

**GENERAL SERVICES AGENCY  
OFFICE OF LABOR STANDARDS  
ENFORCEMENT**

PATRICK MULLIGAN, DIRECTOR

**UPDATED NOTICE OF PROPOSED RULEMAKING**

## Family Friendly Workplace Ordinance

Pursuant to the Family Friendly Workplace Ordinance, Section 12Z of the Administrative Code ("FFWO" or "Ordinance"), the San Francisco Office of Labor Standards Enforcement ("OLSE") issues the following proposed Rules Interpreting the Ordinance.

The proposed Rules Interpreting the Ordinance were posted on May 27, 2022 and are available on OLSE's website for public review and comment: <https://sfgov.org/olse/family-friendly-workplace-ordinance-ffwo>. These proposed Rules are also available at the OLSE office (address below) during regular office hours.

**Any person may present written or oral statements or arguments relevant to the proposed Rules.**

**Written comments** may be submitted by electronic or U.S. mail to:

E-mail: [ffwo@sfgov.org](mailto:ffwo@sfgov.org)

U.S. Mail:  
Office of Labor Standards Enforcement  
c/o Hallie B. Albert  
City and County of San Francisco  
City Hall, Room 430  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4685

Written comments will be part of the public record. **To guarantee consideration, all written comments must be received in OLSE by 5:00 p.m. on June 16, 2022.** OLSE encourages submission of written comments on specific topics prior to the hearing.

**Oral public comment** may be provided at the public hearing. OLSE welcomes persons who make oral comments at a hearing to also submit a written copy of their testimony before or at the hearing.

The scope of both oral and written comments on this subject is intended to be broad. The public is encouraged to address not only the specific draft rules as formulated below, but the general subject matter that each rule addresses. The public is further encouraged to suggest alternative rules concerning these subjects. There is no guarantee that the final rules adopted by OLSE pertaining to these subjects will track the draft rules posted by OLSE. The purpose of having these hearings and receiving oral and written comments is to fully inform OLSE so that the final rules adopted will be reasonable and well founded.

(over)

## Hearing Details:

**DATE:** Thursday, June 16, 2022  
**TIME:** 10:00 AM  
**PLACE:** City Hall, Room 408  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

**VIRTUAL LOGIN:** [Click here to join the meeting](#)

### **Or call in (audio only)**

+1 415-906-4659 United States, San Francisco  
Phone Conference ID: 275 618 524#

Inquiries concerning the proposed Rules or the public comment process may be directed to:

Hallie B. Albert, Deputy Director  
Office of Labor Standards Enforcement  
City Hall, Room 430  
San Francisco, CA 94102-4685  
415.554.7485 telephone  
415.554.6291 facsimile  
[ffwo@sfgov.org](mailto:ffwo@sfgov.org)

**For more information, see <https://sfgov.org/olse/family-friendly-workplace-ordinance-ffwo>,  
Call 415-554-6424, or email [ffwo@sfgov.org](mailto:ffwo@sfgov.org).**

**Para asistencia en español, llame al •中文幫助, 請電 • Para sa Tagalog/Filipino, tawagan ang**

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

### **KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE**

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4683  
415-554-7724 (Office); 415-554-7854 (Fax)  
E-mail: [SOTF@sfgov.org](mailto:SOTF@sfgov.org)

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at

www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

#### **LANGUAGE ACCESS**

Per the Language Access Ordinance (Chapter 91 of the San Francisco Administrative Code), Chinese, Spanish and or Filipino (Tagalog) interpreters will be available upon requests. Meeting Minutes may be translated, if requested, after they have been adopted by the Commission. Assistance in additional languages may be honored whenever possible. To request assistance with these services please contact Seema N. Patel at 415-554-4642 or [patel.seema@sfgov.org](mailto:patel.seema@sfgov.org) at least 48 hours in advance of the hearing. Late requests will be honored if possible.

#### **語言服務**

根據語言服務條例(三藩市行政法典第91章), 中文、西班牙語和/或菲律賓語(泰加洛語)傳譯人員在收到要求後將會提供傳譯服務。翻譯版本的會議記錄可在委員會通過後透過要求而提供。其他語言協助在可能的情況下也將可提供。上述的要求, 請於會議前最少48小時致電415-554-4642或電郵至[patel.seema@sfgov.org](mailto:patel.seema@sfgov.org)向委員會秘書Seema N. Patel提出。逾期提出的請求, 若可能的話, 亦會被考慮接納。

#### **ACCESO A IDIOMAS**

De acuerdo con la Ordenanza de Acceso a Idiomas "Language Access Ordinance" (Capítulo 91 del Código Administrativo de San Francisco "Chapter 91 of the San Francisco Administrative Code") intérpretes de chino, español y/o filipino (tagalo) estarán disponibles de ser requeridos. Las minutas podrán ser traducidas, de ser requeridas, luego de ser aprobadas por la Comisión. La asistencia en idiomas adicionales se tomará en cuenta siempre que sea posible. Para solicitar asistencia con estos servicios favor comunicarse con el Secretario de la Comisión Seema N. Patel al 415-554-4642, o [patel.seema@sfgov.org](mailto:patel.seema@sfgov.org) por lo menos 48 horas antes de la reunión. Las solicitudes tardías serán consideradas de ser posible.

#### **PAG-ACCESS SA WIKA**

Ayon sa Language Access Ordinance (Chapter 91 ng San Francisco Administrative Code), maaaring mag-request ng mga tagapagsalin sa wikang Tsino, Espanyol, at/o Filipino (Tagalog). Kapag hiniling, ang mga kaganapan ng miting ay maaring isalin sa ibang wika matapos ito ay aprobahan ng komisyon. Maari din magkaroon ng tulong sa ibang wika. Sa mga ganitong uri ng kahilingan, mangyaring tumawag sa Clerk ng Commission Seema N. Patel sa 415-554-4642, o [patel.seema@sfgov.org](mailto:patel.seema@sfgov.org) sa hindi bababa sa 48 oras bago mag miting. Kung maari, ang mga late na hiling ay posibleng pagbibigyan.

#### **DISABILITY ACCESS**

Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place in San Francisco. City Hall is accessible to persons using wheelchairs and other assistive mobility devices. City Hall is accessible to persons using wheelchairs and other assistive mobility devices. Ramps are available at the Grove, Van Ness and McAllister entrances.

Assistive listening devices, real time captioning, American Sign Language interpreters, readers, large print agendas or other accommodations are available upon request. Please make your requests for accommodations to Seema N. Patel at (415) 554-4642 or [patel.seema@sfgov.org](mailto:patel.seema@sfgov.org). Requesting accommodations at least 72 hours prior to the meeting will help to ensure availability.

#### **LOBBYIST ORDINANCE**

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: [sfgov.org/ethics](http://sfgov.org/ethics).