



# City-Wide Labor Laws for For-Profits & Non-Profits

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# This presentation provides an overview of the City and County of San Francisco's City-Wide Labor Laws



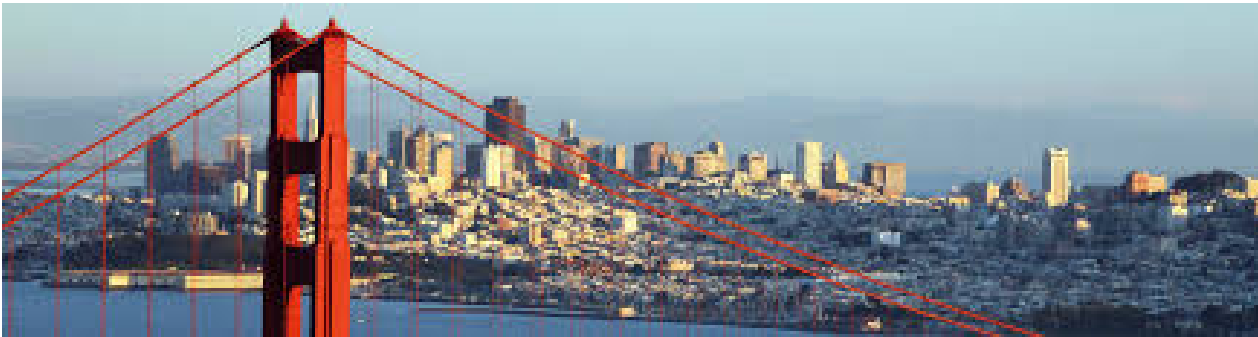
# How to get the most out of this video

- Print the presentation slides and have them available as you watch this video.
- Check off the boxes on the left hand side to note that you need to learn more.
- Take notes!



# Who needs to comply?

If you are operating a business or have employees working the City and County of San Francisco, you must comply with our City-Wide Labor Laws.



# Which laws do I need to comply with?

To determine which laws you must comply with, you must know your **employee count**.

*Employee count includes all persons working for the employer, regardless of whether they are located in San Francisco or outside of the city.*



# **Does it matter where my company is headquartered?**

No. It does not matter where your company is headquartered.



# All Employers (1/3)



## Minimum Wage Ordinance

All employees who work in San Francisco at least two hours in a week, including part-time and temporary workers, are entitled to the San Francisco minimum wage.



## Paid Sick Leave Ordinance

Employers must provide paid sick leave to all employees (including temporary and part-time employees) who perform work in San Francisco.



# All Employers (2/3)

## ☐ Lactation in the Workplace

Employers must provide employees with lactation breaks and a lactation location, and must have a policy that explains how employees will make a request for lactation accommodation.

## ☐ Consideration of Salary History

Prohibits employers from asking applicants about their current or past salary or disclosing a current or former employee's salary history without the employee's authorization unless the salary history is publicly available.





# All Employers (3/3)

## ☐ Worker Protections Ordinance

Grocery stores, drug stores, restaurants, and on-demand delivery services must implement specified COVID-19 safety measures.

## ☐ COVID-Related Employment Protections Ordinance

Prohibits employment discrimination on the basis of COVID-19 status.



# Employers with 5 or more Employees

*Employee count includes all persons working for the employer, regardless of whether they are located in San Francisco or outside of the city.*



## Fair Chance Ordinance

Employers are required to follow strict rules regarding applicants' and employees' arrest and conviction record(s) and related information.



# Employers with 20 or more Employees (1/2)

*Employee count includes all persons working for the employer, regardless of whether they are located in San Francisco or outside of the city.*



## Health Care Security Ordinance

Employers with 20 or more employees (and non-profit employers with 50 or more employees) must spend a minimum amount set by law on health care for each employee who works eight or more hours per week in San Francisco.



# Employers with 20 or more Employees (2/2)

***Employee count includes all persons working for the employer, regardless of whether they are located in San Francisco or outside of the city.***



## **Family Friendly Workplace Ordinance**

Employers are required to consider employees' requests for flexible or predictable work arrangements to assist with caregiving responsibilities.



## **Paid Parental Leave Ordinance**

Employers are required to provide up to 8 weeks of supplemental compensation to employees who receive California Paid Family Leave benefits to bond with a new child.



# Formula Retail Establishments

*Employee count includes all persons working for the employer, regardless of whether they are located in San Francisco or outside of the city.*



## Formula Retail Employee Rights Ordinances

“Formula Retail Establishments” (or chain stores) with at least 40 formula retail establishments worldwide and 20 or more employees in San Francisco, as well as their janitorial and security contractors, must follow legal guidelines that regulate scheduling, hours, retention, and treatment of part-time employees.



A wide-angle photograph of the Golden Gate Bridge in San Francisco, with the city skyline and the bay visible in the background under a clear blue sky.

# How Do I learn More?

Website: [www.sfgov.org/olse](http://www.sfgov.org/olse)

## Resources Available:

Notices and Forms

FAQ

Rules and Regulations

On-Demand Videos

Contact Information for Units

# Contact Us

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