



Part 2: City-Wide versus Contract Labor Laws

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For employees performing work in CCSF, this presentation provides an overview of how Contact and City-Wide Labor laws interact with each other to ultimately understand which law to follow for your employees working on the contract.



SFO Lease Holders

This information in Part 2 is not applicable to SFO lease holders. For example, SFO Food and Retail Concessionaires because SFO is NOT located in the City and County of San Francisco.



How to get the most out of this video

- This video is a part of a series!
 - Watch Part 1: The Introduction to Contract and City-Wide Labor Law video first.
 - You will need to watch Part 3 to complete the series.
- Have your list of laws in front of you – customized list your created in Part 1.
- Print the presentation slides and have them available as you watch this video.
- Take notes!



Labor Laws for CCSF

City-Wide

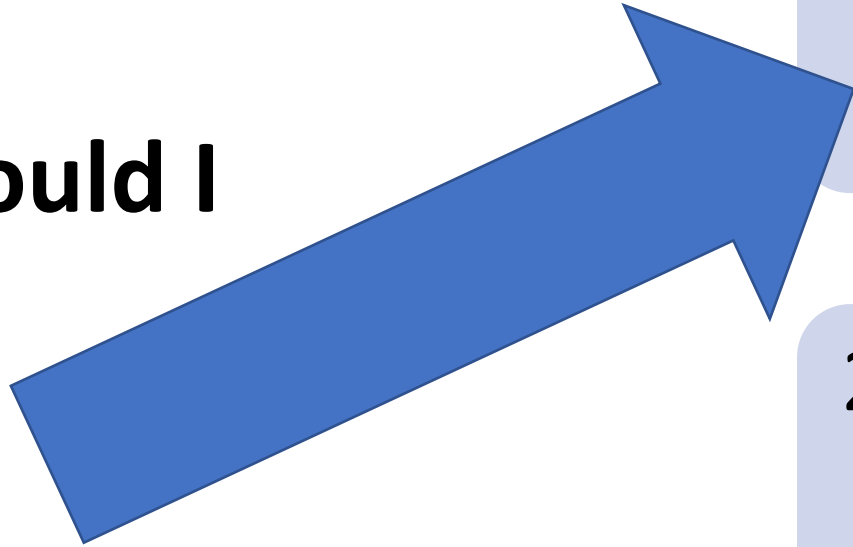


Contract



What if I have a CCSF contract and I am operating in CCSF?

Which laws should I follow?



1. Contract



2. City-Wide



Which laws do I comply with?

Contract and City-Wide Labor Laws



Contract

- **Do the Contract Law(s) apply to you?**
 - **Yes** – Then Contract Law(s)
 - **No** – Then, if operating in CCSF, follow City-Wide

City-Wide

- The Contract Law(s) don't apply to you AND you operate in CCSF

MCO & HCAO – Contract Labor Laws

- 1. Minimum Compensation Ordinance (MCO)** takes precedence over the City-Wide labor laws of **Minimum Wage Ordinance** and **Paid Sick Leave Ordinance**.

- 2. Health Care Accountability Ordinance (HCAO)** takes precedence over the City-Wide labor law of **Health Care Security Ordinance (HCSO)**



MCO versus MWO & PSLO

What if I have a CCSF contract and I am operating in CCSF?

Which laws should I follow?

1. Contract MCO



2. City-Wide: MWO & PSLO



Which laws do I comply with? MCO or MWO & PSLO?

Contract

Minimum Compensation Ordinance (MCO)

- **Yes** – Then Contract Law: MCO
- **No** – If employees working in CCSF, follow City-Wide

City-Wide

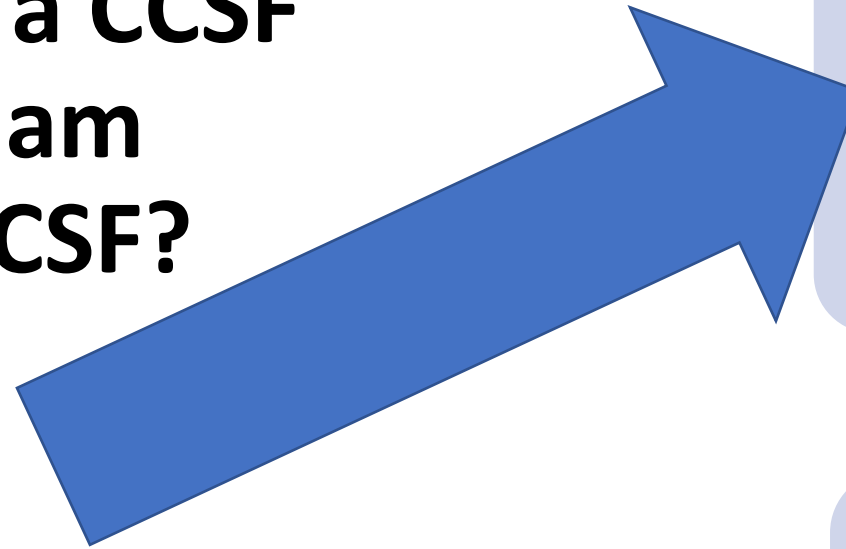
The MCO (Contract) doesn't apply to you AND you operate in CCSF

- Minimum Wage Ordinance (MWO)
- Paid Sick Leave Ordinance (PSLO)

HCAO versus HCSO

What if I have a CCSF contract and I am operating in CCSF?

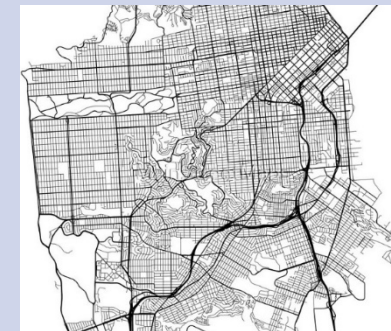
Which laws should I follow?



1. Contract
HCAO*



2. City-Wide:
HCSO



* Grants are exempt from HCAO



Which laws do I comply with? HCAO or HCISO?

Contract

Health Care Accountability Ordinance (HCAO)*

- Covered Employer = For-Profit: 20+; Non-Profit: 50+
- Covered Employee = 20+ hours per week working on contract
 - **Yes** – Then Contract Law: HCAO
 - **No** – Then, if employees working in CCSF, follow City-Wide

City-Wide

The HCAO (Contract) doesn't apply to you AND you operate in CCSF

Health Care Security Ordinance

- Covered Employer = For-Profit: 20+; Non-Profit: 50+
- Covered Employee = 8 - 19 hours per week working in CCSF (contract or not)

*Grants are exempt from HCAO

5 Examples: Which labor laws apply to the employees working on the CCSF Contract?

- For all examples, this is information for employees working on the CCSF contract.
- Employees working on the contract are performing work in CCSF.
- This is the first DRAFT of labor laws to look at. Depending on if you're a covered employer or if you have any covered employees, you may have to comply with the City-Wide Labor Laws.



Example 1

For-Profit company with a contract to perform professional services. Employee Count: Less than 5 employees.

Contract

- Fair Chance Ordinance*
- Salary History*

City-Wide

- Minimum Wage Ordinance
- Paid Sick Leave Ordinance
- Lactation in the Workplace

Example 2

For-Profit company with a contract to perform professional services. Employee Count: 20 or more employees.

Contract

- Minimum Compensation Ordinance
- Health Care Accountability Ordinance*
- Fair Chance Ordinance**
- Salary History**

City-Wide

- Family Friendly Workplace Ordinance
- Lactation in the Workplace
- Paid Parental Leave

Example 3

Non-Profit company with a contract to perform professional services. Employee Count: 50 or more employees.

Contract

- Minimum Compensation Ordinance
- Health Care Accountability Ordinance*
- Fair Chance Ordinance**
- Salary History**

City-Wide

- Family Friendly Workplace Ordinance
- Lactation in the Workplace
- Paid Parental Leave

Example 4

Non-Profit company with a contract to perform professional services. Employee Count: 5 - 49 employees.

Contract

- Minimum Compensation Ordinance
- Fair Chance Ordinance**
- Salary History**

City-Wide

- Lactation in the Workplace
- Family Friendly Workplace Ordinance
- Paid Parental Leave

Example 5

Non-Profit company with a contract with a grant.
Employee Count: 50 or more employees.

Contract

- Minimum Compensation Ordinance
- Fair Chance Ordinance*
- Salary History*

City-Wide

- Lactation in the Workplace
- Family Friendly Workplace Ordinance
- Paid Parental Leave
- Health Care Security Ordinance

Next Steps?

Will/Do the Employees performing work on the contract operate in CCSF? If yes, go back to your draft list of Contract and City-Wide Labor Laws and determine which laws you need to follow.





Continue to Part 3 – Identify Positions and Labor Laws



Office of Labor Standards Enforcement

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