

An Appeal for Justice to the Cheesecake Factory



David Overton,
CEO
Cheesecake Factory
Calabasas Hills,
California

Dear Mr. Overton:

San Francisco is widely regarded as a world-class destination for food, wine, culture, art and entertainment. Community leaders in this great city strongly believe that the workers who make our restaurants, hotels, and other tourist attractions so successful deserve to be treated with fairness and respect. We are proud of the strides San Francisco has made to improve conditions for workers. Most recently San Francisco became the first city in California to increase the minimum wage for all workers.

We are alarmed to learn that the Cheesecake Factory, one of the largest and most profitable restaurants in San Francisco, unlawfully denied employees their breaks for almost three years. Over 150 workers have filed wage claims with the California Division of Labor Standards Enforcement for over \$1 million. Workers still complain of widespread problems such as managers doctoring their timecards, sexually harassing employees, and undermining health and safety across the board. To address such abuses, over ninety workers signed a petition in support of a Code of Conduct to improve working conditions and prevent such violations in the future.

We call on the Cheesecake Factory to negotiate a settlement of back wages and a Code of Conduct with workers and their representatives. Cheesecake Factory has the opportunity to be a world-class restaurant for their customers and their workers.

Sincerely,

Supervisor Tom Ammiano
Board of Supervisors, District 9

Supervisor Jake McGoldrick
Board of Supervisors, District 1

Supervisor Chris Daly
Board of Supervisors, District 6

San Francisco Youth Commission

Mike Casey, President
UNITE HERE! Local 2

Joannie Chang
Director of Employment & Labor Projects
Asian Law Caucus

David Pogrel, Esq.
Employment Law Center

Professor Doris Ng, Esq.
Women's Employment Rights Clinic
Golden Gate University School of Law

Supervisor Matt Gonzalez
Board of Supervisors, District 5

Tim Paulson, Executive Director
San Francisco Central Labor Council

Supervisor Sophie Maxwell
Board of Supervisors, District 10