

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



SAN FRANCISCO'S CITYWIDE LABOR LAWS

June 2026

Ordinance & Contact	Purpose	Employers Covered
Minimum Wage (415) 554-6292	Requires employers to pay employees at least the minimum hourly wage. 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.
Parity in Pay (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.	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.
Public Health Emergency Leave Ordinance (415) 554-6271	Requires employers to provide employees paid leave for their own care or to care for a family member for specific reasons during a qualified Public Health Emergency.	Employers with 100 or more employees worldwide.

Military Leave Pay Protection Act (415) 554-4048	Requires employers to provide supplemental compensation for up to 30 days of military duty in a year.	Employers with 100 or more employees worldwide.
Displaced Worker Protection Act (415) 554-4740	Requires certain successor contractors and subcontractors to retain covered employees for at least 90 days after the termination of a covered service contract and places notification requirements on the awarding authority and terminated contractor.	Contractors and Subcontractors, as defined by the law, with employees working 15 hours per week in San Francisco pursuant to certain service contracts.

In addition to the laws above, City contractors are covered by additional requirements. For more information, go to www.sf.gov/olse.