# SF ORDINANCES SNAPSHOT
## WHAT YOU NEED TO KNOW

| SF Ordinance | Group Size (Worldwide) | Requirements | Annual Reporting |
|---|---|---|---|
| **Paid Sick Leave Ordinance (PSLO)** | All | • 1 hour of paid sick leave for every 30 hours worked<br>• Employers with 10 or more employees can cap balances at 72 hours<br>• Employers with less than 10 employees can cap balances at 40 hours | Not Required |
| **Fair Chance Ordinance (FCO)** | 5 or more employees (some group types are exempt such as schools and financial institutions) | • Covered employers are not allowed to ask about arrest or conviction records until after a conditional offer of employment | Required |
| **Family Friendly Workplace Ordinance (FFWO)** | 20 or more employees | • Covered employees may request a flexible or predictable working arrangement to assist with care for children, parent over the age of 65, or a family member with a serious health condition | Not Required |
| **Paid Parental Leave Ordinance (PPLO)** | 20 or more employees | • A covered employee is entitled to supplemental compensation from their employer for up to 8 weeks while they are receiving CA Paid Family Leave to bond with a child | Not Required |
| **Health Care Security Ordinance (HCSO)** | 20 or more employees for most businesses<br>50 or more employees for Non-Profits | • Employers are required to make health expenditures at a set dollar amount for each hour worked by a covered employee | Required |

*This is not an exhaustive list of all of the ordinances that apply to businesses with employees working in San Francisco. Please see https://sfgov.org/olse for a full listing, forms, and details.

**Employer size is based on the number of employees, company-wide, worldwide. To be a covered employer you only need to have one employee working a minimum of 8 hours per week, on average, in the City and County of San Francisco and meet the employer size.

***Control Group, and other common ownership arrangements are recognized as one employer group and employees are counted together from all the companies within the arrangement. See the regulations for detailed scenarios and more information on the criteria for the common ownership arrangements.

Most of these ordinances have posting and reporting requirements.

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