



AUGUST 2018 GENERAL MEETING MINUTES

August 1st, 2018

3:00pm - 5:00pm

PHS Town Hall, 100 N. 20th St.

Philadelphia, PA

ITEM	ACTION TAKEN	PAGE
A. CALL TO ORDER	Called to order at 3:00PM	2
B. ROLL CALL	Quorum Not Met	2
C. MEET AND GREET & ANNUAL REPORT RELEASE	Discussed	3
D. VOTING ITEMS		
1. April 2018 Meeting Minutes	Tabled	3
2. June 2018 Meeting Minutes	Tabled	3
3. Co-Chair Nominations and Vote	Tabled	3
E. FAIR WORKWEEK UPDATE	Discussed	3-5
F. PUBLIC COMMENT	Discussed	5
G. ADJOURNMENT	Adjourned	5



A. CALL TO ORDER

Co-chairs Amanda Wagner and Esteban Kelly called the general meeting of the Philadelphia Food Policy Advisory Council (FPAC) to order. Meeting attendees introduced themselves and their affiliations.

B. ROLL CALL

Roll call indicated a quorum was not present to conduct official business.

Members Present

Kirtrina Baxter	Esteban Kelly	Devon Sundberg
Rickie Brawer	Nancy Kohn	Suzanne Weltman
Kelly Courts	George Matysik	Nicky Uy
Noelle Dames	Calvin Okunoye	Julie Zaebst
Stephanie Dorenbosch	Lisa Quattlebaum	
Jill Fink	Julianne Schrader Ortega	

Ex-Officio Members Present

Laura Crandall	Amanda Wagner
Ben Logue	Sarah Wu
Molly Riordan	

Members Absent

Saleem Chapman	Patricia Blakely	Kamaryn Norris
Lan Dinh	Paul Kimport	Herman Nyamunga
Donkey Dover	Linda Knapp	Bridget Palombo
Bryan Fenstermaker	Greg McKinley	Kate Scully
Kathy Fisher	Jessica Moore	Dwayne Wharton
Ebony Griffin	Jiana Murdic	

Others Present

Jake Zychick	Rebecca Duncan	Jule Burnstein-Chzu
Howard Bilofsky	Mishel Rochsuez	Jordan Muse
LaTiana Ridgell	Samuel Jones	Justin Trezza
Jasper Jones	Karen Cheung	Saydo Akhtar
Radika Bhaskar	Khaliah Pitts	Nadirah Saunders
Melissa Gordon	Liane Sullivan	Ana Canchola Elias
Felicia Carter	Wadia Gardiner	Bach Tong
Kendra Gudgeon	Liz Hejlek	

FPAC Staff Present

Hannah Chatterjee, FPAC Manager
Mary Pham, FPAC Coordinator



C. MEET AND GREET & ANNUAL REPORT RELEASE

In lieu of subcommittee speed-dating, attendees participated in a casual meet-and-greet to network and discuss the new annual report, the [FPAC 2018 Year in Review](#).

D. VOTING ITEMS

1. April 2018 Meeting Minutes

Quorum was not met to vote on the April 2018 meeting minutes. FPAC Manager Hannah Chatterjee will send the minutes to appointed members for a vote via email after the meeting.

2. June 2018 Meeting Minutes

Quorum was not met to vote on the April 2018 meeting minutes. Hannah will send the minutes to appointed members for a vote via email after the meeting.

3. Co-Chair Nominations and Vote

Esteban Kelly stepped down as appointed co-chair at the August general meeting after one year of service, but will continue to be an appointed member for the duration of his term.

Calvin Okunoye was nominated by four appointed members. There were no additional. Since quorum was not met, members will vote over email after the meeting.

***UPDATE: August, 7th, 2018-- Calvin Okunoye was approved as the new FPAC appointed member co-chair. 24 appointed members voted to approve with none opposing and seven abstaining.*

E. FAIR WORKWEEK UPDATE

One PA Organizer Felicia Carter led the update on Fair Workweek legislation in Philadelphia.

Background and Bill Components

Fair Workweek policies ensure that working people have stable and predictable work hours, more opportunities to work full-time, healthier schedules with adequate rest, and a fair voice in when and how much they work. New York, California, Oregon, and many other states have passed similar worker protection policies. Fair Workweek legislation only affects larger food service, hospitality, and retail businesses that have at least 250 employees worldwide or 20 locations worldwide, including. The proposed legislation does not cover small businesses because some opponents see it as a burden. Once implemented, this legislation will impact approximately 130,000 workers in Philadelphia.

Many workers are not given adequate notice of their schedules. Employers often post schedules only a few days in advance before they go into effect, making it difficult for people to plan for childcare or to hold a second job. Even after the new schedule becomes live, workers often deal with last-minute changes. The proposed legislation will require that employers give at least two weeks notice of schedule. It is more feasible to require larger businesses such as Saxbys and Target to enact these fair labor practices because they often use software that automatically manages employee schedules.



The bill also ensures that:

- Employees have access to hours up to the overtime limit;
- Employees are not required to work “clopenings”, but are compensated if they opt to work them;
- Not meeting the requirements will trigger predictability pay; and
- Employees are protected against retaliation if they try to address unfair practices with their employers in the workplace.

“Clopenings” are when employees are scheduled to close a business at night and then return first thing in the morning to reopen the same business. The legislation mandates at least 11 hours between shifts when scheduling employees. Employees can waive this requirement and be compensated for working a “clopening”. Philadelphia cannot set wages as a city, so additional compensation will be a standard rate or a flat fee.

Predictability pay has been attacked the most in other cities. Predictability pay is the penalty businesses incur when they do not follow the legislation by not giving adequate notice of schedule or changing the schedule last-minute. For example, any time an employee’s shift changes, whether the shift is extended by an hour, or the worker is sent home early, the employee receives a flat fee for compensation. This incentivizes employers not to send workers home early if business is slow.

There is no enforcement piece at the City level yet, which is a major concern for advocates. The campaign both seeks to pass protective legislation and build worker power so that everyone is aware of their rights.

Legislative Process

- The bill was introduced in City Council on May 26, 2018 with eight co-sponsors. Nine votes will pass the legislation. Some sponsors include Brown, Gym, Squilla, Henon, Greenlee, and Blackwell. Green and Bass are not co-sponsors.
- The bill is currently in the Law and Government committee. Greenlee is the chair and Green is the vice chair, but Green is not a co-sponsor. Green appears not to be in favor of the “clopening” rule that allows workers to receive additional compensation for working a clopening.
- The bill will most likely be deliberated on the Thursday after Labor Day. One PA is pushing for a hearing in late September or early October. If it passes this fall, they hope to have it implemented by next spring.
- Edits will be made prior to the hearing and before the final vote. If approved, it will go before the Mayor for signing, unless he vetoes it. If the bill receives 14 votes, it cannot be vetoed.
- Creating an Office of Worker Protections is built into the legislation, but this may not make it through the committee.

One PA needs more workers’ stories about how unpredictable scheduling has impacted their lives. They are working on short videos and using them as testimony. Workers do not have to be a part of a union to give testimony. If attendees know workers who would like to share their stories, contact Felicia at felicia@onepa.org and Salewa at salewa@onepa.org. Businesses with fair labor practices are also encouraged to tell their stories. The Workforce and



Economic Development subcommittee will draft testimony for the hearing in September.

F. PUBLIC COMMENT

Hannah updated attendees on the progress of the FPAC Equity Working Group. A group of leaders within FPAC who are all appointed members and are people of color have met twice to determine how to improve equity, diversity, and inclusion in FPAC. The group is working on a proposal that will guide FPAC toward meeting these values. FPAC plans to hire a consultant to help facilitate this process over the next year. The Equity Working Group will present its proposal at an upcoming FPAC meeting.

Join [Beautiful Black Queens 4 Breastfeeding Awareness and Empowerment \(BBQ 4 BAE\)](#) in celebrating families, community, and breastfeeding on August 28, 1pm to 5pm at Clark Park. The event will raise awareness and empower families to make informed decisions about health and wellness related to breastfeeding.

The FPAC [Compost System Design Competition Big Reveal](#) is on August 8, from 6pm to 8pm at Share Food Program. Come see the crowd-sourced designs and learn about a mini-grant to build your own. There will be free food, free parking, and free raffle prizes.

The Lillian Marrero Branch of the Free Library of Philadelphia is partnering with Philabundance to host a weekly free produce market on Wednesdays from 12:30pm to 1:30pm. They are also hiring a bilingual culinary educator.

The [BlackStar Film Festival](#) is an annual celebration of the visual and storytelling traditions of the African diaspora and of global indigenous communities, showcasing films by black people from around the world. The festival begins this weekend and food and nutrition films are often shown.

The Culinary Literacy Center will host a Farm Bill panel discussion on August 2 at 6:30pm. The discussion will highlight and demystify issues in the bill that affect small-scale and urban farmers, gardeners, and their allies, and focus on the issues in the bill that can be leveraged toward food system equity.

G. ADJOURNMENT

Meeting adjourned at 5:00pm

Submitted by:
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