Check, Please!
Health and Working Conditions in San Francisco's Chinatown Restaurants
A report by Chinese Progressive Association

KEY FINDINGS

Wage Theft Rampant
½ of all workers earn less than minimum wage
76% of workers do not get overtime pay when working over 8 hours a day or 40 hours a week
2 in 5 workers work over 40 hours a week, 1 in 5 workers work over 60 hours a week
Withheld pay, illegal deductions, illegal tip practices

In a national study by the National Employment Law Project, 68% of low-wage workers reported experiencing wage theft in the preceding pay period

Hazardous and Stressful Work Environment
Nearly half workers have been burned, 80% of cooks have been burned
40% get no rest or meal breaks at all
64% have received no safety or job training
42% are yelled at by supervisor, coworker or customer

Worker Health at Risk
Health nearly 3 times worse than national average for Asians
42% get pay deducted when sick despite SF Paid Sick Leave
81% do not get paid vacation
54% pay out of pocket for healthcare and only 3% have employer-provided healthcare

Impact on Community
$8 million/year lost to Chinatown workers due to minimum wage violations alone
95% earn below a living wage
68% feel job is insecure
76% have not voted even though nearly half (44%) are citizens.
5% have attended a community meeting
1. **Convene Community Stakeholder Roundtables on Healthy Jobs, Healthy Communities**

2. **Strengthen Government Enforcement of Labor and Health and Safety Laws**
   - Shift to a proactive “investigation-driven” enforcement strategy
   - Partner with community-based organizations to monitor and target violators;
   - Increase funding for enforcement agencies for staffing (especially bilingual staffing)
   - Strengthen penalties for violations and create new enforcement measures;
   - Increase workers’ voice and protect their right to take action
   - Significantly strengthen and fund collections program for recovering wages

3. **Significantly Increase Investments in Healthy Economic Development and Responsible Employment Practices in Chinatown**
   - Diversified, community-based economic development
   - Require City funded economic development ensure living wages and strong labor standards
   - Small business stabilization and technical assistance
   - Fund and support marketing programs to promote High Road employers

4. **Address high rates of unemployment of immigrant and other workers facing barriers to employment**

5. **Pass a Low Wage Worker Bill of Rights in San Francisco**