



San Francisco Ordinances

Salary History, Lactation Accommodation, and Paid Parental Leave Ordinances
Small Business Rationale

Bianca Blomquist, Small Business Majority
Ellen Love, Office of Labor Standards Enforcement
Katie Wutchiett, Legal Aid at Work

Slide 1

2 Intro Slide:
-Mary Overbey
, 4/13/2017

1 <https://stock.adobe.com/stock-photo/young-happy-smiling-woman-showing-time-out-gesture/88656944>
-Mary Overbey
, 4/13/2017

LM [5]1 Not this pic, since we are taking a difference stance on the headline. We'll need a more "health" related pic.
Lindsay Mueller, 4/19/2017

Presentation Overview

- Introductions
- Consideration of Salary History
- Lactation in the Workplace Ordinance
- SF Paid Parental Leave Ordinance (SF PPLO)

Presentation Overview

Speakers

- Bianca Blomquist, Small Business Majority
- Ellen Love, Office of Labor Standards Enforcement
- Katie Wutchiett, Legal Aid at Work





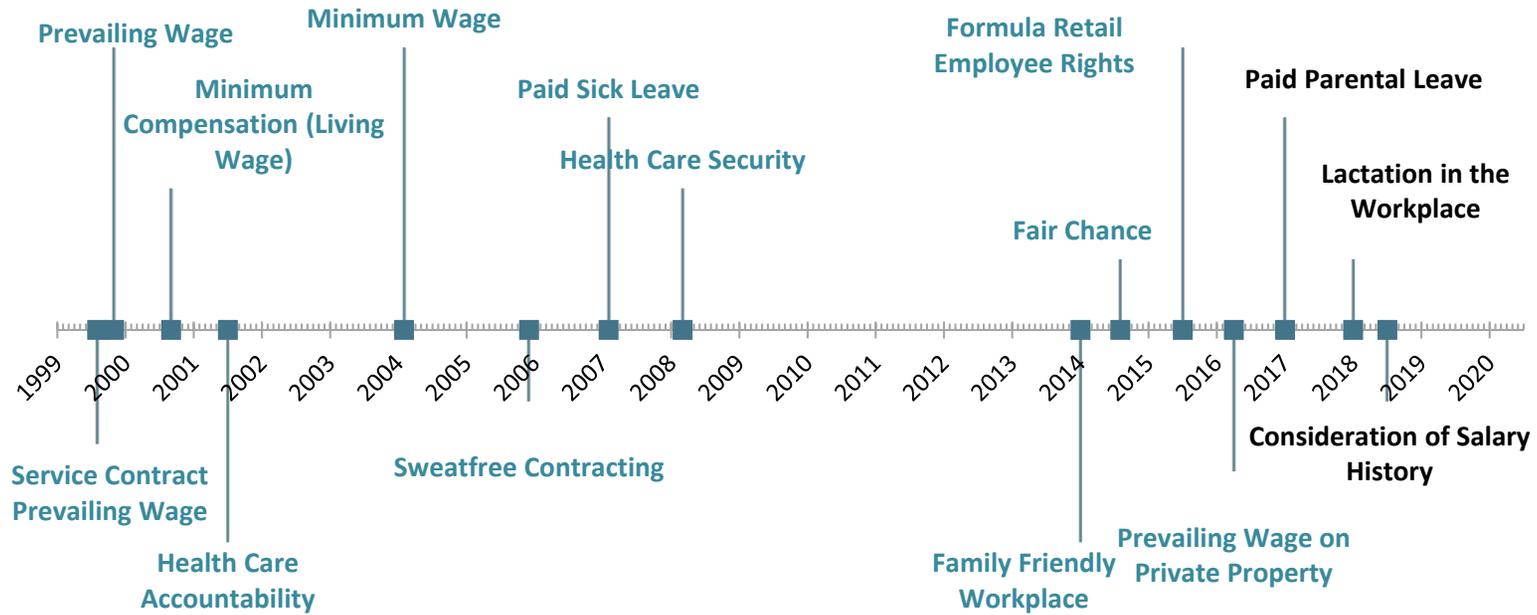
Office of Labor Standards Enforcement City and County of San Francisco

- Established in 2000 by the S.F. Board of Supervisors.
- Enforces more than 20 San Francisco local labor. ordinances
- Scope includes City contractor requirements and City-wide ordinances.

LEGAL
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WORK



San Francisco Labor Standards Timeline





About Small Business Majority



- **Small business education and advocacy organization** – founded and run by small business owners. Been in business since 2005.
- **National** – 7 offices in Washington, D.C., California, Colorado, Illinois, Georgia, Maryland and Virginia
- **Focus on issues of top importance to small businesses** (<100 employees) and the self-employed, including access to capital, healthcare, retirement, entrepreneurship, taxes and more; work supported by extensive research
- Our online resource hub located at [Venturize.org](https://www.venturize.org) brings resources and education to small business owners in key areas of running and growing a small business.

About Small Business Majority: Our Model



RESEARCH

Start with extensive research (polling, economic studies) to gauge small business owner views and speak to their bottom line



EDUCATION

Partner with business groups to hold seminars and roundtables to educate small business owners and get their personal views



ADVOCACY

Enact change by elevating small business views in public policy debates



NETWORK

Use real small business voices with lawmakers and the media



(more than 20,000 earned media hits)



Questions?



Bianca Blomquist

California Policy & Engagement Manager

(612) 309-0095 | bblomquist@smallbusinessmajority.org

Connect with us!



Small Business Majority



@SmlBizMajority

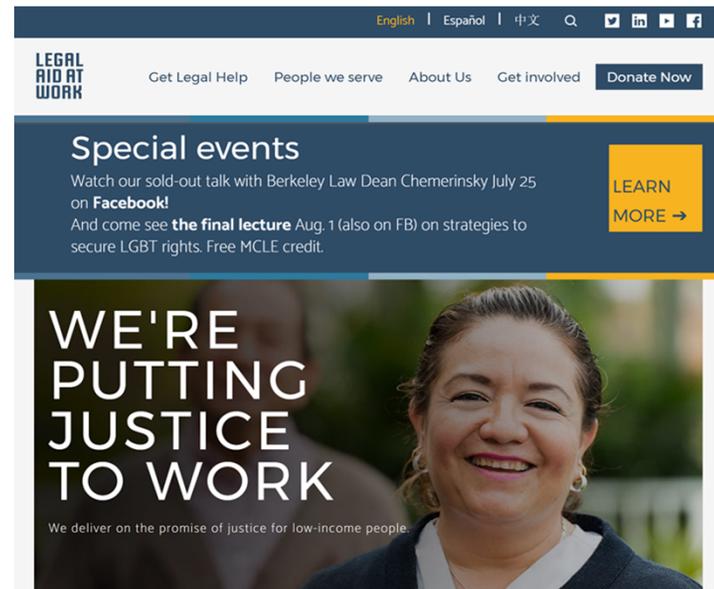


smlbizmajority

LEGAL AID AT WORK

(FORMERLY LEGAL AID SOCIETY – EMPLOYMENT LAW CENTER)

- Non-profit organization **founded in 1916**
- Work & Family program protects the employment rights of pregnant women, new parents, and workers facing family medical crisis
- Legal advice and information through toll-free helplines and clinics, direct representation, policy advocacy, and public education and outreach



San Francisco Ordinances

- An ordinance is a **city-wide law**. Some of the requirements of these ordinances are now mandated under state law, too.
- **Some ordinances apply differently depending on the size of your business.**
- An employer **may not** interfere with an employee's right or retaliate against an employee for exercising their rights under any of these ordinances.

Consideration of Salary History

- **What?** Prevents an employer from asking an employee for their previous salary
- **Why Do We Need This Ordinance?** Prevents disparities in pay from following an employee from job to job

Consideration of Salary History

- **How small businesses can benefit:**
 - **Gender pay disparities lead to increased turnover and increased labor costs**
 - **Gender pay disparities harm employee morale, a key consideration for small businesses unable to afford cushy benefits packages**
 - **Many small business owners do not have a dedicated HR Department. This ordinance helps employers avoid costly Equal Pay Act violations**
 - **Small business owners who provide parity are not left at a disadvantage**

Consideration of Salary History

Salary History Ordinance

SF Administrative Code 12K.1,

- Applies to **all employers in San Francisco**.
- Employers **cannot** ask job applicants about their **past** or **current** salaries.
- Employers **cannot** disclose current or former employees' **salary history to another employer** or prospective employer without the employees' permission.



Consideration of Salary History

Salary History Ordinance

SF Administrative Code 12K.1,

- **Employers can:**
 - Ask an applicant about their salary expectations.
 - Consider disclosed salary history information for hiring and salary offers, only if disclosed by employee
- **Employers cannot:**
 - Discriminate based on sex or gender using salary history



Salary History Notice

- Employers must post this notice in a prominent place and send a copy to each labor union or worker representative. The notice must be posted in English, Spanish, Chinese, and any language spoken by at least 5% of the employees at the work location.
- sfgov.org/olse/sites/default/files/Document/Consideration%20of%20Salary%20History%20Poster%20upload.pdf



City & County of San Francisco Consideration of Salary History

Post Where Employees Can Read Easily. Failure to post this notice may result in penalties.

Parity in Pay Ordinance - Employer Consideration of Salary History

- Employers may not inquire about a job applicant's prior salary or wages.
- Employers may not consider salary history when determining whether to offer employment to an applicant, or what salary to offer.
- An applicant may choose to share salary history information voluntarily and without prompting. If the applicant does so, the employer may consider that information in determining the salary to offer that applicant.
- Employers may not disclose the salary history of a current or former employee to that person's prospective employer without written permission from that employee.
- Employers may not retaliate against applicants who do not disclose salary history information.

For more information, contact the San Francisco Office of Labor Standards Enforcement (OLSE) at (415) 554-6469 or salaryhistory@sfgov.org.

Ciudad y Condado de San Francisco Prohibiciones sobre el uso del historial de salario en la contratación Consideración del Empleador de la Historia Salarial

- Los empleadores no deben preguntar sobre el salario o sueldo anterior de un solicitante de empleo.
- Los empleadores no deben tener en cuenta el historial de salario a la hora de determinar si ofrecer empleo a un solicitante, o qué salario ofrecer.
- Un solicitante puede elegir compartir la información de historial de salario voluntariamente y sin recibir indicaciones. Si el solicitante lo hace, el empleador puede tener esa información en cuenta al determinar el salario que le ofrecerá al solicitante.
- Los empleadores no deben revelar el historial de salario de un empleado actual o anterior al posible empleador de esa persona sin el permiso por escrito de ese empleado.
- Los empleadores no pueden tomar represalias contra los solicitantes que no revelen información sobre su historial de salario.

Para obtener más información, comuníquese con la Oficina de Ejecución de las Normas Laborales (Office of Labor Standards Enforcement: OLSE) de San Francisco al (415) 554-6469 o envíe un correo electrónico a salaryhistory@sfgov.org.

三藩市和县 雇主考虑过往薪酬的法定条例

- 僱主不得詢問求職者以前的工資或時薪。
- 僱主不得將過去的薪酬歷史作為考慮是否提供求職者工作或薪資多寡。
- 求職者可以選擇自願提供自己的往來薪酬歷史。若求職者願意這樣做，則僱主可以考慮用求職者過往的薪酬來決定是否提供職位給求職者及決定薪金多少。
- 未經現任或前任僱員的書面許可，僱主不得向該僱員的未來僱主透露其薪酬歷史。
- 僱主不得報復拒絕透露薪酬歷史的求職者。

欲瞭解更多相關資訊，請聯絡勞工標準執行廳金山辦公室 (OLSE)，致電 (415) 554-6469 或來信 salaryhistory@sfgov.org。

Langsaed At Kondahan Ng San Francisco Ordinansa ng Pagkakataparepareho ng Sahod Pagsasaalang-alang ng mga Employer sa mga Nakaraang Sahod

- Hindi maaring magtanong ang mga employer sa aplikante sa trabaho tungkol sa nakaraan nitong mga sahod o kita.
- Hindi maaring isaalang-alang ng mga employer ang mga nakaraang sahod sa pagpapasiya kung laalok ang trabaho sa aplikante, o kung magkanoang sahod ang laalok.
- Kung nanaisin ng aplikante, maaring nitong kusang ibahagi ang kanyang nakaraang sahod na walang pagdidikta galing sa employer. Kung ginawa ito ng aplikante, maaring isaalang-alang ng employer ang nasabing impormasyon sa pagpapasiya ng sahod na laalok sa aplikante.
- Hindi maaring ihayag ng mga employer ang nakaraang sahod ng sinumang empleyado nilo, sa kasalukuyan man o nakaraan, sa isang employer na nag-aalok ng trabaho dito ng walang kasulatang nagbibigay-pahintulot galing sa nasabing empleyado.
- Hindi maaring maghiganti ang mga employer laban sa mga aplikante sa trabaho na hindi nagpaalam ng kanilang nakaraang sahod.

Para sa karagdagang impormasyon, tawagan po lamang ang San Francisco Office of Labor Standards Enforcement (OLSE) sa (415) 554-6469 o mag-email sa salaryhistory@sfgov.org.

Office of Labor Standards Enforcement
(415) 554-6469

For more information
please visit www.sfgov.org/olse



Consideration of Salary History

Salary History Statewide Law

Cal. Labor Code Section 432.3

- Places the same constraints on employers statewide.



Lactation in the Workplace Ordinance

- **What?** Requires employers to provide time and space for lactation employees to express milk
- **Why Do We Need This Ordinance?** Ensures new parents can re-enter the workforce while feeding their baby in the way they choose
- **Why Employers Should Care:**
 - Helps employers to retain valuable employees
 - Employees may need fewer sick days for themselves or their child
 - Promotes gender equity in workforce



Lactation in the Workplace Ordinance

- Many small business owners provide informal accommodations for new mothers. The lactation ordinance levels the playing field for small business owners offering this space.
- A formal space to lactate allows employees to use their breaks efficiently and enable them to get back to work.

Lactation in the Workplace Ordinance

SF Police Code 330I

- Applies to **all employers in San Francisco**, regardless of size
- **Employers must:**
 - Provide employees with **lactation breaks and a lactation location.**
 - **Have a written Lactation Accommodation Policy that explains how employees can request lactation accommodations:** samples available at sfgov.org/olse/lactation-workplace
 - Provide Lactation Policy to new employees and employees who ask about pregnancy or parental leave.



Lactation in the Workplace Ordinance

Lactation Accommodation

SF Police Code 330I

- After receiving a request for lactation accommodation, employers **must** give the employee the written lactation accommodation policy **and** respond to the request within five business days.



Lactation in the Workplace Ordinance

SF Police Code 330I

Cal. Labor Code Section 1030, 1031, 1033, 1034

- Employers **must provide time** for employees to pump.
- This time **cannot** be limited and **must include time to set up and clean up**.
- Employers **do not** have to pay their employees for the time they pump **unless** an employee chooses to pump during a break period.



Lactation in the Workplace Ordinance

Lactation Location

SF Police Code 330I; Cal. Labor Code Section 1030, 1031, 1033, 1034

- A location provided for an employee's lactation accommodation
 - **cannot be a bathroom**
 - must be **safe, clean, shielded from view** and **free from intrusion**
 - must have a **place to sit** and a **surface to set a breast pump**
 - must have **access to electricity**
 - must have **access to nearby sink with running water** and a **refrigerator**



Lactation in the Workplace Ordinance

Location Requirements

SF Police Code 330I; Cal. Labor Code Section 1030, 1031, 1033, 1034

- A location provided for an employee's lactation accommodation **can** be temporary or used for other reasons, as long as it is available when the employee needs it and meets the requirements.
- Employers can claim an exemption from specific requirements if they can prove meeting that requirement would be an "undue hardship" **if** the employer
 - responds to their employee's request for accommodations in writing **and**
 - complies with every other requirement



Lactation in the Workplace Ordinance

Cal. Labor Code Section 1030, 1031, 1033, 1034

- State passed a similar policy applying same requirements to **all employers in the state of California.**
- Limits exemptions to employers with fewer than 50 employees.
- If you have more than 50 employees, you may claim an exemption under the San Francisco Lactation in the Workplace Ordinance, **but not** the California Labor Code.



Lactation in the Workplace Ordinance

Common compliance pitfalls and how to successfully comply

- Many small business owners want to do the right thing!
- Most failures to inform employees of their right to lactation accommodation happen by accident
- Providing a written policy upon hiring helps business owners remain compliant and reduced administrative burdens.



San Francisco Paid Parental Leave Ordinance

- **What?** Requires employers to top off EDD Paid Family Leave for employees taking PFL to bond with a new child. PFL is now 8 weeks.
- **Why Do We Need This Ordinance?** Helps workers to afford child bonding leave
- **Why Employers Should Care:**
 - Enables workers to take the leave they need, so that they can return to work when they are truly ready
 - Paid Family leave is associated with reduced turnover
 - Paid Family Leave is associated with improved employee morale
 - Promotes gender equity in workforce and in the home



San Francisco Paid Parental Leave Ordinance

For more than a decade, California's statewide Paid Family Leave Program (PFL) has helped level the playing field for small businesses that struggle to offer robust benefits by ensuring their employees have access to partial wage replacement when they need to care for a new child or a seriously ill family member.

Small employers support increasing both the amount of leave available to employees to bond with a new baby, and the amount of wage replacement available to employees:

- 61% of small business owners support extending current leave from eight weeks to nine weeks
- Nearly 1 out of 3 respondents (32%) *strongly* supporting the proposal
- **More than 6 in 10 (61%)** small business owners say they **support a proposal to increase the wage replacement** statewide



SF Paid Parental Leave Ordinance

SF Police Code 330H

- Applies to all employers who have employees who work some of their hours in San Francisco **if** the employer has 20 or more employees worldwide.
 - If fluctuating workforce, should average employees over PPLO Lookback period (12 weeks or 3 months)
- Requires employers to provide **supplemental compensation** to employees who are receiving paid parental leave benefits from the California Employment Development Department (EDD) to bond with a newborn, adopted or foster child.



SF Paid Parental Leave Benefits Primer

- California employees seeking to bond with a newborn, adopted or foster child within one year of the child's birth or placement in the home can apply for **Paid Family Leave (PFL)** benefits from the Employment Development Department.
- **PFL benefits** are worker-funded and distributed by the California Employment Development Department (EDD).
- PFL can be taken at once or intermittently.
- PFL benefits provide employees with 60 to 70% (depending on income) of their weekly wages for **8 weeks**.



SF Paid Parental Leave Ordinance

SF Police Code 330H

- San Francisco requires employers to provide employees with the difference between their PFL benefit amount and their normal gross weekly wages for up to 8 weeks **if** the employee
 - started working for the employer **at least 180 days** before the leave period begins
 - performs **at least eight hours of work per week** in San Francisco
 - works **40% of their total weekly hours** in San Francisco
 - is receiving PFL to **bond** with a newborn, adopted, or foster child



SF Paid Parental Leave Ordinance

SF Police Code 330H

- PFL benefits are currently capped at \$1,300 per week, based on annual wages of about \$112,580. **The supplemental weekly pay from the employer is capped at \$867.00**, for a total combined income of \$2,167 per week.
- Employers may, however, pay more than the ordinance requires and fully compensate a high earning employee.

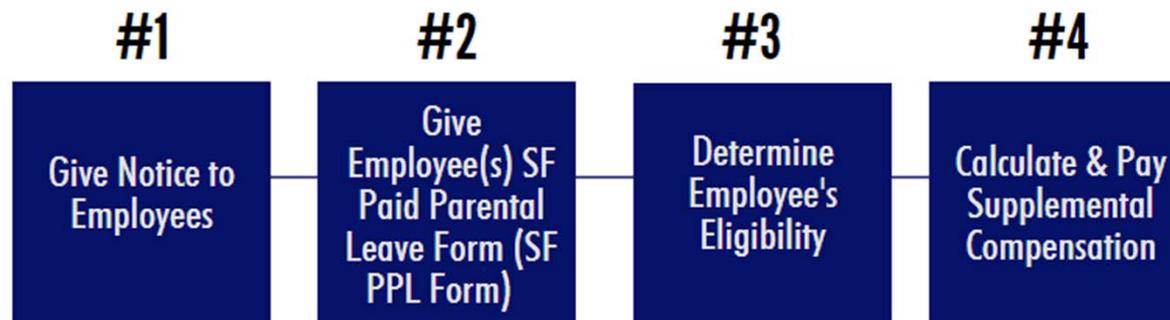


PPLO Lookback Period

- The 12 weekly, 6 semi-monthly or bi-weekly, or 3 monthly pay periods **before the first day of an employee's leave**
 - Is used to determine if an employer is covered when the number of employees fluctuate
 - Is used to determine if an employee is covered when hours fluctuate
 - Is used to calculate the average normal weekly wage when wages fluctuate.

Paid Parental Leave Supplemental Benefits Step-by-Step

Review your employee's Paid Parental Leave form



More detailed step-by-step: <https://sfgov.org/olse/paid-parental-leave-ordinance>

How to Calculate Paid Parental Leave Benefits

- Your employee will give you their Notice of Computation from the EDD.
- The Notice of Computation contains:
 - Employee’s weekly benefit amount. Here, \$962
 - Employee’s daily amount for a 7-day week
 - Employee’s quarterly, qualified wages
 - Claim effective date

EDD PAID FAMILY LEAVE
 P O BOX 997017
 SACRAMENTO, CA 95899-7017
 Telephone No. 877-238-4373

EDD Employment Development Department
 State of California

—NOTICE OF COMPUTATION—
 This notice does not establish your right to benefits. State Disability Insurance or Paid Family Leave benefits are paid to you only when you meet all the conditions of eligibility.

Your Social Security Number: _____

00783 ALL BENEFIT PAYMENTS, IF DUE, ARE ISSUED SEPARATELY.

----- NOTICE OF COMPUTATION -----

-----> Your maximum Benefit amount is \$ 5,772.00
 Your weekly Benefit amount is \$ 962.00 <-----
 Your daily Benefit amount is \$ 137.42
 Your claim effective date is 01/03/17 PROGRAM X
 The mailing date of this Notice is 01/18/17

YOUR NAME	YOUR WAGES BY QUARTER ENDING				YOUR EMPLOYERS		
	DEC 15	MAR 15	JUNE 15	SEPT 15	NAME	ACCT NO	BR TC
	11463.52 S	9668.88 S	13361.19 S	22727.08 S		0000000	000101
	.00	.00	.00	.00		0000000	000103
QTR TOTAL	11463.52	9668.88	13361.19	22727.08	TOTAL WAGES =	57220.67	



Paid Parental Leave Supplemental Benefits Calculation Example

Basic Calculation A – B = C

- EDD Base Period Weekly Wage = \$1,000
- PPLO Normal Weekly Wage = \$1,000

(A) Normal Weekly Wage		\$1,000
(B) EDD Weekly Benefit	<u>-\$600</u>	
(C) Weekly Supplemental Compensation	\$400	

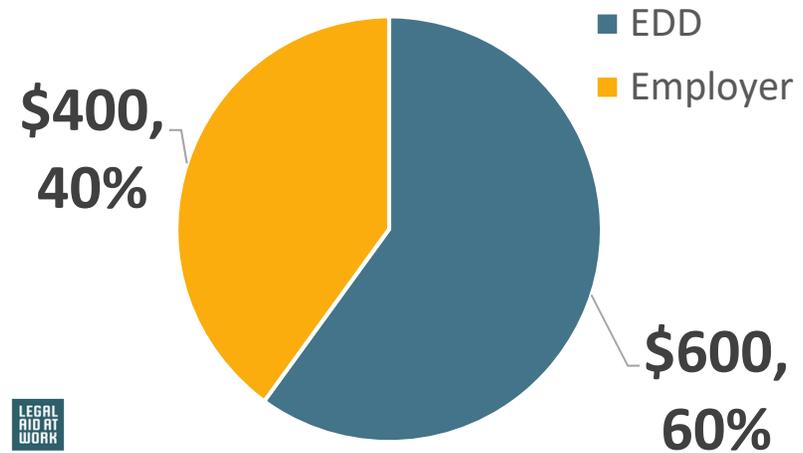
– \$400 × 8 Weeks = **\$3,200** (total amount employer must pay to employee)



Paid Parental Leave Supplemental Benefits

Calculation Example, Continued

- EDD Weekly Benefit Amount = \$600
- Supplemental Compensation = \$400
- Total Benefit = \$1,000



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Additional Calculation Instructions and Help

- Calculation instructions:
<https://sfgov.org/olse/paid-parental-leave-calculations>
- Step-by-step webinar:
<https://sfgov.org/olse/sites/default/files/PPLO%20May%207%20Webinar%20Presentation.pdf>
- General information:
<https://sfgov.org/olse/paid-parental-leave-ordinance>



Paid Parental Leave Ordinance Notice Requirements

- Covered employers **must** post the required PPLO poster in every workplace and job site.
- Employers must provide notice in languages other than English **if more than 5 percent of the workforce speaks that language.**
- <https://sfgov.org/olse/sites/default/files/2020%20parental%20leave%20poster%20Print.pdf>



City & County of San Francisco
Paid Parental Leave Ordinance

Notice of Rights for New Parents

If you take time off work to bond with a new child, you may be eligible for SF Paid Parental Leave supplemental compensation from your employer, in addition to your weekly benefit from the California Paid Family Leave program.

Are You Eligible?

- Did you start working for your employer 6 months (180 days) before taking bonding leave?
- Do you work a minimum of 8 hours per week & 40% of your hours in San Francisco?
- Are you receiving California Paid Family Leave benefits to bond with your new child?

Amount: California Paid Family Leave (PFL) benefits are 60% or 70% of weekly wages (up to a cap). SF employers pay the difference between your weekly benefit from the California PFL program and 100% of your normal gross weekly wages (up to the maximum).

For more information, visit www.sfgov.org/pplo or call (415) 554-4190.

Duration: Up to 8 weeks.

Employers with 20 or more employees worldwide are covered by this law.

Ordenanza de Licencia Paternal Pagada de San Francisco
Aviso de Derechos de Nuevos Padres

Si toma tiempo libre del trabajo para vincularse con un nuevo bebé, usted puede ser elegible para la remuneración suplementaria de la Licencia Paternal Pagada de SF de su empleador, además de su beneficio semanal del programa de Permiso Familiar Pagado de California.

¿Es usted elegible?

- ¿Comenzó a trabajar para su empleador 6 meses (180 días) antes de la licencia de vinculación?
- ¿Trabaja un mínimo de 8 horas por semana y el 40% de sus horas en San Francisco?
- ¿Está recibiendo beneficios del Permiso Familiar Pagado de California para vincularse con su bebé?

Cantidad: Los beneficios de Permiso Familiar Pagado de California (PFL) son 60% o 70% de los salarios semanales (hasta un tope máximo). Su empleador en SF paga la diferencia entre su beneficio semanal del programa de California PFL y el 100% de sus salarios semanales brutos normales (hasta un límite máximo).

Para obtener más información, visite www.sfgov.org/pplo o llame al (415) 554-4190.

Duración: Hasta 8 semanas.

Los empleadores con 20 o más empleados en todo el mundo están cubiertos por esta ley.

三藩市帶薪育兒休假條例

新父母權利通知如果你想休假和新生兒建立感情，你可能有資格從雇主那裡獲得三藩市帶薪育兒休假補助金 (SF Paid Parental Leave supplemental compensation)。這是在你的加州帶薪家庭休假計劃 (California Paid Family Leave Program) 每週福利之外的補助金。

你符合資格嗎?

- 你在育兒休假期之前是否已為你的雇主工作了6個月(180天)?
- 你是否每週至少工作8小時且40%的工作時間都在三藩市?
- 你是否因為初生嬰兒的緣故領取加州帶薪家庭休假福利?

金額: 加州PFL福利是每週工資的60%或70% (不超過上限)。三藩市雇主支付你從加州帶薪家庭休假計劃 (PFL) 中獲得的每週補助金與你的每週正常工資總額的 100%之間的差額 (不超過上限)。

如需了解更多資訊，請閱網站www.sfgov.org/pplo 或致電 (415) 554-4190

持續時間: 最多8週。

在全球有20位或以上員工的雇主均受此法律管轄。

Ordenansa ng San Francisco ukol sa Bayad na Oras para sa mga Bagong Magulang
Paunawa ng mga Karapatan ng mga Bagong Magulang

Kung kayo po ay magbabakasyon sa trabaho upang makapiling ang inyong bagong anak, maaari kayong tumanggap ng benepisyo dagdag na salid mula sa inyong employer na silaan ng San Francisco para sa mga bagong magulang (SF Paid Parental Leave supplemental compensation), bukod po ito sa Inggelhang benepisyo ng galing sa California (California Paid Family Leave program).

Sino ang maaaring tumanggap nasabing benepisyo?

- Nagtrabaho po ba kayong nagtrabaho para sa inyong employer 6 na buwan (180 araw) bago ang inyong bakasyon?
- Nagtrabaho po ba kayo ng hindi walang araw sa 8 oras sa isang linggo at 40% ng inyong oras ay sa San Francisco?
- Tumatangap po ba kayo ng mga benepisyo galing sa California (California Paid Family Leave) para makapiling ang inyong bagong anak?

Halaga: Ang mga benepisyo ng California Paid Family Leave (PFL) ay 60% o 70% ng inyong Inggelhang salid (may limitasyon). Ang kukiangan sa inyong makukuhaang Inggelhang benepisyo mula sa California Paid Family Leave (PFL) ay babayaran ng SF employer upang inyong matanggap ang 100% inyong regular na salid (hanggang sa pinakamataas na halaga na maibigay).

Para sa karagdagang impormasyon, bumisita sa www.sfgov.org/pplo o tawagan ang (415) 554-4190.

Laon: Hanggang 8 na linggo.

Ang mga employer na may 20 o higit pang mga empleyado sa buong mundo ay nasasakupan ng ordinansaang ito.



Paid Parental Leave Ordinance Notice Requirements, Continued

- If a covered employer has a handbook that describes other personal or parental leaves, it **must** include the PPLO in its next edition of the handbook.
- Employers **must** give an employee a copy of **the Paid Parental Leave Form** within a reasonable time after the employee tells the employer they are expecting a new child, or sooner, if the employee inquires about parental leave.
- Paid Parental Leave forms:
<https://sfgov.org/olse/sites/default/files/Document/Instructions%20and%20Form%20Combined%20%208.13.18%20ENG.pdf>



SF Paid Parental Leave Ordinance Retaliation Protection

SF Police Code 330H

- An employer **cannot** retaliate against an employee for exercising rights under the ordinance, or deny, restrain or interfere with this right.
 1. If an employer terminates an employee during the leave period:
 - **The employer must** provide Supplemental Compensation for the remainder of the leave period
 2. If an employer **terminates** an employee before the leave begins but within 90 days of an employee's giving notice of their intent to apply for Paid Family Leave:
 - **The employer must** pay the Supplemental Compensation unless it can prove that it took the action solely for a reason other than avoiding its obligations under the PPLO.



Paid Parental Leave Ordinance

Common Compliance Pitfalls

- Failure to notify employees of their rights and provide the PPLO Form
- Providing a written policy upon hiring helps business owners remain compliant and reduced administrative burdens.
- Inappropriate use of paid sick leave or vacation to cover the employer's supplemental compensation obligation.
- Reach out to the OLSE for tips on how to stay current
- Reach out to Small Business Majority with questions
- Proper bookkeeping helps ensure compliance



QUESTIONS?

- **OLSE**
- Lactation in the Workplace: (415) 554-6406
- Paid Parental Leave: (415) 554-4190
- Consideration of Salary History: (415) 554-6469



Join Our Network



Ways to get involved:

- Receive a monthly newsletter
- Share your story for media requests
- Letters to the editor/Op-eds
- State events/Roundtables
- Fly-ins
- Webinars for business organizations

Connect with us!



Small Business Majority



@SmlBizMajority



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Questions?



Bianca Blomquist

California Policy & Engagement Manager

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