CALIFORNIA San Francisco Labor Laws

Office of Labor Standards Enforcement
City and County Ordinances

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 per hour
por hora
每小時
bawat oras

Rate Effective - La tasa entrará en vigor el - 生效日期 - Simula sa
July 1, 2023

OFFICIAL NOTICE

Beginning July 1, 2023, all employers must pay all employees who work in San Francisco (including temporary and part-time employees) at least $18.07 per hour.

This minimum wage requirement applies to adult and minor employees who work two (2) or more hours per week. Some employees at government-subsidized non-profit organizations who are under 18 years of age or over 55 years of age are subject to a lower minimum wage rate of $15.98

Employees who assert their rights to the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance. The City can investigate possible violations and can enforce the minimum wage requirements by ordering payment of all unpaid wages and penalties.

For more information, contact the San Francisco Office of Labor Standards Enforcement (OLSE) at (415) 554-6292 or email mwo@sfgov.org.

AVISO OFICIAL - Salario Mínimo de San Francisco

Correo donde los empleados pueden leer fácilmente. La tarifa de publicación de este aviso puede resultar en sanciones.

A partir del 1 de julio de 2023, todos los empleadores deben pagar a todos los empleados que trabajan en San Francisco (incluyendo a los trabajadores temporales y de tiempo parcial) por lo menos $18.07 por hora.

Este requisito de salario mínimo se aplica a todos los empleados adultos y menores de edad que trabajan dos (2) o más horas por semana. Algunos empleados de organizaciones sin fines de lucro subvencionadas por el gobierno que son menores de 18 años o mayores de 55 años de edad están sujetos a un salario mínimo más bajo de $15.98.

Los empleados que hacen valer sus derechos al salario mínimo de la Ciudad están protegidos contra represalias. Los empleados pueden presentar una demanda civil contra sus empleadores en caso de incumplimiento de la Ordenanza. La Ciudad puede investigar posibles violaciones y puede hacer cumplir los requisitos de salario mínimo ordenando el pago de todos los salarios no pagados y las multas.

Para obtener más información, contacte a la Oficina de Normas Laborales (Office of Labor Standards Enforcement: OLSE) de San Francisco al (415) 554-6292 o envíe un correo electrónico a mwo@sfgov.org.

正式通告 - 三藩市最低工資

請張貼在僱員容易看到的地方。未張貼此通知可能會導致罰款。

自2023年7月1日開始，所有雇主必須支付在三藩市內工作的所有僱員（包括臨時僱員及兼職僱員）工資至少每小時$18.07美元。

這個最低工資規定適用於成人和青少年僱員在每星期工作兩 (2) 小時或以上者。對於一些政府補助非營利組織18歲以下或55歲以上的僱員，其最低工資規定為$15.98。

僱員要求獲得本市最低工資的權利受法律保護不會受到報復，僱員有權以任何違反條例的理由控告僱主。市政府有權調查可能的違法行為，透過補償所有未付新資及罰款，強制執行最低工資規定。

如需了解更多資訊，請致電 (415) 554-6292 或電郵至mwo@sfgov.org與三藩市勞工執行署(OLSE)聯絡。

Opisyal na Abiso - Pinakamababang Pasahod sa San Francisco

Pod San Lorenzo Pamela Duarte Bulletin Modeling
Ang anjinkaling may pinl na pamimiang ito ay maaaring magresulto sa nga multa.

Simula sa Hulyo 1, 2023, lahat ng mga employer ay kailangang magbayad sa lahat ng empleyado na nagtratrabaho sa San Francisco (kasama ang pansamantala at part-time na mga empleyado!) ng sahod na hindi bababa sa $18.07 bawat oras.

Ang pinakamababang pasahod na ito ay sumasaklaw sa lahat ng mga empleyado, anuman ang edad, na nagtratrabaho ng dalawa (2) o higit pang mga oras sa loob ng isang linggo. Ang mga ibang empleyado sa mga hindi pangkalakal na kapisanan na tinutulungan ng pamahalaan na may edad na kulang sa 18 taong gulang o higit sa 55 taong gulang ay sakop sa mas mababang pasahod na $15.98.

Ang mga empleyado na ipagiilabban ang kanilang karapatan sa Ordinansang ito ay protektado sa paghihiganti ng employer. Ang mga empleyado ay maaring maghain ng sibil na asunto laban sa kanilang employer sa anumang paglabag sa Ordinansa. Ang Lungsod ay maaring mag-imbestiga ng mga posibleng paglabag at maaring ipatupad ang Ordinansang ito sa pamamagitan ng pag-utos sa mga employer na bayaran ang kulang sa suweldo at ang mga multa.

Para sa karagdagang kaalaman, tawagan ang San Francisco Office of Labor Standards Enforcement (OLSE) sa (415) 552-6292 o email mwo@sfgov.org..

Office of Labor Standards Enforcement (415) 554-6292 — For more information please visit www.sf.gov/olse

City & County of San Francisco
Paid Sick Leave

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

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

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) 554-6271, psl@sfgov.org

Licencia por enfermedad

- Su empleador está obligado a proporcionar por enfermedad corta
- Usted puede tomar licencia por enfermedad para cuidar de si mismo o un miembro de la familia
- Si su empleador no sigue la ley o si tiene alguna pregunta acerca de la ley, llame a la Oficina de Normas Laborales en San Francisco al 415-554-6271 or llame al Oficina del Comisionado Laboral del Estado de California a (415) 703-5300
- La licencia por enfermedad se acumulan a razón de 1 hora de licencia por cada 30 horas trabajadas
- Su empleador no está autorizado a tomar represalias contra usted por denunciar una violación

帶薪病假

- 你的雇主必須提供帶薪病假
- 你可以請病假來照顧自己或家庭成員
- 如果你的雇主不遵守法律，如果您有關於法律問題，請
- 致電 San Francisco OLSE 在415-554-6271 或致電(415)703-5300 聯絡加州勞工專員
- 病假1小時休假的速度累積 每30工作小時
- 你的雇主不得打擊報復您舉 報違規

Bayad na Oras Para sa Pagkakasakit

- Kinakailangang magkaloob ang mga employer ng bayad na oras para sa pagkakasakit
- Sa bawa't 30 oras ng pagtatrabaho, makakaipon kayo ng 1 bayad na oras para sa pagkakasakit
- Maari ilong gamitin sa pangangalaga sa sarili o miyembro ng pamilya
- Kung hindi tumutupad ang inyong employer sa batas na ito, o kung mayroon kayong katanungan tungkol sa batas na ito, tumawag po lamang sa San Francisco OLSE sa 415-554-6271 o Labor Commissioner ng California sa (415) 703-5300
- Ipinagbabawal ang paghihiganti ng mga employer

Office of Labor Standards Enforcement (415) 554-6271 — For more information please visit www.sfgov.org/olse

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.sfgov.org/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).

Para obtener más información, visite www.sfgov.org/pplo o llame al (415) 554-4190.

三藩市帶薪育兒休假條例

新父母權利通知如果你想休假和新生兒建立感情，你可能有資格從雇主那裡獲得三藩市帶薪育兒休假補助金 (SF Paid Parental Leave supplemental compensation)，這是在你的加州帶薪家庭休假計劃 (California Paid Family Leave Program) 每週福利之外的補助金。

你符合資格嗎？

- 你在育兒休假之前是否已為你的雇主工作了6個月 (180 天)？
- 你是每週至少工作8個小時而且40%的工作時間都在三藩市？
- 你是否因為初生嬰兒的緣故領取加州帶薪家庭休假福利？

持續時間: 最多 8 週。

在全球有20位或以上員工的雇主均受此法律管轄。

金額: 加州PFL福利是每週工資的60%或70%（不超過上限）。三藩市雇主支付你從加州帶薪家庭休假計劃 (PFL) 中獲得的每週補助金與你的每週正常工資總額的 100%之間的差額（不超過上限）。

如需了解更多資訊, 請瀏覽網站www.sfgov.org/pplo 或致電 (415) 554- 4190

Ordinansa ng San Francisco ukol sa Bayad na Oras para sa mga Bagong Magulang
Paunawa ng mga Karapatan ng mga Bagong Magulang

Kung kaya po ay magbabakanyan sa trabaho upang makapilling ang inyong bagong anak, maaari kayong tumanggap ng benepisyo dagdag na sahod mula sa inyong employer na nilalan ng San Francisco para sa mga bagong magulang (SF Paid Parental Leave supplemental compensation), bukod po ito sa linggudhang benepisyong galing sa California (California Paid Family Leave program).

Sino ang maaring tumanggapang nasabing benepisyo?

- Nagsimula po ba kayong nagtrabaho para sa inyong employer 6 na buwan (180 araw) bago ang inyong bakasyon?
- Nagtrabaho po ba kayo ng hindi kukulangin sa 8 oras sa isang linggo at 40% ng inyong oras ay sa San Francisco?
- Tumatanggap po ba kayo ng mga benepisyo galing sa California (California Paid Family Leave) para makapilling ang inyong bagong anak?

Laon: Hanggang 8 na linggo.

Ang mga employer na may 20 o higit pang mga employejo sa buong mundo ay nasasakupan ng ordinansang ito.

Halaga: Ang mga benepisyo ng California Paid Family Leave (PFL) ay 60% o 70% ng inyong linggudhang sahod (may limitasyon). Ang kakulangan sa inyong makukuhang linggudhang benepisyo mula sa California Paid Family Leave (PFL) ay babayaran ng SF employer upang inyong matanggap ang 100% ninyong regular na sahod (hanggang sa pinakamalaking halaga na maibibigay).

Para sa karagdagang impormasyon, bumisita sa www.sfgov.org/pplo o tawagan ang (415) 554- 4190.

City & County of San Francisco
Consideration of Salary History

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

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.

Ciudad y Condado de San Francisco

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.
- Los empleadores no pueden tomar represalias contra los solicitantes que no revelen información sobre su historial de salario.

Para obtener más información, comuníquese con la Oficina de Ejecución de las Normas Laborales (Office of Labor Standards Enforcement: OLSE) de San Francisco al (415) 554-6469 o envíe un correo electrónico a salaryhistory@sfgov.org.

三藩市和县

雇主考虑过往薪酬的法定條例

- 僱主不得詢問求職者以前的工資或討薪。
- 僱主不得將過去的薪酬歷史作為考慮是否提供求職者工作或薪資多寡。
- 求職者可以選擇自愿提供過往的工作薪酬歷史。若求職者願意這樣做，則僱主可以考虑用求职者过往的薪酬来决定是否提供職位給求職者和以決定薪金多少。
- 未經現任或前任僱員的書面許可，僱主不得向該僱員的未來僱主透露其薪酬歷史。
- 雇主不得報復拒絕透露薪酬歷史的求職者。

欲瞭解更多相關資訊，請聯絡勞工標準執行署金山辦公室（OLSE），致電 (415) 554-6469 或來信 salaryhistory@sfgov.org。

Lungsod At Kondehan Ng San Francisco

Ordinansa ng Pagkakapareparehong Sahod
Pagsasaalang-alang ng mga Employer sa mga Nakaraang Sahod

- Hindi maaring magtanong ang mga employer sa aplikante sa trabaho tungkol sa nakaraan ntong mga sahod o kita.
- Hindi maaaring isaalang-alang ng mga employer ang mga nakaraang sahod sa pagpapasiya kung iaalok ang trabaho sa aplikante, o kung magkanong sahod ang iaalok.
- Kung nanaisin ng aplikante, maaring nitong kusang ibahagi ang kanyang nakaraang sahod na walang pagdidikta galing sa employer. Kung ginawa ito ng aplikante, maaring isaalang-alang ng employer ang nasabing impormasyon sa pagpapasiya ng sahod na iaalok sa aplikante.
- Hindi maaaring ihayag ng mga employer ang nakaraang sahod ng sinumang empleyado nito, sa kasalukuyan man o nakaraan, sa isang employer na nag-aalok ng trabaho dito ng walang kasulatang nagbibigay-pahintulot galing na nasabing empleyado.
- Hindi maaaring magtiigand ang mga employer laban sa mga aplikante sa trabaho na hindi nagpaalam ng kanilang nakaraang sahod.

Para sa karagdagang impormasyon, tawagan po lamang ang San Francisco Office of Labor Standards Enforcement (OLSE) sa (415) 554-6469 o mag-email sa salaryhistory@sfgov.org.

Office of Labor Standards Enforcement (415) 554-6469 — For more information please visit www.sfgov.org/olse

City & County of San Francisco
Public Health Emergency Leave

Covered Employers Must Post Where Employees Can Read Easily.

OFFICIAL NOTICE

Effective October 1, 2022, businesses with 100 or more employees worldwide must provide up to 80 hours of paid Public Health Emergency Leave to each employee who performs work in San Francisco. This paid leave is in addition to any paid time off, including paid sick leave under the San Francisco Paid Sick Leave Ordinance. Employees may use this leave when they are unable to work (or telework) due to the following:

(1) The recommendations or requirements of an individual or general federal, state, or local health order (including an order issued by the local jurisdiction in which an Employee or a Family Member the Employee is caring for resides) related to the Public Health Emergency.
(2) The Employee, or a Family Member the Employee is caring for, has been advised by a Healthcare Provider to isolate or quarantine.
(3) The Employee, or a Family Member the Employee is caring for, is experiencing symptoms of and seeking a medical diagnosis, or has received a positive medical diagnosis, for a possible infectious, contagious, or communicable disease associated with the Public Health Emergency.
(4) The Employee is caring for a Family Member if the school or place of care of the Family Member has been closed, or the care provider of such Family Member is unavailable, due to the Public Health Emergency.
(5) An Air Quality Emergency, if the Employee is a member of a Vulnerable Population and primarily works outdoors.

The leave is available only during the Public Health Emergency. Employers are not required to pay out any unused leave. Employers of health care providers and emergency responders may limit this leave in accordance with the Ordinance.

An Employer may require a doctor's note or other documentation to confirm an Employee's status as a member of a Vulnerable Population, if that Employee uses Public Health Emergency Leave for a use inapplicable to an Employee who is not a member of a Vulnerable Population. Employees who assert their rights to receive Public Health Emergency Leave are protected from retaliation. The City can investigate possible violations, shall have access to employer records, and can enforce the paid leave requirements by ordering reinstatement of employees, payment of paid leave unlawfully withheld, and payment of penalties. Additional paid leave, other job-protected leave, and benefit programs include paid leave through the U.S. Department of Labor (dol.gov) and unemployment and disability benefits through the California Employment Development Division (edd.ca.gov) and the California Department of Fair Employment and Housing (dfeh.ca.gov).

If you have any questions, please contact the Office Labor Standards Enforcement (OLSE) at (415) 554-6271, email us at PSL@sfgov.org, or visit www.sfgov.org/olse.

正式通告

從2022年10月1日開始，在全球擁有100名或以上員工的企業必須為在三藩市工作的每位員工提供最多80小時的帶薪公共衛生緊急休假。該帶薪休假是其他任何帶薪休假（包括《三藩市帶薪病假條例》規定的帶薪病假）之外的額外帶薪休假。員工由於以下原因而無法工作（或遠程辦公）時可以使用此假期：

(1) 與公共衛生緊急事件相關的個人或聯邦、州或地方衛生命令（包括由員工或其所照顧的家庭成員所在的地方管轄區發布的命令）的建議或要求。
(2) 該員工或其所照顧的家庭成員被醫療服務提供者建議醫學觀察或隔離。
(3) 該員工或其所照顧的家庭成員出現與公共衛生緊急事件相關的可能傳染性疾病的症狀並正在尋求醫療診斷，或已獲得醫療診斷為陽性。
(4) 該員工因公共衛生緊急事件而正在照顧因學校或護理場所關閉或者找不到看護者的家庭成員。
(5) 在空氣質量緊急情況下，該員工屬於易受影響群體並且主要在室外工作。

該休假僅在公共衛生緊急事件的情況下有效。雇主不需要支付任何未使用的休假。醫療服務提供者和緊急救援服務的雇主可以根據該條例限制此休假。

如果員工使用公共衛生緊急休假的原因不適用於易受影響群體，雇主可以要求醫生證明或其他文件來確認該員工是否屬於易受影響群體。雇主對維護權力獲得公共衛生緊急休假的員工不得進行報復。市府可以調查可能的違規行為及有權獲取雇主紀錄並可以通過命令讓員工復職、支付非法扣留的帶薪休假和罰款來執行紧急休假的規定。美國聯邦勞工部(dol.gov)还提供額外帶薪休假及受工作保護的休假和福利計劃包括其他帶薪休假, 以及加州就業發展部(edd.ca.gov)和加州公平就業與住房部(dfeh.ca.gov)也提供失業和殘障福利。

如果你有任何問題，請致電 (415) 554-6271與勞工標準執行辦公室(OLSE)聯繫，或電郵至 PSL@sfgov.org，或登陆網站 www.sfgov.org/olse。

AVISO OFICIAL

A partir del 1º de octubre de 2022, las empresas con 100 empleados o más en todo el mundo deben proporcionar hasta 80 horas de Licencia por Emergencia de Salud Pública remunerada a cada empleado que labora en San Francisco. Esta licencia con goce de sueldo es adicional a todo tiempo libre remunerado, incluyendo la licencia por enfermedad remunerada conforme de la Ordenanza de Licencia por Enfermedad Remunerada de San Francisco. Los empleados pueden usar esta licencia cuando no pueden trabajar (o trabajar a distancia) debido a lo siguiente:

(1) Las recomendaciones o requisitos de una orden de salud federal, estatal o local individual o general (incluyendo una orden emitida por la jurisdicción local en la que reside un empleado o miembro de la familia que el empleado está cuidando) relacionada con la emergencia de salud pública.
(2) Un proveedor de atención médica le ha aconsejado al empleado, o a un miembro de la familia que el empleado está cuidando, que se aísle o ponga en cuarentena.
(3) El empleado o un miembro de la familia que el empleado está cuidando tiene síntomas y busca un diagnóstico médico, o ha recibido un diagnóstico médico positivo de una posible enfermedad infecciosa, contagiosa o transmisible asociada con la emergencia de salud pública.
(4) El empleado está cuidando de un miembro de la familia si la escuela o el lugar de atención de esa persona ha sido cerrado, o el proveedor de atención de esa persona no está disponible, debido a la emergencia de salud pública.
(5) Una emergencia de calidad del aire, si el empleado es miembro de una población vulnerable y trabaja principalmente al aire libre.

La licencia tiene vigencia sólo durante la emergencia de salud pública. Los empleadores no están obligados a pagar el tiempo de licencia no utilizada. Los empleadores de proveedores de atención médica y los de emergencias pueden limitar esta licencia de acuerdo con la Ordenanza.

Un empleador podrá requerir una nota del médico u otra documentación para confirmar el estado del empleado como miembro de una población vulnerable si ese empleado utiliza la Licencia por Emergencia de Salud Pública para un caso no aplicable a un empleado que no es miembro de una población vulnerable. Los empleados que hacen valer sus derechos de recibir la Licencia por Emergencia de Salud Pública están protegidos contra represalias. La Ciudad podrá investigar posibles violaciones, tendrá acceso a los registros del empleador y podrá hacer cumplir los requisitos de licencia remunerada ordenando la reincorporación de los empleados, el pago de la licencia remunerada retenida ilegalmente, y el pago de multas. Los programas de licencia remunerada adicional, otras licencias protegidas de empleo, y programas de beneficios incluyen la licencia remunerada a través del Departamento de Trabajo de los Estados Unidos (dol.gov) y los beneficios de desempleo e incapacidad a través de la División de Desarrollo del Empleo de California (edd.ca.gov) y el Departamento de Empleo y Vivienda Justa de California (dfeh.ca.gov).

Si tiene alguna pregunta, comuníquese con la Oficina de Normas Laborales (OLSE) al (415) 554-6271, envíenos un correo electrónico a PSL@sfgov.org, o conéctese a www.sfgov.org/olse.

OPISYAL NA ABISO

Simula Oktubre 1, 2022, kailangan nang magkaloob ang mga negosyong may 100 o higit pang empleyado sa buong mundo na hanggang sa 80 oras ng may bayad na Public Health Emergency Leave (Pagiiban nang Dahil sa Emergency na Sitwasyon sa Pampublikong Kalusugan) sa bawat empleyadong nagtatrabaho sa San Francisco. Ang may bayad na pagiiban ito ay karagdagan pa sa anumang may bayad na pagiiban walang trabaho o time off-, kasama na ang San Francisco Paid Sick Leave Ordinance (Ordinansa ng San Francisco ukol sa May Bayad na Pagiiban nang dahil sa Sakit). Puwedeng gamitin ng mga empleyado ang pagiiban na ito kung hindi nila kayang magtrabaho (o magtelework o magtrabaho mula sa ibang lugar) nang dahil sa mga sumusunod:

(1) Mga rekomendasyon o itinatakda ng pang-indibidwal o pangkalahatan na federal, pang-estado, o lokal na kautusan ukol sa kalusugan (kasama na ang kautusan na inilabas ng lokal na hurisdiksiyon kung saan nakatira ang Empleyado o ang Miyembro ng Pamilya na inaalagaan ng Empleyado) na may kaugnayan sa Public Health Emergency.
(2) Pinayuhan ang Empleyado, o ang Miyembro ng Pamilya na inaalagaan ng Empleyado, ng Healthcare Provider (Tagapagbigay ng Serbisyo sa Kalusugan) na ihukod ang sarili o magkuwarantenas.
(3) Nakaranas ang Empleyado, o ang Miyembro ng Pamilya na inaalagaan niya, ng mga sintomas ng sakit na nakukuha mula sa bacteria o virus na dala ng hayop, insekto, o kontaminadong sangkap (infectious), nakukuha mula sa pagkakahawa sa ibang tao (contagious), o naipapasa (communicable), at nalusugan sa Public Health Emergency, at nagsapagawa ng medikal na pagsusuri, o nakatanggap na ng positibong medikal na pagsusuri ukol dito.
(4) Nagsara na ang paaralan o ang lugar ng pangangalaga para sa Miyembro ng Pamilya na inaalagaan ng Empleyado, o hindi magamit ang nagkakaloob ng pangangalaga sa Miyembro ng Pamilya, nang dahil sa Public Health Emergency.
(5) Mayroong Air Quality Emergency (Sitwasyong Emergency nang Dahil sa Kalidad ng Hangin), kung bahagi ang Empleyado ng Vulnerable Population (Populasyong Madaling Makasakit) at pangunahin nang nagtatrabaho sa labas ng gusali.

Maaari lamang gamitin ang pagiiban o leave na ito sa Public Health Emergency. Hindi itinatakda sa mga taga-empleyo na bayaran ang anumang hindi magagamit na pagiiban o leave. Puwedeng limitahan ng mga taga-empleyo ng nagkakaloob ng serbisyo sa pangangalaga na kalusugan, o health care providers, at tagatugon sa sitwasyong emergency, o emergency responsers, ang pagiiban na ito nang naayon sa Ordinansa.

Posibleng ilakda ng Taga-empleyo ang pagbibigay ng sulat mula sa doktor o iba pang dokumentasyon at nang makumpirma ang katayuan ng Empleyado bilang bahagi ng Vulnerable Population (Populasyong Madaling Makasakit), kung gagamitin ng Empleyadong ito ang Public Health Emergency Leave para sa paggamit na hindi ipinatutupad sa Empleyadong hindi kabilang sa Vulnerable Population. Protektado mula sa pagganti ang mga empleyadong igiigit ang kanilang karapatan na makatanggap ng Public Health Emergency Leave. Puwedong imbestigahan ng Lungsod ang anumang posibleng naging paglabag, at magkakaroon ito ng parusan para makha ang rekord ng taga-empleyo at maipatupad ang mga ilinatakda ukol sa may bayad na pagiiban na pamamagitan ng pag-utos ng muling pagpapaloob ng empleyado sa trabaho, pagbabayad ng labag sa batas na hindi ibinigay na may bayad na pagiiban, at pagbabayad ng multa. Kasama sa karagdagang may bayad na pagiiban, iba pang pagiiban na protektado na trabaho, at mga programa para sa benepisyo ang may bayad na pagiiban sa pamamagitan na U.S. Department of Labor o Departamento ng Paggawa (dol.gov) at mga benepisyo sa kawalan ng trabaho at kapansanan, sa pamamagitan na California Employment Development Division o Dibisyon para sa Pagpapaunlad ng Pag-empleyo (edd.ca.gov) at ng California Department of Fair Employment and Housing o Departamento ng Makatarungang Pag-empleyo at Pabahay (dfeh.ca.gov).

Kung mayroon kayong anumang tanong, pakikontak ang Opisina para sa Pagpapatupad ng mga Pamantayan sa Paggawa (Office Labor Standards Enforcement, OLSE) sa (415) 554-6271, mag-email sa amin sa PSL@sfgov.org, o bisitahin ang www.sfgov.org/olse.

Office of Labor Standards Enforcement — For more information please visit www.sfgov.org/olse

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.sfgov.org/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.sfgov.org/olse/fco or call the San Francisco Fair Chance hotline at (415) 554-5192.

AVISO OFICIAL - Ordenanza de Oportunidades Equitativas de San Francisco

Correo donde los empleados pueden leer fácilmente. La tarifa de publicación de este aviso puede resultar en sanciones.

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.sfgov.org/olse/fco).
- Antes de rechazar a un candidato en base a una verificación de antecedentes, el empleador debe: notificar al candidato y proporcionarle una copia de la verificación de antecedentes; darle al candidato 7 días para responder; reconsiderar en base a la evidencia que el candidato presente.

Para obtener más información visite www.sfgov.org/olse/fco o llame a la línea directa de Oportunidades Equitativas de San Francisco al (415) 554-5192.

正式通告 - 舊金山公平機會條例

請張貼在僱員容易看到的地方。未張貼此通知可能會導致罰款。

根據舊金山公平機會條例，雇主必須遵守關於犯罪紀錄的嚴格規定。於全球各地擁有五位或以上員工的雇主以及所有市府承包商，皆必須遵守規定。

- 雇主不得於應徵申請表格里詢問是否有拘捕或刑事有罪判決紀錄。
- 雇主僅可以在提供有條件錄取求職者後詢問是否有犯罪紀錄或進行背景調查。
- 雇主僅能考量與個人從事該工作直接相關的刑事有罪判決，而且不得考慮七種類型的拘捕或刑事有罪判決包括七年以前的刑事有罪判決（請見www.sfgov.org/olse/fco）。
- 雇主根據背景調查拒絕求職者之前必須：通知求職者並提供背景調查結果的副本；給予求職者七天的時間做出回應；依據求職者提供的證據重新考量。

欲查詢更多資訊，請瀏覽 www.sfgov.org/olse/fco 或致電舊金山公平機會條例專線 (415) 554-5192.

OPISYAL NA ABISO - Ang Ordinansa ng Makatarungang Pagkakataon ng San Francisco

Pod San empleyado Pamela Duarte Bulletin Modeling. Ang pagkabigong mag-post ng paskowang ito ay maaaring magresulta sa mga multa.

Sa ilalim ng Batas para sa Patas na Pagkakataon (Fair Chance Ordinance), kailangang sundin ng mga taga-empleyo ang mahihigpit na patakaran ukol sa mga kriminal na rekord. Kailangang sumunod ang mga employer may 5 o higit pang empleyado sa buong mundo at kailangan ding sumunod ng lahat ng kontratista ng Lungsod.

- HINDI PUWEDENG magtanong ang mga employer tungkol sa mga pagka-aresto o hatol ng korte sa aplikasyon para sa trabaho.
- HINDI PUWEDENG magsagawa ang mga employer ng background check (pag-imbestiga sa nakaraan), o magtanong tungkol sa mga kriminal na rekord hanggang sa MATAPOS ang pagbibigay ng kondisyonal na alok ng trabaho.
- Ang mga hatol ng korte na may direktang kinalaman lamang sa trabaho ang posibleng isaalang-alang ng mga employer at hindi kailanman dapat isaalang-alang ang 7 uri ng pag-aresto o hatol ng korte, kasama na ang mga hatol na 7 taong gulang na (tingnan ang www.sfgov.org/olse/fco).
- Bago tanggihan ng employer ang aplikante batay sa background check, kailangan muna nilang gawin ang mga sumusunod: abisuhan ang aplikante at magbigay ng kopya na background check; bigyan ang aplikante ng 7 araw para sumagot; muling pag-isipan ito batay sa ebidensyang ipagkakaloob ng aplikante.

Para sa iba pang impormasyon, bisitahin ang www.sfgov.org/olse/fco o tawagan ang San Francisco Fair Chance sa teleponong (415) 554-5192.

Office of Labor Standards Enforcement (415) 554-5192 — For more information please visit www.sfgov.org/olse

City & County of San Francisco
Family Friendly Workplace

Covered Employers Must Post Where Employees Can Read Easily.

OFFICIAL NOTICE

You may have the right to request a flexible or predictable working arrangement if:

You are employed within the geographic boundaries of San Francisco or you are teleworking and assigned to a San Francisco office; and
You work regularly at least 8 hours per week; and
You have been employed by your employer for 6 months or more; and
You are the primary contributor to the ongoing care of any of the following:
(1) A child or children for whom the you have assumed parental responsibility;
(2) A person or persons with a serious health condition in a family relationship with you; or
(3) A person who is age 65 or older and in a family relationship with you

You must submit a request in writing to your employer. Upon receiving the written request for a flexible or predictable working arrangement, your employer must respond to your request within 21 days. If you employer grants your request, they must confirm in writing. If your employer does not agree to the request as presented, they must meet with you to engage in an interactive process to discuss alternatives. After engaging in an interactive process, your employer may deny the request if able to demonstrate undue hardship. Your employer must provide a written response that includes an explanation for the denial and notifies you of your right to request reconsideration within 30 days and file a complaint with OLSE. Upon receiving a request for reconsideration, your employer must arrange a meeting with you to discuss the request within 21 days. Your employer must send a final written decision to you within 14 days after the meeting.

An employer's failure to follow the procedural, posting or documentation requirements or an employer's denial of an employee rights under the law shall constitute a violation. It is unlawful for an employer to discharge, threaten to discharge, demote, suspend, or otherwise take adverse employment action against any person on the basis of Caregiver status, in retaliation for exercising rights protected under the Ordinance, or for cooperating with the City in enforcement. The City may investigate possible violations of the Ordinance, and order violators to pay penalties.

If you have any questions or require additional information, please contact your employer or the City's Office of Labor Standards Enforcement (OLSE) at (415) 554-6424 or ffw@sfgov.org, or visit the OLSE's website at www.sfgov.org/olse.

AVISO OFICIAL - Ordenanza sobre el Lugar de Trabajo Enfocado en la Familia

Es posible que usted tenga derecho a solicitar un acuerdo de trabajo flexible o predecible si:

Está empleado(a) dentro de los límites geográficos de San Francisco o está teletrabajando y asignado a una oficina de San Francisco; y
Trabaja regularmente por lo menos 8 horas a la semana; y
Ha estado empleado por su empleador 6 meses o más; y
Usted es el contribuyente principal de la atención continua de cualquiera de los siguientes:
(1) Un niño o niños por los cuales usted ha asumido la responsabilidad paternal
(2) Una persona o personas con una condición de salud grave que tengan una relación familiar con usted; o
(3) Una persona que tiene 65 años o más y tiene una relación familiar con usted.

Usted debe presentar una solicitud por escrito a su empleador. Al recibir la solicitud por escrito de un acuerdo de trabajo flexible o predecible, su empleador debe responder a su solicitud en un plazo de 21 días. Si su empleador accede a su solicitud, debe confirmarla por escrito. Si su empleador no está de acuerdo con la solicitud tal como la presentó, debe reunirse con usted para participar en un proceso interactivo para discutir alternativas. Después de participar en dicho proceso interactivo, su empleador puede denegar la