

BOARD of SUPERVISORS



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## MEMORANDUM

TO: Greg Suhr, Chief, Police Department  
Micki Callahan, Director, Department of Human Resources  
Laurel Kloomok, Executive Director, Children and Families Commission  
Maria Su, Director, Department of Children, Youth and Their Families  
Catherine Dodd, Director, Health Service System  
Trent Rhorer, Executive Director, Human Services Agency  
Donna Levitt, Division Manager, Office of Labor Standards Enforcement

FROM: Erica Major, Assistant Committee Clerk, Public Safety and  
Neighborhood Services Committee, Board of Supervisors

DATE: February 1, 2016

SUBJECT: LEGISLATION INTRODUCED

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The Board of Supervisors' Public Safety and Neighborhood Services Committee has received the following proposed legislation, introduced by Supervisor Wiener on January 26, 2016:

**File No. 160065**

**Ordinance amending the Police Code to require employers to provide supplemental compensation to employees who are receiving State Paid Family Leave for purposes of bonding with a new child.**

If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c:  
Christine Fountain, Police Department  
Sergeant Rachael Kilshaw  
Susan Gard, Department of Human Resources

1 [Police Code - Paid Parental Leave for Bonding with New Child]

2  
3 **Ordinance amending the Police Code to require employers to provide supplemental**  
4 **compensation to employees who are receiving State Paid Family Leave for purposes of**  
5 **bonding with a new child.**

6 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
7 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
8 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
9 **Board amendment additions** are in double-underlined Arial font.  
10 **Board amendment deletions** are in ~~strikethrough Arial font~~.  
11 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
12 subsections or parts of tables.

13 Be it ordained by the People of the City and County of San Francisco:

14 Section 1. The Police Code is hereby amended by adding Article 33H, consisting of  
15 Sections 3300H.1 through 3300H.14, to read as follows:

16 **ARTICLE 33H: PAID PARENTAL LEAVE**

17 **SEC. 3300H.1. TITLE.**

18 *This Article 33H shall be known as the "Paid Parental Leave Ordinance."*

19 **SEC. 3300H.2. FINDINGS.**

20 *(a) In 2004, California became the first state in the United States to create a family leave*  
21 *insurance program (referred to herein as "California Paid Family Leave") that provides partial wage*  
22 *replacement to eligible employees on leave for family caregiving or bonding with a new child. Under*  
23 *the program, codified at Unemployment Insurance Code Section 3300 et seq., employees who*  
24 *contribute to the California State Disability Insurance (SDI) fund are entitled to six weeks of partial*  
25 *pay each year while taking time off from work to bond with a newborn baby, newly adopted child, or*  
*new foster child, or to care for a seriously ill family member.*

1           (b) As of January 2016, workers eligible for California Paid Family Leave can take up to six  
2 weeks of paid time off at 55% of their weekly wages up to a maximum weekly benefit amount to bond  
3 with a new child or care for a seriously ill family member. The weekly benefit amount is determined by  
4 using the employee's highest-earning calendar quarter during an approximately 12-month base period.  
5 As of January 2016, the maximum weekly benefit amount is \$1,129. To qualify for this maximum  
6 weekly benefit amount, an individual must earn at least \$26,070.92 in a calendar quarter during the  
7 base period. The Legislature is considering legislation that would extend the number of weeks of paid  
8 time off and increase the weekly benefit amount, but as of the enactment of this Article 33H, the state  
9 legislation had not been passed.

10           (c) California Paid Family Leave is available to nearly all private sector workers who pay into  
11 the SDI program, either through payroll deductions or voluntarily.

12           (d) Through 2014, approximately 1.8 million California Paid Family Leave claims were  
13 approved by the State of California Employment Development Department ("EDD") for a total of \$4.6  
14 billion in payments. According to EDD, approximately 90% of claims are for bonding with a new  
15 child.

16           (e) Babies whose mothers work during the first three months of the baby's life are less likely to  
17 be breastfed, taken to the doctor for well-baby visits, or be up-to-date on immunizations. According to  
18 a 2015 study, rates of breastfeeding through infancy in California increased by 10-20 percentage  
19 points after development of the California Paid Family Leave program.

20           (f) Experts have found that it takes at least several months for a pattern of interaction to begin  
21 to develop between parent and child where they recognize and learn to respond to each other's distinct  
22 cues. Short-changing this time for parents to learn to be responsive caregivers may have impacts for  
23 children's cognitive as well as social and emotional development.

24           (g) A 2012 survey by the U.S. Department of Labor found that the main reason employees in  
25 the United States do not take unpaid leave under the federal Family Medical Leave Act is that they



1 cannot afford to take it. Further, studies show that low-wage workers in particular would benefit from  
2 expanded paid family leave policies.

3 (h) According to a 2014 report by the California Senate Office of Research, the number of  
4 California Paid Family Leave claims filed by individuals in the lowest income bracket consistently is  
5 much smaller than the number filed by those in the highest income bracket, and claims in the two  
6 lowest income brackets decreased gradually over the prior nine years. Numerous factors may  
7 contribute to this declining participation rate, including the current California Paid Family Leave  
8 wage-replacement rate of 55%, which may provide insufficient income, particularly for low-income  
9 households.

10 (i) This Article 33H is intended to supplement the California Paid Family Leave partial wage  
11 replacement by providing compensation that, in combination with the California Paid Family Leave  
12 payment, will total 100% of an employee's weekly salary, subject to a weekly maximum benefit amount,  
13 during the six-week leave period, to help ensure that concern over loss of income does not preclude  
14 parents in San Francisco from bonding with their new child.

15 **SEC. 3300H.3. DEFINITIONS.**

16 For purposes of this Article 33H, the following definitions apply:

17 "Agency" means the Office of Labor Standards Enforcement or any successor department or  
18 office.

19 "California Paid Family Leave" means the State of California's partial wage replacement  
20 insurance plan for paid family leave codified at California Unemployment Insurance Code, Division 1,  
21 Part 2, Chapter 7 (commencing with Section 3300), as that law may be amended from time to time with  
22 respect to eligibility for, duration of, or amount of paid family leave compensation, or any other matter  
23 pertaining to paid family leave under that law.

24 "City" means the City and County of San Francisco.

1           “Covered Employee” means any person, including but not limited to part-time and temporary  
2 employees, who is employed by a Covered Employer (1) who commenced employment with the Covered  
3 Employer at least 90 days prior to the start of the leave period, (2) who performs at least eight hours of  
4 work per week for the employer within the geographic boundaries of the City, (3) at least 40% of whose  
5 total weekly hours worked for the employer are within the geographic boundaries of the City, and (4)  
6 who is eligible to receive paid family leave compensation from the State of California under the  
7 California Paid Family Leave law for the purpose of bonding with a new child. Where a person’s  
8 weekly work hours fluctuate from week to week, the Agency shall use an average of the person’s weekly  
9 hours worked for the Covered Employer during the three monthly pay periods, six bi-weekly or semi-  
10 monthly, pay periods, or 12 weekly pay periods immediately preceding the leave period for purposes of  
11 determining whether the person meets the eight-hour and 40% threshold requirements in the foregoing  
12 sentence.

13           “Covered Employer” means any person, as defined in Section 18 of the California Labor Code,  
14 including corporate officers or executives, who directly or indirectly or through an agent or any other  
15 person, including through the services of a temporary services or staffing agency or similar entity,  
16 employs or exercises control over the wages, hours, or working conditions of an employee and who  
17 regularly employs 20 or more employees, regardless of location. Covered Employer shall not include  
18 the City or any other governmental entity.

19           “New Child Bonding” means bonding with the Covered Employee’s minor child during the first  
20 year after the birth of the child or after placement of the child with the Covered Employee through  
21 foster care or adoption, per Section 3301 of the California Unemployment Insurance Code.

22           “State” means the State of California, including the State of California Employment  
23 Development Department.

24           “Supplemental Compensation” means a Covered Employer’s obligation to pay a Covered  
25 Employee’s partial weekly salary in accordance with Section 3300H.4.



1            **SEC. 3300H.4. SUPPLEMENTAL PAID PARENTAL LEAVE.**

2            (a) Applicability. This Article 33H applies to Covered Employees who are receiving California  
3 Paid Family Leave benefits for the purpose of New Child Bonding.

4            **(b) Supplemental Compensation.**

5                    **(1) General.**

6                            (A) Except as stated in subsection (b)(2), when a Covered Employee receives  
7 California Paid Family Leave compensation for the purpose of New Child Bonding, a Covered  
8 Employer shall, during the leave period, supplement the California Paid Family Leave weekly benefit  
9 amount that the employee is receiving by paying the employee Supplemental Compensation in an  
10 amount such that the total of the California Paid Family Leave compensation the employee is receiving  
11 and the Supplemental Compensation provides, but does not exceed, 100% of the employee's current  
12 normal gross weekly wage.

13                            (B) If the Covered Employee's weekly wage fluctuates, the employee's normal  
14 gross weekly wage shall be calculated based on an average of the employee's weekly earnings from the  
15 Covered Employer during the six monthly pay periods, 13 bi-weekly or semi-monthly pay periods, or 26  
16 weekly pay periods immediately preceding the employee's leave period; provided, however, that if the  
17 Covered Employee's weekly wage fluctuates and the employee has worked for the Covered Employer  
18 for less than 26 weeks, the weekly wage shall be calculated based on an average of the employee's  
19 weekly earnings for the entire period of employment to date.

20                            (C) If the California Paid Family Leave weekly benefit amount that the Covered  
21 Employee is receiving is based on earnings from a calendar quarter during which the employee earned  
22 a higher weekly wage than the employee is receiving at the time of his or her leave, the Supplemental  
23 Compensation amount shall be calculated to provide 100% of the employee's normal gross weekly  
24 wage in his or her current position; provided, however, that reducing a Covered Employee's wages  
25 during the leave period or within 90 days of the employee's having made a request or application for

1 California Paid Family Leave shall raise a rebuttable presumption that such wage reduction was made  
2 to reduce the Covered Employer's Supplemental Compensation obligations under this Section 3300H.4.  
3 Unless the Covered Employer rebuts the presumption with clear and convincing evidence that the  
4 reduction was solely for a reason other than reducing its obligation to pay Supplemental  
5 Compensation, the employer shall be obligated to pay Supplemental Compensation during the leave  
6 period based on the employee's prior wage rate.

7 (2) **Maximum Weekly Benefit Amount.** In the case of a Covered Employee who is  
8 receiving the maximum weekly benefit amount under the California Paid Family Leave law, the  
9 Supplemental Compensation shall not be calculated to reach 100% of the employee's total normal  
10 gross weekly wage. Rather, the amount of Supplemental Compensation shall be calculated based on  
11 the gross wage that is derived from dividing the State's maximum weekly benefit amount by the  
12 percentage rate of wage replacement provided under the California Paid Family Leave law.

13 (3) **Termination During Leave Period.** A Covered Employer's obligation to provide  
14 Supplemental Compensation under this Section 3300H.4 applies only during the period the Covered  
15 Employee is eligible for and is receiving California Paid Family Leave benefits for New Child  
16 Bonding; provided, however, that if a Covered Employer terminates a Covered Employee during the  
17 leave period, the employer's obligation to pay Supplemental Compensation shall continue for the  
18 remainder of the California Paid Family Leave period.

19 (4) **Termination Prior to Leave Period.** Terminating a Covered Employee prior to the  
20 employee's leave period but within 90 days of the employee's having made a request or application for  
21 California Paid Family Leave shall raise a rebuttable presumption that such termination was taken to  
22 avoid the Covered Employer's Supplemental Compensation obligations under this Section 3300H.4.  
23 Unless the Covered Employer rebuts the presumption with clear and convincing evidence that the  
24 termination was solely for a reason other than avoidance of its obligation to pay Supplemental  
25



1 Compensation, the employer shall be obligated to pay the terminated employee Supplemental  
2 Compensation during the leave period.

3 (5) **Unused Vacation Leave.** To be eligible to receive Supplemental Compensation  
4 under this Section 3300H.4, a Covered Employee must consent to allowing a Covered Employer, in the  
5 employer's discretion, to apply up to two weeks of unused vacation leave that the employee has accrued  
6 as of the start of the leave period to help meet the employer's obligation under this Section to provide  
7 Supplemental Compensation during the leave period. The foregoing sentence shall not prevent a  
8 Covered Employer, in the employer's discretion, from requiring a Covered Employee to take up to two  
9 weeks of earned but unused vacation leave prior to the employee's initial receipt of California Paid  
10 Family Leave compensation as allowed under subsection (c) of Section 3303.1 of the California  
11 Unemployment Insurance Code, as amended, in addition to or in lieu of exercising the option provided  
12 in the foregoing sentence.

13 (6) **Voluntary Plans.** A Covered Employer who has received State approval to pay  
14 California Paid Family Leave compensation through a voluntary disability insurance plan in  
15 accordance with California Unemployment Insurance Code, Division 1, Part 2, Chapter 6  
16 (commencing with Section 3251) must comply with the Supplemental Compensation requirements of  
17 this Section 3300H.4 either by providing the Supplemental Compensation through the approved  
18 voluntary plan or by paying Supplemental Compensation directly to the Covered Employee.

19 (c) **Integration/Coordination of Benefits.** In accordance with California Unemployment  
20 Insurance Code Section 2656, a Covered Employee who is receiving California Paid Family Leave  
21 benefits may not receive Supplemental Compensation under this Article 33H which would result in the  
22 employee's receiving total compensation while on paid parental leave that is greater than the  
23 employee's normal gross weekly wages. As a precondition of receiving Supplemental Compensation, a  
24 Covered Employee must either (1) provide the Covered Employer with a copy of the employee's Notice  
25 of Computation of California Paid Family Leave Benefits from the State or other legally authorized



1 statement, or (2) provide the State with written authorization to disclose the weekly benefit amount to  
2 the employer. A Covered Employee's failure to comply with this requirement shall relieve the Covered  
3 Employer of its obligation to provide the employee with Supplemental Compensation.

4 (d) Existing Paid Parental Leave Policies. This Article 33H does not require a Covered  
5 Employer to provide Supplemental Compensation under Section 3300H.4 to a Covered Employee if the  
6 employer's existing policy provides the employee with at least six weeks fully paid parental leave within  
7 any twelve-month period for purposes of New Child Bonding, whether or not such paid leave includes  
8 California Paid Family Leave benefits.

9 **SEC. 3300H.5. NOTICE AND POSTING.**

10 (a) The Agency shall, by the operative date of this Article 33H, publish and make available to  
11 Covered Employers, in all languages spoken by more than 5% of the San Francisco workforce, a notice  
12 suitable for posting by employers in the workplace informing employees of their rights under this  
13 Article. The Agency shall update this notice on December 1 of any year in which there is a change in  
14 the languages spoken by more than 5% of the San Francisco workforce. In its discretion, the Agency  
15 may combine the notice required herein with one or more other notices it is required to publish and  
16 make available to employers under other provisions of City law.

17 (b) Every Covered Employer shall post in a conspicuous place at any workplace or job site  
18 where any Covered Employee works the notice required by subsection (a). Every Covered Employer  
19 shall post this notice in English, Spanish, Chinese, and any language spoken by at least 5% of the  
20 employees at the workplace or job site.

21 **SEC. 3300H.6. EMPLOYER RECORDS.**

22 (a) Covered Employers shall retain records documenting Supplemental Compensation paid to  
23 employees as required by this Article 33H, for a period of four years, and shall allow the Agency  
24 access to such records, with appropriate notice and at a mutually agreeable time, to monitor  
25 compliance with the requirements of this Article 33H.

1           (b) When an issue arises as to an employee's entitlement to Supplemental Compensation under  
2 this Article 33H, if the Covered Employer does not maintain or retain adequate records documenting  
3 Supplemental Compensation paid to the employee, or does not allow the Agency reasonable access to  
4 such records, it shall be presumed that the employer has violated this Article, absent clear and  
5 convincing evidence otherwise.

6           **SEC. 3300H.7. EXERCISE OF RIGHTS PROTECTED; RETALIATION PROHIBITED.**

7           (a) It shall be unlawful for a Covered Employer or any other person to interfere with, restrain,  
8 or deny the exercise of or the attempt to exercise, any right protected under this Article 33H.

9           (b) It shall be unlawful for a Covered Employer or any other person to discharge, threaten to  
10 discharge, demote, suspend, or in any manner discriminate or take adverse action against any person  
11 in retaliation for exercising rights to Supplemental Compensation protected under this Article 33H.  
12 Such rights include but are not limited to the right to Supplemental Compensation pursuant to this  
13 Article; the right to file a complaint or inform any person about any employer's alleged violation of this  
14 Article; the right to cooperate with the Agency in its investigations of alleged violations of this Article;  
15 and the right to inform any person of his or her possible rights under this Article.

16           (c) Protections of this Section 3300H.7 shall apply to any person who mistakenly but in good  
17 faith alleges violations of this Article 33H.

18           (d) Taking adverse action against a person within 90 days of the person's filing a complaint  
19 with the Agency or a court alleging a violation of any provision of this Article 33H; of informing any  
20 person about an employer's alleged violation of this Article; of cooperating with the Agency or other  
21 persons in the investigation or prosecution of any alleged violation of this Article; of opposing any  
22 policy, practice, or act that is unlawful under this Article; or of informing any person of his or her  
23 rights under this Article, shall raise a rebuttable presumption that such adverse action was taken in  
24 retaliation for the exercise of one or more of the aforementioned rights. Unless the Covered Employer  
25



1 rebutts the presumption with clear and convincing evidence that the adverse action was solely for a  
2 reason other than retaliation, the employer shall be deemed to have violated this Section 3300H.7.

3 **SEC. 3300H.8. IMPLEMENTATION AND ENFORCEMENT.**

4 (a) **Implementation.** The Agency shall be authorized to coordinate implementation and  
5 enforcement of this Article 33H and may promulgate appropriate guidelines or rules for such purposes.  
6 Any guidelines or rules promulgated by the Agency shall have the force and effect of law and may be  
7 relied on by employers, employees, and other persons to determine their rights and responsibilities  
8 under this Article. Any guidelines or rules may establish procedures for ensuring fair, efficient, and  
9 cost-effective implementation of this Article, including supplementary procedures for helping to inform  
10 employees of their rights under this Article, for monitoring employer compliance with this Article, and  
11 for providing administrative hearings to determine whether an employer or other person has violated  
12 the requirements of this Article.

13 (b) **Administrative Enforcement.**

14 (1) The Agency is authorized to take appropriate steps to enforce this Article 33H. The  
15 Agency may investigate any possible violations of this Article by an employer or other person. Where  
16 the Agency has reason to believe that a violation has occurred, it may order any appropriate temporary  
17 or interim relief to mitigate the violation or maintain the status quo pending completion of a full  
18 investigation or hearing.

19 (2) Where the Agency, after a hearing that affords a suspected violator due process,  
20 determines that a violation has occurred, it may order any appropriate relief including, but not limited  
21 to, the payment of any Supplemental Compensation unlawfully withheld, and the payment of an  
22 additional sum as an administrative penalty to each employee or person whose rights under this Article  
23 33H were violated. If any Supplemental Compensation was unlawfully withheld, the dollar amount of  
24 Supplemental Compensation withheld from the employee multiplied by three, or \$250.00, whichever  
25 amount is greater, shall be included in the administrative penalty paid to the employee. In addition, if

1 a violation of this Article resulted in other harm to the employee or any other person, or otherwise  
2 violated the rights of employees or other persons, such as a failure to post the notice required by  
3 Section 3300H.5, or an act of retaliation prohibited by Section 3300H.7, this administrative penalty  
4 shall also include \$50.00 to each employee or person whose rights under this Article were violated for  
5 each day or portion thereof that the violation occurred or continued.

6 (3) Where prompt compliance is not forthcoming, the Agency may take any appropriate  
7 enforcement action to secure compliance, including initiating a civil action, except where prohibited by  
8 State or Federal law, requesting that City agencies or departments revoke or suspend any registration  
9 certificates, permits, or licenses held or requested by the employer or person until such time as the  
10 violation is remedied. In order to compensate the City for the costs of investigating and remedying the  
11 violation, the Agency may also order the violating employer or person to pay to the City a sum of not  
12 more than \$50.00 for each day or portion thereof and for each employee or person as to whom the  
13 violation occurred or continued. Such funds shall be allocated to the Agency and used to offset the  
14 costs of implementing and enforcing this Article 33H.

15 (4) An employee or other person may report to the Agency any suspected violation of  
16 this Article 33H. The Agency shall encourage reporting pursuant to this subsection (b)(4) by keeping  
17 confidential, to the maximum extent permitted by applicable laws, the name and other identifying  
18 information of the employee or person reporting the violation. Provided, however, that with the  
19 authorization of such person, the Agency may disclose his or her name and identifying information as  
20 necessary to enforce this Article or for other appropriate purposes.

21 (c) **Civil Enforcement.** The Agency, the City Attorney, any person aggrieved by a violation of  
22 this Article 33H, any entity a member of which is aggrieved by a violation of this Article, or any other  
23 person or entity acting on behalf of the public as provided for under applicable State law, may bring a  
24 civil action in a court of competent jurisdiction against the employer or other person violating this  
25 Article and, upon prevailing, shall be entitled to such legal or equitable relief as may be appropriate to



1 remedy the violation including, but not limited to, reinstatement, back pay, the payment of any  
2 Supplemental Compensation unlawfully withheld, the payment of an additional sum as liquidated  
3 damages in the amount of \$50.00 to each employee or person whose rights under this Article were  
4 violated for each day or portion thereof that the violation occurred or continued, plus, where the  
5 Covered Employer has unlawfully withheld Supplemental Compensation to a Covered Employee, the  
6 dollar amount of Supplemental Compensation withheld from the employee multiplied by three; or  
7 \$250.00, whichever amount is greater; and/or injunctive relief; and, further, shall be awarded  
8 reasonable attorneys' fees and costs. Provided, however, that any person or entity enforcing this  
9 Article on behalf of the public as provided for under applicable State law shall, upon prevailing, be  
10 entitled only to equitable, injunctive or restitutionary relief, and reasonable attorneys' fees and costs.

11 (d) Interest. In any administrative or civil action brought under this Article 33H, the Agency or  
12 court, as the case may be, shall award interest on all amounts due and unpaid at the rate of interest  
13 specified in subdivision (b) of Section 3289 of the California Civil Code.

14 (e) Remedies Cumulative. The remedies, penalties, and procedures provided under this Article  
15 33H are cumulative.

16 **SEC. 3300H.9. WAIVER THROUGH COLLECTIVE BARGAINING.**

17 All or any portion of the applicable requirements of this Article 33H shall not apply to  
18 employees covered by a bona fide collective bargaining agreement to the extent that such requirements  
19 are expressly waived in the collective bargaining agreement in clear and unambiguous terms.

20 **SEC. 3300H.10. OTHER LEGAL REQUIREMENTS.**

21 (a) This Article 33H provides minimum requirements pertaining to paid parental leave as  
22 provided herein. This Article shall not be construed to preempt, limit, or otherwise affect the  
23 applicability of any other law, regulation, requirement, policy, or standard that provides for greater  
24 parental leave, whether paid or unpaid, or that extends other protections to employees.

1           **(b) This Article 33H provides minimum requirements pertaining to paid parental leave and**  
2 **shall not be construed to prevent employers from adopting or retaining leave policies that are more**  
3 **generous than policies that comply with this Article.**

4           **(c) This Article 33H is intended to supplement other available sources of income during**  
5 **specified periods of leave to which the employee is otherwise eligible. Nothing in this Article shall be**  
6 **construed to expand, reduce, or otherwise affect the total amount of parental or other leave time**  
7 **available to employees under federal, state, or local law.**

8           **SEC. 3300H.11. UNDERTAKING FOR THE GENERAL WELFARE.**

9           **In enacting and implementing this Article 33H, the City is assuming an undertaking only to**  
10 **promote the general welfare. It is not assuming, nor is it imposing on its officers and employees, an**  
11 **obligation for breach of which it is liable in money damages to any person who claims that such breach**  
12 **proximately caused injury.**

13           **SEC. 3300H.12. SEVERABILITY.**

14           **If any section, subsection, sentence, clause, phrase, or word of this Article 33H, or any**  
15 **application thereof to any person or circumstance, is held to be invalid or unconstitutional by a**  
16 **decision of a court of competent jurisdiction, such decision shall not affect the validity of the remaining**  
17 **portions or applications of the Article. The Board of Supervisors hereby declares that it would have**  
18 **passed this Article and each and every section, subsection, sentence, clause, phrase, and word not**  
19 **declared invalid or unconstitutional without regard to whether any other portion of this Article or**  
20 **application thereof would be subsequently declared invalid or unconstitutional.**

21           **SEC. 3300H.13. NO CONFLICT WITH FEDERAL OR STATE LAW.**

22           **Nothing in this Article 33H shall be interpreted or applied so as to create any requirement,**  
23 **power, or duty in conflict with any federal or state law.**

24           **SEC. 3300H.14. EXPIRATION OF ARTICLE.**



1           *This Article 33H shall expire by operation of law if the State Legislature amends the California*  
2 *Paid Family Leave program such that the weekly benefits provided under that program amount to*  
3 *100% of an eligible employee's weekly wages. Upon certification from the City Attorney to the Clerk*  
4 *of the Board of Supervisors that such a change in State law has occurred, the City Attorney shall cause*  
5 *the Article to be removed from the Police Code.*

6  
7           Section 2. Effective and Operative Dates.

8           (a) Effective Date. This ordinance shall become effective 30 days after enactment.  
9 Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance  
10 unsigned or does not sign the ordinance within ten days of receiving it, or the Board of  
11 Supervisors overrides the Mayor's veto of the ordinance.

12           (b) Operative Date. This ordinance shall become operative 120 days after enactment.  
13

14 APPROVED AS TO FORM:  
15 DENNIS J. HERRERA, City Attorney

16 By:   
17       FRANCESCA GESSNER  
18       Deputy City Attorney

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