr. Administrative Analyst, Office of Contract Administration
- Deputy City Attorney

The Advisory Group has adopted an Attendance Policy in its rules for its meetings, including attendance and prior notification of absence requirements and participation in committee meetings. The Advisory Board meets monthly, and has considered a number of important issues related to administration and enforcement of the Ordinance.

As part of its deliberations and research the Advisory Group has held a public hearing to consider the impact of the Ordinance on current garment vendors, and second public hearing to consider the feasibility of including the computer and electronic industry into the Sweatfree Contracting Ordinance. Both of these hearings provided beneficial input to the Advisory Committee and which were used to formulate the Advisory Group's recommendations.

Administration and Enforcement

The Administration and Enforcement of the Sweatfree Contracting Ordinance requires that:

- The Director of the Office of Contract Administration shall implement and administer the Ordinance and may issue regulations;
- The Director of the Office of Labor Standards Enforcement shall enforce the requirements of the Ordinance;
- Until the City is able to adequately monitor compliance, the City shall enter into an agreement with an independent non-profit monitor with expertise in Sweatshop Labor;
- Each contractor and sub-contractor shall cooperate with any investigation;
- The City shall assess penalties for violation to the Ordinance, including assessment of liquidated damages, termination of contract, debarment, withholding payments, requiring contractor training, and requiring status reports of compliance;
- Exceptions to this Ordinance includes grant prohibitions, public entities, incidental purchase of goods, in times of emergency, and when there is no compliant responsive bidder.

Challenges to the Ordinance Implementation

The Advisory Group has experienced significant challenges and roadblocks in the administration and enforcement of the Ordinance. As explained in detail in this annual report, the Office of Contract Administration granted waivers to the Ordinance prior to the completion of the legislative process underway to allow partial compliance. Information on the responses to the City's bidding process and vendors' ability and willingness to comply with the Ordinance has been confusing, late, and inconsistent. The execution of a contract for an independent Monitor

was delayed and thus was not available to assist the City in assessing the decision to waive certain contracts from complying with the Ordinance.

OCA Granted Blanket, Long-term Waivers to a Significant Number of Contractors

When difficulties arose in terms of contractors refusing to comply with the Sweatfree Ordinance, the Advisory Group began working on amendments including time limitations and a ranking system for bidders. In the meantime, departments requested waivers per Ordinance subsection 12U.9.e which is intended to be applied only if no qualified responsive bidders comply with the requirements of the Ordinance, or in emergency situations. As a proposed compromise, during the Advisory Group meeting in June 14, 2007, the Director/Purchaser of Office of Contract Administration (OCA), suggested shortening the contract terms to 6 months to one year (usually the contracts are 3-5 years). The Advisory Group accepted the compromise so we could work collectively with City administrators on the amendments by the time proposed short-term contracts would expire.

However, instead of implementing short term contracts, at the following Advisory Group meeting in August 16, 2007, staff from the OCA presented a chart that stated a total of six garment contracts, representing \$1.14 million per year would be granted waivers for full-term contracts (most were 3 years plus 2 one-year extensions for a total expected term of 5 years).

Because the Advisory Group was seeking to apply partial compliance standards to the Ordinance and believed that the contracts should be limited to a shorter period while the amendment to the Ordinance were under consideration by the Board of Supervisors, the Advisory Group recommended that the waivers NOT be granted. The City refused and granted the waivers for the following contracts: Ballistic vests, Fire Department uniforms, MUNI uniforms, Parking and Traffic, and Sheriff's uniforms. Waivers were also granted for two MUNI purchase orders. As a result, these contracts are not subject to existing or the amended provisions of the Sweatfree Contracting Ordinance for up to a five year period.

Inconsistent and Inadequate Information and Support from OCA

The Advisory Group is grateful that the Office of Contract Administration (OCA) attends Advisory Group meetings and has applied its personnel resources to seek compliant vendors. However, we have found that the information some representatives have provided is inconsistent, often inadequate and, at times, incorrect and that outreach to compliant vendors has been ineffective. The Advisory Group has attempted to monitor the contracting process of garment contractors and often requested information on the contract totals, suppliers, terms of the contract, final contract language. On numerous occasions, this information was incomplete or confusing. In some instances, the contract totals were incorrect or outdated. As another example, the Advisory Group requested to see contract language showing any requirements to comply with any of the Ordinance provisions that was reported to be agreed to by contractors, but no contract language had been provided for two months.

Regarding outreach to contractors who may be compliant to the Ordinance, OCA reported that they looked for compliant vendors, and there were none. Then, Advisory Group member Tom Hayden met with American Apparel and learned that they were willing to discuss supplying the City with necessary uniforms and comply with the Sweatfree Ordinance. That information was

sent to OCA, who did not adequately follow up. Office of Labor Standards Enforcement (OLSE) provided researched lists of potential compliant bidders to OCA, who dismissed it. Much later, OCA added them to the bidders list, but did no substantial follow-up to determine if they intended to bid on the City's contract. We understand that some of the vendors that the Advisory Group has identified may not meet the specifications such as bullet proof vests. However, we believe there were some contracts for other garments that could have been granted to compliant bidders.

Also, during a crucial time in the enforcement of the Sweatfree Ordinance (late August through September) the Advisory Group has not been informed on the status of the contracts though City documents flatly state that the exemptions have been granted to contractors in violation of the Ordinance.

Unavailability of Monitor to help Implement the Ordinance

In the beginning of fiscal year 2006-07, the Board of Supervisors appropriated \$100,000 for a contract with a Monitor to assess the City's compliance with the Ordinance and to investigate factory conditions. Because of the City's lengthy bidding and contract procedures, and the Office of Labor Standards delays in executing a contract, a contract was not executed until November 2007, or 16 months later. As a result, the Advisory Group did not have the support of an independent monitor. Such support includes assisting in evaluating the industries to which the Ordinance should apply, maximizing the purchase of goods produced in San Francisco, and identifying preferences and incentives that could be applied to the garment manufactures to make them more compliant with the provisions of the Ordinance.

The Advisory Group believes that the deployment of a monitor could have assisted the City in implementing the ordinance. The City of Los Angeles, for example, hired a monitor two years after approving their Sweatfree Ordinance and has deployed its Monitor with positive results. Los Angeles has executed a mega- contract for apparel with Galls/Long Beach which has agreed to sign a code of conduct relating to the LA Sweatfree Ordinance and has disclosed majority of factory locations. The Advisory Group believes that LA's success is in part due to the proactive work performed by the Monitor, who works with its city vendors to assist them to come into compliance with their Sweatfree Ordinance.

A major difficulty that the City and the Advisory Group faces in San Francisco is that, unlike Los Angeles where vendors have agreed to disclose their factory locations, vendors in the City have refused to comply with the Sweatfree Ordinance. Because the OCA granted waivers to the first major group of contractors that supply garments to the City, no contracts have been executed with any Sweatfree Ordinance language. The difference between the two cities is that LA has deployed a monitor to engage the contractors, while San Francisco has issued exemptions to its major apparel contractors without first having a monitor in place to indicate the seriousness of compliance.

The Monitor, Workers' Rights Consortium, who has agreed to contract with the City to assess sweatshop conditions, has expressed concern that without mandated contract language, it will be difficult to monitor and assess these vendors' use of sweatshop labor. From the contracts that have been issued to date, the existing vendors have supplied very limited information about their

manufacturers. As a result, Workers Rights Consortium cannot effectively assess potential violations of the Ordinance. In one case a contractor provided some factory disclosure, but this vendor provided an incomplete list. Also, we have evidence that some products purchased through another contract are made in countries such as Colombia where sweatshop abuses are widespread.

Some vendors say they already have an independent monitor, such as WRAP-Worldwide Responsible Apparel Production. Many major corporations, such as WalMart, are certified by WRAP. WRAP does not qualify as an independent monitor under the language of the Ordinance. The most significant reason is its lack of transparency. WRAP at best is an in-house monitor subsidized by the corporations it is supposed to monitor. For example, companies do not have to disclose their factories to the public. When violations are found in the factories, the companies are not required to disclose that information and not held accountable for making any improvements.

For these reasons, it is critical that the City's new contract for an independent Monitor be immediately deployed to assess the current vendors, and also to provide technical assistance to the Office of Contract Compliance, the Office of Labor Standards and Enforcement, and to the Advisory Group.

Expansion of the Ordinance

Targeting of Additional Product Categories under the Sweatfree Ordinance

Section 12U.5 of the San Francisco Sweatfree Contracting Ordinance establishes the first full fiscal year after the effective date of this chapter as a phase-in period, during which time "the City and County shall target for enforcement only contracts for apparel, garments and corresponding accessories, materials, supplies or equipment." During this phase-in period, contracts for uniforms and other types of clothing for the Fire and Sheriff's department, MUNI and Parking and Traffic have been subject to the Ordinance (as described above). Future uniform contracts that are slated to fall under the terms of the ordinance include inmate clothing, garment rental, firefighter protective clothing and boots, and police uniforms.

Section 12U.6 of the Ordinance directs the Sweatfree Procurement Advisory Group to "determine whether contracts for any goods, in addition to apparel and garments should be targeted for enforcement.... To determine whether a particular good shall be targeted for enforcement, the factors that the Sweatfree Procurement Advisory Group shall consider shall include, but not be limited to: (a) the amount the City and County has spent, and anticipates spending for such good; (b) evidence of Sweatshop Labor or other conditions prohibited by this Chapter in the manufacturing, assemblage or distribution of such good; and (c) any financial impact that targeting the good for enforcement will have on the City and County.

Pursuant to this section of the Ordinance, the Advisory Group reviewed the most up-to-date list of existing the City's contracts to identify those products it spent the most money on for which potential sweatshop violations may exist. Based on this evaluation, the Advisory Group identified computer equipment as the next product category to potentially target under the

Ordinance. Computer equipment, which is sold under eight separate contracts was chosen as the next product category to target because:

1. It is the product category on which the City spends the most money – over \$38 million annually according to the Office of Contract Administration (OCA). This represents about 14.4 percent of the City's total spending through OCA contracts. The Computer Store contracts offer hardware such as CPUs, monitors and laptops, accessories and software.
2. Computer equipment is often manufactured far away in the global marketplace. Many products are made in China and elsewhere, where violations of labor laws and other sweatshop conditions have been documented. Several articles and reports have noted sweatshop abuses in the electronics manufacturing and recycling industries.

Acknowledging the challenges the City has had enforcing the Ordinance with respect to garments as well as the inherent complexity of the electronics industry, the Advisory Group convened a public hearing to solicit comments on its proposal to target computer equipment under the Ordinance. The hearing took place on June 27, 2006 at 1 pm in City Hall. Testimony was given by computer manufacturers (such as Hewlett Packard), vendors from The Computer Store, nonprofit organizations (such as the Silicon Valley Toxics Coalition, Workers Rights Consortium and Sweatfree Communities), and academia (University of California at Berkeley's Department of Environmental Science, Policy, and Management). During the hearing, the Advisory Group heard about violations of labor and environmental laws in the computer industry, existing codes of conduct for the electronics industry, and challenges with monitoring potential sweatshop abuses for computer equipment and components. It is currently evaluating potential strategies for practically and effectively targeting this product category for inclusion under the Ordinance. We are looking at what information could practically be reported by vendors, how many subcontractors it should cover, and whether the City and County of San Francisco should require, at a minimum, that its vendors document that the equipment is made by a company that follows certain codes of conduct, such as the Electronic Industry Code of Conduct (see <http://www.eicc.info/>.)

Price Preferences and Other Incentives for Locally Produced Garments and Other Goods

Section 12U.6(b) of the Sweatfree Contracting Ordinance directs the Advisory Group to “determine how the City and County may maximize its purchase of goods produced in San Francisco. It specifically directs the Advisory Group to examine how the City and County may provide preferences and/or incentives to the garment industry manufacturers in San Francisco that are in compliance with this chapter, and explore the expansion of preferences and/or incentives to other industries.”

Over the past year, the Advisory Group has undertaken the following activities toward developing an ordinance that would offer local manufacturers of garments and other products preferences and/or other incentives in the City and County's procurement process.

- In the fall of 2006, the Advisory Group drafted local preference legislation (most recent version attached) with the following three components:

- A guarantee of a minimum percentage of local production for vendors.
 - Bid preferences and other contracting incentives for products made by local manufacturers; and
 - A local garment industry assistance program that would provide other types of support such as grants, low-interest loans, worker training, etc.
- On December 14, 2006, the Advisory Group held a hearing to solicit input from local garment manufacturers and other members of the public to discuss its proposed legislation to implement preferences and/or incentives to garment industry manufacturers in San Francisco, as called for in Section 12U.6(b) of the Sweatfree Contracting Ordinance.
- In early 2007, the Advisory Group surveyed existing garment manufacturing facilities in San Francisco to determine whether their products would meet current specifications for uniforms and other garments purchased by City departments. It also discussed with them whether their equipment is sufficient to enable them to manufacture uniforms and other garments currently purchased by City departments (or whether re-tooling would be necessary) and what types of procurement and economic development incentives would be needed to enable them to manufacture garments to meet San Francisco's specifications.
- The Advisory Group asked the City's Office of the Legislative Analyst (OLA) to profile San Francisco's garment industry and assess whether there was sufficient capacity for local garment workers to manufacture uniforms and other garments for City operations. On March 13, 2007, the OLA issued its report. The Executive Summary makes the following statements about San Francisco's garment industry:

It has a diversity of businesses engaged in activities such as textile production and "cut and sew" apparel manufacturing. Its workforce is comprised largely of low-income Asian women who are limited in English proficiency. Its number of textile and apparel manufacturing businesses and employees have been steadily decreasing since 1988.

On May 17, 2007, Alex T. Tom, Chair of the SPAG Subcommittee on Local Preference wrote a memo, *San Francisco's Garment Production Capacity Summary*, which concludes the following:

From the Legislative Analyst's Report developed by Gabriel Cabrera and a series of discussions with garment manufacturers in San Francisco, it is clear that the current uniform production capacity is low in San Francisco. Nonetheless, there is interest from local San Francisco manufacturers in transitioning to uniform production or diversifying their production. Also, the local preference policy will need to incorporate stronger economic incentives for small manufacturers to make this transition.

Some of the economic development incentives discussed include price preferences for products manufactured locally (to offset higher wages and benefits compared to off-shore

and other non-local competitors), low-interest loans or grants to help pay for retooling that may be needed to meet the City's uniform specifications, and workforce training.

- Some of these economic incentives exist and are facilitated through the Business Affairs Office under the Mayor's Office of Workforce and Economic Development, but after meeting with garment manufacturers, they did not know how to access these incentives. Many of the barriers include bilingual outreach staff to employers and more employer education. However, from the research and data on the industry, relying on the current economic incentives provided by the state are not enough. There will need to be a higher commitment of resources from the city to address these issues of local manufacturing. The Advisory Group reviewed the City's local economic development plan to determine which local industries are being targeted by San Francisco as part of its local economic development strategy. It determined that garment manufacturing is not a major commercial sector that is being considered a priority in the city's job growth plan. The current draft legislation (attached) only addresses local preferences for garment manufacturing. Other manufacturing sectors, such as food production and "green technology", which is considered priority growth sector for San Francisco, as well as product remanufacturing/recycling, could be included in an omnibus local preferences law. This, however, would be outside the scope of what the Advisory Group could address under the Ordinance.

The Advisory Group has deferred action on the local preference legislation while it has focused its attention on facilitating enforcement of the Ordinance. Nevertheless, it has a drafted local preference ordinance geared toward providing procurement and economic development incentives to local garment manufacturers. The San Francisco Board of Supervisors could consider either adopting this as a stand-alone policy or integrating into a larger piece of legislation. Such policy would offer procurement preferences and other economic development incentives to any local manufacturer in San Francisco as a way to promote job growth/retention. Additionally, local preference purchases would shrink the City's carbon footprint by increasing its purchase of locally made products, thereby reducing the numbers of miles these items travel from their manufacturing facilities. Furthermore, within the "Green Technology industry", the City could consider supporting local manufacturing production for the industry rather than relying on manufacturing production abroad.

Advisory Group Recommendations

Based on the slow start in implementing the Ordinance, the Advisory Group presents the following recommendations. These recommendations are intended to rejuvenate the commitment to the manufacture of Sweatfree products and increase compliance to the provisions of the Ordinance. We also pose these recommendations to assist the Advisory Group and the City to work more cooperatively in monitoring and achieving Sweatfree compliance among the City's vendors.

The Advisory Group recommends that:

1. The Board of Supervisors and the Mayor provide the Advisory Group with leadership and political support to solve the major difficulties outlined above, and actually enforce the existing and amended provisions to the Sweatfree Contracting Ordinance.
2. OCA provide the Advisory Group with a consistent and responsive representative who gives transparent information. This representative should have some influence over decisions made, so we can get correct answers to our questions and be assured that our advice carries some weight.
3. No additional exemptions are considered until the Monitor can assess current vendors' compliance to provisions of the Ordinance that have been informally agreed upon, and seek maximum voluntary compliance.
4. The Ordinance be better supported by the OCA and Office of Labor Standards Enforcement (OLSE). There must be more overt outreach to compliant vendors, as well as to relevant city departments who utilize garment contractors.
5. OLSE train vendors, departments and OCA/Purchasing on complying with the Sweatfree Ordinance. Departments should cooperate with OCA, OLSE and the independent Monitor, Workers Rights Consortium. All departments should be provided with technical support so that they understand the intent and the actual provisions to the Ordinance.
6. The OCA and the OLSE work cooperatively with the Advisory Group to issue standards for measuring the new levels of compliance identified in the approved amendments to the Ordinance. These areas include standards for identifying "substantial compliance" among noncompliant bidders, and achievement of greater compliance by contractors awarded a contract that are not in full compliance with the Ordinance.
7. The OCA and OLSE assist the Advisory Group to evaluate strategies and implementation options to include computer industry purchases under the Sweatfree Ordinance.
8. The Mayor's Office of Workforce and Economic Development assist the Advisory Group to further evaluate local preference policies that would promote job growth and retention in apparel manufacturing that practice and encourage Green Technology practices.

Summary

The members of the Sweatfree Procurement Advisory Group will continue to work to further the implementation and mandates of the Sweatfree Contracting Ordinance. In addition, the Advisory Group will continue to work with the Mayor's Office and the Board of Supervisors in recommending future legislation to meet the goals and success of the Ordinance for the best interest of the City.