

1 [Emergency Ordinance - Temporary Right to Reemployment Following Layoff Due to
2 COVID-19 Pandemic]

3 **Reenactment of emergency ordinance (Ordinance No. 104-20) temporarily creating a**
4 **right to reemployment for certain employees laid off due to the COVID-19 pandemic if**
5 **their employer seeks to fill the same position previously held by a laid-off worker, or a**
6 **substantially similar position, as defined.**

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

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

15 Section 1. Declaration of Emergency Pursuant to Charter Section 2.107.

16 (a) Section 2.107 of the Charter authorizes passage of an emergency ordinance in
17 cases of public emergency affecting life, health, or property, or for the uninterrupted operation
18 of any City or County department or office required to comply with time limitations established
19 by law. An emergency ordinance enacted under Charter Section 2.107 automatically
20 terminates on the 61st day after passage, but may be reenacted upon the same terms and
21 conditions applicable to its initial enactment.

22 (b) Pursuant to Charter Section 2.107, the City enacted Ordinance No. 104-20, the
23 “Back to Work” emergency ordinance, which temporarily requires certain employers operating
24 in San Francisco to offer reemployment to eligible employees laid off as a result of the
25 COVID-19 public health emergency.

1 (c) The Board of Supervisors hereby finds that the findings declared in Sections 2 and
2 3 of Ordinance No. 104-20 remain valid and compelling, and declares further that an actual
3 emergency continues to exist that requires the reenactment of the Back to Work emergency
4 ordinance to mitigate the economics effects of layoffs caused by the public health emergency.
5 COVID-19 continues to present an extremely dangerous public health risk to the community,
6 and the adverse economic impact on workers and their families remains severe,
7 notwithstanding gradual efforts to reopen sectors of the economy. Further, many employees
8 continue to experience family caregiving challenges due to school and care facility closures,
9 challenges securing caregiving assistance, and the planned continuation of distance learning
10 during the upcoming academic year.

11
12 Section 2. Reenactment of Emergency Ordinance.

13 Consistent with Charter Section 2.107, this emergency ordinance reenacts for an
14 additional 60 days the emergency ordinance temporarily requiring certain employers operating
15 in San Francisco to offer reemployment to eligible employees laid off as a result of the
16 COVID-19 public health emergency (Ordinance No. 104-20).

17
18 Section 3. Effective Date; Expiration.

19 (a) If enacted prior to the expiration of Ordinance No. 104-20, this reenacted
20 emergency ordinance shall become effective immediately upon the date of expiration of
21 Ordinance No. 104-20, and shall itself expire on the 61st day following its effective date
22 unless reenacted as provided by Charter Section 2.107.

23 (b) If enacted after the expiration of Ordinance No. 104-20, this reenacted emergency
24 ordinance shall become effective immediately upon enactment, and shall expire on the 61st
25 day following its effective date unless reenacted as provided by Charter Section 2.107.

