

Bayview-Hunters Point Wage Disparities Analysis

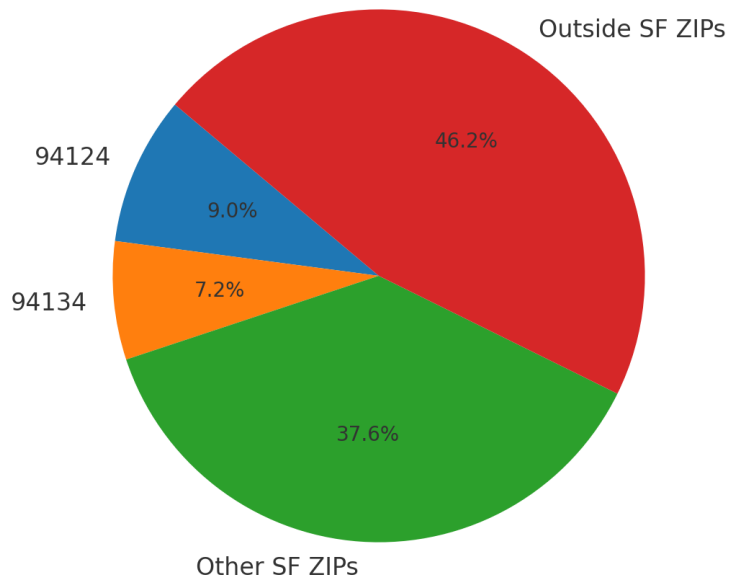
SSIP & SFPUC Capital Projects

San Francisco Administrative Code Chapter 54

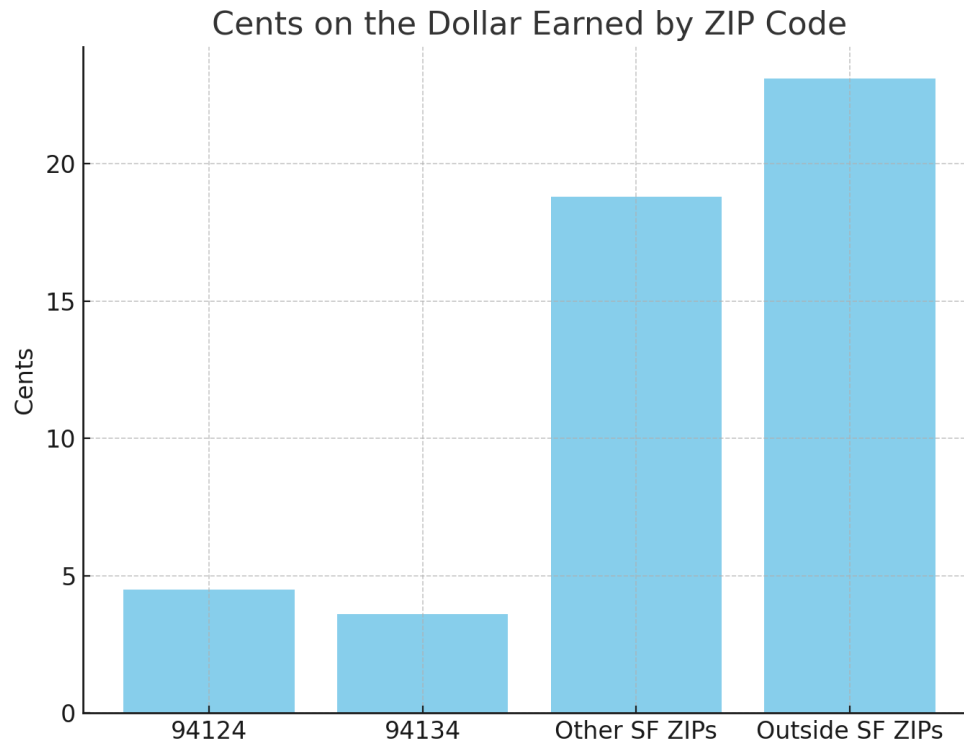
Visual Report with Narrative, Charts, and Tables

Wages Earned by ZIP Code

Share of Wages Earned by ZIP Code



Cents on the Dollar Earned by ZIP Code



Administrative Code Chapter 54 – Mitigation Mandate

- San Francisco Administrative Code Chapter 54 mandates mitigation for communities disproportionately impacted by environmental burdens. The SSIP, a major wastewater infrastructure project, is designated as a mitigation effort for the Bayview-Hunters Point (BVHP) community.
- It requires:
 - - Prioritization of hiring residents from impacted ZIP codes (94124, 94134)
 - - Community oversight in planning and execution
 - - Transparent reporting and enforcement of labor standards and equity outcomes
- Despite these mandates, current labor data shows BVHP residents are receiving only a fraction of project wages.

Worker and Wage Summary by ZIP Code

ZIP Code	Total Workers	Wages Earned (\$)	Cents on Dollar
94124	287	5,928,120	4.5
94134	230	4,716,840	3.6
Other SF ZIPs	1,205	24,719,280	18.8
Outside SF ZIPs	1,513	30,345,600	23.1

Policy Implications Under SF Admin Code Chapter 54

- San Francisco Administrative Code Chapter 54 establishes a legal framework to ensure equitable access to employment opportunities for residents of historically underserved communities, particularly in environmental justice areas like Bayview-Hunters Point. Chapter 54 characterizes the Sewer System Improvement Program (SSIP) as a 'mitigation project' meant to redress decades of environmental and economic harm caused by infrastructure concentration in these neighborhoods.
- ****Palpable Disparities & Policy Violations:****
- Despite its mandate, wage data shows a stark gap in outcomes:
 - - Workers from 94124 and 94134 (Bayview) earned only 8.1¢ of every dollar in project wages.
 - - In contrast, workers from outside San Francisco earned 23.1¢ of every dollar.
 - - These figures reflect structural failure to prioritize local hiring and wage equity.
- The absence of enforceable compliance mechanisms or transparent community oversight within the PLA framework undermines the intent of Chapter 54. It calls into question the City's commitment to racial, economic, and environmental justice.

Intent of Chapter 54: Environmental & Economic Justice

- Chapter 54 of the San Francisco Administrative Code recognizes the environmental and health inequities historically imposed upon communities such as Bayview-Hunters Point. It mandates that capital projects like the Sewer System Improvement Program (SSIP) serve as mitigation projects—intended not merely to build infrastructure, but to create lasting economic opportunities for the residents most affected by past environmental burdens.

SSIP as a Mitigation Project

- The SSIP was explicitly designated a mitigation project under Chapter 54. This includes:
 - - Job creation and local hiring
 - - Workforce training
 - - Economic uplift of impacted ZIP codes 94124 and 94134
- However, implementation has largely failed to meet these expectations, with disproportionate allocations of labor and wages going to outside ZIP codes, undermining the core mitigation intent.

Wage Disparities Across ZIP Codes

- Wage data shows that Bayview-Hunters Point workers received:
 - - Only 8.1¢ for every dollar earned on SSIP projects
 - - In comparison, workers from outside San Francisco earned over 23¢ per dollar
- This wage disparity directly contradicts the purpose of SSIP as a mitigation tool and highlights systemic failure to uphold equitable hiring practices.

Absence of Community Oversight & Enforcement

- Unlike previous City-led capital projects, the SSIP's Project Labor Agreement lacks:
 - - Formal community signatories
 - - Independent enforcement mechanisms
 - - Transparent compliance audits
- These omissions have allowed inequities to persist without challenge, contradicting both the letter and spirit of Chapter 54.

Policy Recommendations (Preview)

- To bring SSIP and future projects in alignment with Chapter 54:
 - 1. Amend the PLA to include community signatories
 - 2. Mandate real-time public reporting on labor and wage compliance
 - 3. Establish independent compliance audits with community oversight
 - 4. Set enforceable hiring targets for 94124 and 94134 ZIP codes
 - 5. Integrate CBOs and workforce intermediaries as equity stakeholders