

1 [Administrative Code - Clarifying Employer Definition for Family Friendly Workplace]

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3 **Ordinance amending the Administrative Code to clarify the group of employers**  
4 **required to comply with the Family Friendly Workplace Ordinance.**

5 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
6 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
7 **Deletions to Codes** are in ~~*italics Times New Roman font*~~.  
8 **Board amendment additions** are in Arial font.  
9 **Board amendment deletions** are in ~~Arial font~~.  
10 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
11 subsections or parts of tables.

9

10 Be it ordained by the People of the City and County of San Francisco:

11

12 Section 1. The Administrative Code is hereby amended by amending Section 12Z.3, to  
13 read as follows:

14 **SEC. 12Z.3. DEFINITIONS.**

15 For purposes of this Chapter, the following definitions apply.

16 \* \* \* \*

17 "Employee" means any person who is employed within the geographic boundaries of  
18 the City by an Employer, including part-time employees. "Employee" includes a participant in  
19 a Welfare-to-Work Program when the participant is engaged in work activity that would be  
20 considered "employment" under the federal Fair Labor Standards Act, 29 U.S.C. § 201 et  
21 seq., and any applicable U.S. Department of Labor Guidelines. "Welfare-to-Work Program"  
22 shall include any public assistance program administered by the Human Services Agency,  
23 including but not limited to CalWORKS, and any successor programs that are substantially  
24 similar, that require a public assistance applicant or recipient to work in exchange for their  
25 grant.

1 "Employer" means the City, or any person as defined in Section 18 of the California  
2 Labor Code who regularly employs 20 or more ~~employees~~Employees, regardless of location,  
3 including an agent of that Employer and corporate officers or executives who directly or  
4 indirectly or through an agent or any other person, including through the services of a  
5 temporary services or staffing agency or similar entity, employ or exercise control over the  
6 wages, hours, or working conditions of an Employee. The term "Employer" shall also include  
7 any successor in interest of an Employer. The term "Employer" shall not include the state or  
8 federal government or any local government entity other than the City.

9 \* \* \* \*

10 Section 2. Effective Date. This ordinance shall become effective 30 days after  
11 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the  
12 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board  
13 of Supervisors overrides the Mayor's veto of the ordinance.

14  
15 Section 3. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors  
16 intends to amend only those words, phrases, paragraphs, subsections, sections, articles,  
17 numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Municipal  
18 Code that are explicitly shown in this ordinance as additions, deletions, Board amendment  
19 additions, and Board amendment deletions in accordance with the "Note" that appears under  
20 the official title of the ordinance.

21 APPROVED AS TO FORM:  
22 DENNIS J. HERRERA, City Attorney

23 By: \_\_\_\_\_  
24 CECILIA T. MANGOBA  
25 Deputy City Attorney

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