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) 554-6271; psl@sfgov.org

Licencia por enfermedad

- Su empleador está obligado a proporcionar por enfermedad corta
- Usted puede tomar licencia por enfermedad para cuidar de sí 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 itong 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