



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



**CHINESE
PROGRESSIVE
ASSOCIATION**

KEY RECOMMENDATIONS

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**