

**GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT**
PATRICK MULLIGAN, DIRECTOR



JUNE 2023

**ACCOUNTABLE HEALTHCARE STAFFING
999 W YAMATO RD STE 210
BOCA RATON FL 33431**

**IMPORTANT NOTICE
PLEASE READ CAREFULLY**

The San Francisco minimum wage increases to \$18.07 per hour on July 1, 2023. The minimum wage is adjusted each July based on the prior year's increase in the Consumer Price index.

Employers covered by San Francisco labor laws must place up-to-date required posters at each workplace or job site, or provide them electronically to employees. For your convenience, copies of the following posters are enclosed:

- Minimum Wage
- Paid Sick Leave
- Salary History
- Fair Chance
- Paid Parental Leave

A summary of San Francisco's local labor laws with information on posting requirements is also included. Please note the new laws listed, including the Public Health Emergency Leave Ordinance and Military Leave Pay Protection Act, which both apply to employers with 100 or more employees.

This mailing does not include all required postings. You can find electronic versions of all required posters and information on San Francisco labor laws at www.sf.gov/labor-law-posters.

El salario mínimo de San Francisco aumentará a \$18.07 por hora, el 1º de julio de 2023. El salario mínimo se ajusta cada julio en base al aumento del año anterior en el índice de precios al consumidor.

Los empleadores cubiertos por las leyes laborales de San Francisco deben colocar los carteles obligatorios actualizados en cada lugar de trabajo o sitio de trabajo, o proporcionarlos electrónicamente a los empleados. Para su comodidad, se adjuntan copias de los siguientes carteles:

- Salario Mínimo
- Licencia por Enfermedad Remunerada
- Historial de Salario
- Oportunidad Equitativas
- Licencia Paternal Pagada

También se incluye un resumen de las leyes laborales locales de San Francisco con información sobre los requisitos de publicación. Tenga en cuenta las nuevas leyes enumeradas, incluida la Ordenanza de Licencia de Emergencia de Salud Pública y la Ley de Protección de Pago de Licencia Militar, que se aplican a empleadores con 100 o más empleados.

GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
 PATRICK MULLIGAN, DIRECTOR



SAN FRANCISCO'S CITYWIDE LABOR LAWS

June 2023

Ordinance & Contact	Purpose	Employers Covered
Minimum Wage (415) 554-6292	Requires employers to pay employees no less than \$18.07 per hour as of July 1, 2023. Rates increase on July 1 each year.	All employers with employees in San Francisco.
Paid Sick Leave (415) 554-6271	Requires employers to provide employees paid sick leave for employees' own care and to care for a family member.	All employers with employees in San Francisco.
Lactation in the Workplace (415) 554-6406	Requires employers to provide employees with breaks and appropriate space to express breast milk. (No poster required.)	All employers with employees in San Francisco.
Consideration of Salary History (415) 554-6469	Prohibits employers from considering prior salary information during hiring.	All employers hiring employees to work in San Francisco.
Fair Chance (415) 554-5192	Regulates employers' use of arrest and conviction records in hiring and employment decisions.	Employers with 5 or more employees worldwide.
Health Care Security (415) 554-7892	Requires employers to spend a minimum hourly amount on health care for each covered employee. As of January 1, 2023, rates are \$2.27 per hour for medium-sized employers and \$3.40 per hour for large employers.	For-profit employers with 20 or more workers worldwide and non-profits with 50 or more workers worldwide.
Paid Parental Leave (415) 554-4190	Requires employers to provide up to 8 weeks of supplemental compensation to employees receiving California Paid Family Leave benefits to bond with a new child.	Employers with 20 or more employees worldwide.
Family Friendly Workplace (415) 554-6424	Requires employers to consider requests for flexible or predictable work arrangements from employees with caregiving responsibilities.	Employers with 20 or more employees worldwide.
Formula Retail Employee Rights (415) 554-6461	Regulates scheduling, part-time work, and hiring at large chain businesses.	Formula retail employers with 40 or more locations worldwide and 20 or more employees in San Francisco.



City & County of San Francisco San Francisco Minimum Wage

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

\$18.07

В час
đồ là một giờ

Новая тарифная ставка вступает в силу
Mức lương bắt đầu có hiệu lực từ ngày

July 1, 2023

Официальное уведомление - Минимальная зарплата в Сан-Франциско

Плакат должен находиться на видном месте. Неразмещение этого плаката может привести к штрафам.

Начиная с 1 июля 2023 г., все работодатели обязаны платить всем работающим в г. Сан-Франциско сотрудникам (включая временных сотрудников и работников с частичной занятостью) тарифную ставку не менее \$18,07 в час.

Данное постановление о соблюдении указа о минимальной зарплате распространяется на взрослых и малолетних сотрудников, работающих не менее двух (2) часов в неделю. Для некоторых сотрудников моложе 18 или старше 55 лет, работающих в находящихся на государственных субсидиях некоммерческих организациях, распространяется минимальная часовая ставка размером в \$15,98.

Сотрудники, отстаивающие свои права на минимальную заработную плату, утвержденную Администрацией города, законом защищены от преследований. За любое нарушение Постановления работники могут подать гражданский иск против работодателей. Муниципалитет имеет право расследовать возможные нарушения, принудить работодателя исполнять требования Постановления о минимальной заработной плате и принудительно взыскать полное погашение задолженности и штрафы.

За дополнительной информацией обращайтесь в Управление по контролю за соблюдением трудового законодательства (OLSE) по телефону (415) 554-6292 или по электронной почте: mwo@sfgov.org.

Thông báo Chính thức - Mức lương tối thiểu ở San Francisco

Yết thị ở những nơi Nhân viên có thể Đọc một cách Dễ dàng. Việc Không Yết thị thông báo này có thể dẫn đến các Hình phạt.

Bắt đầu từ ngày 1 tháng 7 năm 2023, tất cả các người chủ phải trả cho tất cả nhân viên làm việc tại San Francisco (bao gồm cả nhân viên tạm thời và bán thời gian) ít nhất là \$18.07 một giờ.

Đòi hỏi về mức lương tối thiểu này áp dụng cho nhân viên người lớn và người trẻ tuổi mỗi tuần làm việc hai (2) giờ hoặc nhiều hơn. Một số nhân viên trong các tổ chức phi lợi nhuận do chính phủ trợ cấp dưới 18 tuổi hoặc trên 55 tuổi phải chịu mức lương tối thiểu thấp hơn là \$15.98.

Nhân viên duy trì quyền của họ về mức lương tối thiểu của Thành phố sẽ được bảo vệ để không bị trả đũa. Nhân viên có thể kiện dân sự chống lại người chủ về vi phạm sắc lệnh. Thành phố có thể điều tra các sự vi phạm xảy ra và thực thi các đòi hỏi về mức lương tối thiểu bằng cách ra lệnh thanh toán tất cả các khoản tiền lương chưa trả và tiền phạt.

Để biết thêm thông tin, hãy liên lạc với Văn phòng Thực thi Tiêu chuẩn Lao động San Francisco (San Francisco Office of Labor Standards Enforcement (OLSE) ở số điện thoại (415) 554-6292 hoặc gửi email về mwo@sfgov.org.



City & County of San Francisco Consideration of Salary History

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

OFFICIAL NOTICE — 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.

AVISO OFICIAL — 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.



City & County of San Francisco Fair Chance Ordinance

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

OFFICIAL NOTICE

Under the San Francisco Fair Chance Ordinance, employers must follow strict rules regarding criminal records. Employers with 5 or more employees worldwide and all City contractors must comply.

- Employers MAY NOT ask about arrests or convictions on a job application.
- Employers MAY NOT conduct a background check or ask about criminal records until AFTER making a conditional offer of employment.
- Employers may only consider convictions that are directly related to the job, and may never consider 7 types of arrests or convictions, including convictions that are more than 7 years old (see www.sf.gov/olse-fco).
- Before an employer rejects an applicant based on a background check, the employer must: notify the applicant and provide a copy of the background check; give the applicant 7 days to respond; reconsider based on evidence the applicant provides.

For more information, visit www.sf.gov/olse-fco or call the San Francisco Fair Chance hotline at (415) 554-5192.

AVISO OFICIAL — Ordenanza de Oportunidades Equitativas de San Francisco

De conformidad a la Ordenanza de Oportunidades Equitativas de San Francisco, los empleadores deben seguir reglas estrictas con respecto a los antecedentes penales. Los empleadores con 5 o más empleados en todo el mundo y todos los contratistas de la Ciudad deben cumplir con las reglas.

- Los empleadores NO DEBEN preguntar sobre arrestos o condenas en una solicitud de empleo.
- Los empleadores NO DEBEN realizar una revisión de antecedentes ni preguntar acerca de antecedentes penales hasta DESPUÉS de hacer una oferta condicional de empleo.
- Los empleadores sólo pueden considerar las condenas que estén directamente relacionadas con el trabajo, y nunca deben considerar 7 tipos de arrestos o condenas, incluyendo las condenas que tienen más de 7 años de antigüedad (véase www.sf.gov/olse-fco).

Antes de rechazar a un candidato en base a una verificación de antecedentes, el empleador debe notificar al candidato y



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?

Duration: Up to 8 weeks.

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

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.sf.gov/olse-pplo or call (415) 554- 4190.

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 bebe, 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 bebe?

Duración: Hasta 8 semanas.

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

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).



City & County of San Francisco Paid Sick Leave



California Healthy Workplaces/Healthy Families Act & SF Paid Sick Leave Ordinance

Employees in San Francisco are entitled to paid sick leave under both California and local San Francisco law.

How Much Paid Sick Leave Do San Francisco Employees Accrue?

- One hour of paid sick leave for every 30 hours worked
- Employees begin accruing sick leave on the 1st day of employment
- Employers with 10 or more employees must allow employees to accrue at least up to 72 hours.
- Employers with less than 10 employees may provide paid sick leave in different ways:
 - Allow employees to accrue up to at least 48 hours; or
 - Provide an "advance" of 24 hours or 3 days of paid sick leave to comply with the State law "up-front option," and later allow employees to accrue up to 40 hours to comply with SF law.
- Accrued paid sick leave carries over from year to year
- Amount of available paid sick leave must be listed on each paycheck or wage statement

When and How Can Employees Use Paid Sick Leave?

- Can start using paid sick leave on the 90th day of employment
- May use paid sick leave for an existing health condition or preventive care, or for specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking
- May use paid sick leave for employee's own care or care of a specified family member or designated person

ONE HOUR EARNED
for every
30 WORKED

Retaliation or discrimination against an employee who requests and/or uses paid sick days is prohibited. An employee can file a complaint against an employer who retaliates or discriminates against the employee or who fails to provide required sick leave. For more information, contact:
California Labor Commissioner's San Francisco Office: (415) 703-5300 http://www.dir.ca.gov/dlse/paid_sick_leave.htm
San Francisco Office of Labor Standards Enforcement: (415) 554-6831