

GENERAL SERVICES AGENCY

OFFICE OF LABOR STANDARDS ENFORCEMENT

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COVID-Related Annual Reporting Postponement

Office of Labor Standards Enforcement Administrative Guidance

March 24, 2021

In anticipation of action by the San Francisco Board of Supervisors, OLSE is postponing the Annual Reporting Requirement deadline for the Health Care Security Ordinance and Fair Chance Ordinances for calendar year 2020.

The San Francisco Board of Supervisors is currently considering proposed legislation that would waive the requirement for employers to report on compliance with the San Francisco Health Care Security Ordinance (HCSO) and the Fair Chance Ordinance (FCO) for calendar year 2020 only. The legislation is intended to “reduce the administrative burden on employers” to submit a report to the City at a time of “significant economic strain and uncertainty.”

Employers are generally required to report by April 30th each year on compliance with the HCSO and the FCO.

To accommodate the pending legislation, OLSE is postponing the annual reporting requirement for a minimum of 6 months, to at least October 31, 2021.

Nothing in this guidance or in the proposed legislation alters or eliminates the requirement to comply with Health Care Expenditure requirement or any other requirement of the HCSO or the FCO for calendar year 2020 or any other year.

Nothing in the proposed legislation would alter or eliminate employers’ requirement to report on compliance for calendar year 2021 or future years.

OLSE will update this guidance as the status of the pending legislation changes.