

File No. 260451

Committee Item No. 3

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight

Date: July 16, 2026

Board of Supervisors Meeting:

Date: _____

Cmte Board

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| ☒ | ☐ | Ordinance |
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| ☐ | ☐ | _____ |
| ☐ | ☐ | _____ |
| ☐ | ☐ | _____ |

Prepared by: Monique Crayton

Date: July 10, 2026

Prepared by: _____

Date: _____

Prepared by: _____

Date: _____

[Labor and Employment Code - Eligibility for Paid Parental Leave]

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

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

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

Section 1. Article 14 of the Labor and Employment Code is hereby amended by revising Section 14.3, to read as follows:

SEC. 14.3. DEFINITIONS.

For purposes of this Article 14, the following definitions apply:

“Agency” means the Office of Labor Standards Enforcement or any successor department or office.

“California Paid Family Leave” means the State of California’s partial wage replacement insurance plan for paid family leave codified at California Unemployment Insurance Code, Division 1, Part 2, Chapter 7 (commencing with Section 3300), as that law may be amended from time to time with respect to eligibility for, duration of, or amount of paid

1 family leave compensation, or any other matter pertaining to paid family leave under that law.

2 “City” means the City and County of San Francisco.

3 “Covered Employee” means any person, including but not limited to part-time and
4 temporary employees, who is employed by a Covered Employer (1) who commenced
5 employment with the Covered Employer at least ~~180~~ 90 days prior to the start of the leave
6 period, provided, however, the person must have commenced employment with the Covered Employer
7 at least 180 days prior to the start of the leave period during the following time periods: (a) from the
8 effective date of the ordinance in Board File No. 260451 through December 31, 2026, where the
9 Covered Employer regularly employs 50 or more employees, regardless of location; (b) from the
10 effective date of the ordinance in Board File No. 260451 through June 30, 2027, where the Covered
11 Employer regularly employs 35 or more employees, regardless of location; and (c) from the effective
12 date of the ordinance in Board File No. 260451 through December 31, 2027, where the Covered
13 Employer regularly employs 20 or more employees, regardless of location; (2) who performs at least
14 eight hours of work per week for the employer within the geographic boundaries of the City,
15 (3) at least 40% of whose total weekly hours worked for the employer are within the
16 geographic boundaries of the City, and (4) who is eligible to receive paid family leave
17 compensation from the State of California under the California Paid Family Leave law for the
18 purpose of bonding with a new child. Where a person’s weekly work hours fluctuate from
19 week to week, the Agency shall determine whether the person meets the eight-hour and/or
20 40% threshold requirements in the preceding sentence by using an average of the person’s
21 weekly hours worked for the Covered Employer during the three monthly pay periods, six bi-
22 weekly or semi-monthly pay periods, or 12 weekly pay periods immediately preceding the
23 start of the person’s California Paid Family Leave period. If the person was on leave during
24 any of the aforementioned pay periods, such pay period(s) shall not be counted towards the
25 average referenced in the preceding sentence; rather, the Agency shall consider additional

1 earlier corresponding pay periods for that person in order to satisfy the above designated
2 number of pay periods, but in no case shall the Agency, in calculating the average, consider
3 pay periods earlier than 26 weeks prior to the California Paid Family Leave period.

4 "Covered Employer" means any person, as defined in Section 18 of the California
5 Labor Code, including corporate officers or executives, who directly or indirectly or through an
6 agent or any other person, including through the services of a temporary services or staffing
7 agency or similar entity, employs or exercises control over the wages, hours, or working
8 conditions of an employee and who regularly employs 20 or more~~the following number of~~
9 employees, regardless of location. ~~:(1) commencing with January 1, 2017, 50 or more employees;~~
10 ~~(2) commencing with July 1, 2017, 35 or more employees; and (3) commencing with January 1, 2018,~~
11 ~~20 or more employees.~~ Covered Employer shall not include the City or any other governmental
12 entity.

13 * * * *

14
15 Section 2. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors
16 intends to amend only those words, phrases, paragraphs, subsections, sections, articles,
17 numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Municipal
18 Code that are explicitly shown in this ordinance as additions, deletions, Board amendment
19 additions, and Board amendment deletions in accordance with the "Note" that appears under
20 the official title of the ordinance.

Section 3. Undertaking for the General Welfare. In enacting and implementing this ordinance, the City is assuming an undertaking only to promote the general welfare. It is not assuming, nor is it imposing on its officers and employees, an obligation for breach of which it is liable in money damages to any person who claims that such breach proximately caused injury.

Section 4. Effective Date. This ordinance shall become effective on the 31st day after enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board of Supervisors overrides the Mayor's veto of the ordinance.

APPROVED AS TO FORM:
DAVID CHIU, City Attorney

By: /s/
MAUREEN SLACK
Deputy City Attorney

LEGISLATIVE DIGEST

[Labor and Employment Code - Eligibility for Paid Parental Leave]

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

Existing Law

The City's Paid Parental Leave Ordinance ("PPLO") provides as one of its eligibility criteria for PPLO benefits that an employee work for an employer at least 180 days before they are eligible for parental leave benefits from that employer.

Amendments to Current Law

The proposed ordinance would amend the PPLO to provide that an employee will be eligible for parental leave benefits after working for the employer at least 90 days.

Background Information

The purpose of this Ordinance is to align the PPLO and San Francisco's Paid Sick Leave Ordinance ("PSLO") regarding the minimum length of time an employee must work to be eligible for benefits under the two ordinances. Currently, the PPLO provides that an employee must work for an employer at least 180 days to be eligible for PPLO benefits. The PSLO provides that an employee is entitled to use PSLO benefits on the 90th day of employment. This Ordinance intends to make these requirements more uniform.

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

MEMORANDUM

TO: Carol Isen, Director, Department of Human Resources

FROM: Monique Crayton, Assistant Clerk, Government Audit and Oversight Committee

DATE: May 4, 2026

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Government Audit and Oversight Committee has received the following Ordinance request, introduced by Supervisor Sauter on April 28, 2026:

File No. 260451
[Labor and Employment Code - Eligibility for Paid Parental Leave]

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

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 or by email at: monique.crayton@sfgov.org.

CC:
Office of Chair Sherrill
Office of Supervisor Sauter
Aliya Chisti, Department of Human Resources

BOARD of SUPERVISORS



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MEMORANDUM

TO: Carol Isen, Director, Department of Human Resources

FROM: Monique Crayton, Assistant Clerk, Government Audit and Oversight Committee, Board of Supervisors

DATE: May 4, 2026

SUBJECT: LEGISLATION INTRODUCED – MEET AND CONFER DETERMINATION

The Board of Supervisors' Government Audit and Oversight Committee has received the following Legislation. This matter is being **referred** to you as it may require the Department of Human Resources to fulfill "**Meet and Confer**" requirements. Please review, assess the impact and provide proper noticing as required and report back to on the status of the "Meet and Confer" requirement.

File No. 260451

260451 [Labor and Employment Code - Eligibility for Paid Parental Leave]

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

If you have any questions or concerns, please call me at (415) 554-7750 or email: monique.crayton@sfgov.org. To submit documentation, please email or forward to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

RESPONSE FROM THE DEPARTMENT OF HUMAN RESOURCES - Date: 05/06/26

- ☐ Meet and Confer requirement has been fulfilled.
- ☒ Meet and Confer requirement not applicable.
- ☐ Additional information attached.

Gigi Whitley

Department of Human Resources

c:

Kate Howard, Department of Human Resources
Ardis Graham, Department of Human Resources



CITY AND COUNTY OF SAN FRANCISCO
DANIEL L. LURIE, MAYOR

OFFICE OF SMALL BUSINESS
DIRECTOR KATY TANG

June 26, 2026

Ms. Angela Calvillo, Clerk of the Board
City Hall Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

RE: BOS File 260451 – Eligibility for Paid Parental Leave– Support

Dear Ms. Calvillo,

On June 22, 2026, the Small Business Commission (the Commission) heard **BOS File 260451 – Eligibility for Paid Parental Leave**. Tita Bell, Chief of Staff to Supervisor Sauter, presented the legislation which would allow eligible San Francisco employees to utilize the San Francisco Paid Parental Leave program after 90 days of employment.

The Commission had a robust discussion about the impact that this proposal may have on small businesses, and the need to balance support for working parents with the needs of employers who invest time and commitment to training new employees. They encouraged the Supervisor to consider extending the implementation timeline for this legislation to allow smaller employers ample time to prepare. The Commission voted to support this legislation with a 4-0 vote. Please feel free to contact me should you have any questions.

Sincerely,

A handwritten signature in blue ink, reading "Katy Tang". The signature is written in a cursive, flowing style.

Katy Tang
Director, Office of Small Business



STEPHEN SHERRILL

DATE:	Thursday, July 9, 2026
TO:	Angela Calvillo Clerk of the Board of Supervisors
FROM:	Supervisor Stephen Sherrill, Chair, Government Audit and Oversight Committee
RE:	Government Audit and Oversight Committee COMMITTEE REPORT

Pursuant to Board Rule 4.20, as Chair of Government Audit and Oversight Committee, I have deemed the following matter is of an urgent nature and request that it be considered by the full Board on Tuesday, July 21, 2026, as a Committee Report:

1. File No. 260451 - Labor and Employment Code - Eligibility for Paid Parental Leave

This matter will be heard in the Government Audit and Oversight Committee at a Regular Meeting on Thursday, July 16, 2026, at 10:00 a.m.

Sincerely,

A handwritten signature in black ink, appearing to be "S. Sherrill", written in a cursive style.

Introduction Form

(by a Member of the Board of Supervisors or the Mayor)

I hereby submit the following item for introduction (select only one):

- ☒ 1. For reference to Committee (Ordinance, Resolution, Motion or Charter Amendment)
- ☐ 2. Request for next printed agenda (For Adoption Without Committee Reference)
(Routine, non-controversial and/or commendatory matters only)
- ☐ 3. Request for Hearing on a subject matter at Committee
- ☐ 4. Request for Letter beginning with "Supervisor _____ inquires..."
- ☐ 5. City Attorney Request
- ☐ 6. Call File No. _____ from Committee.
- ☐ 7. Budget and Legislative Analyst Request (attached written Motion)
- ☐ 8. Substitute Legislation File No. _____
- ☐ 9. Reactivate File No. _____
- ☐ 10. Topic submitted for Mayoral Appearance before the Board on _____

The proposed legislation should be forwarded to the following (please check all appropriate boxes):

- ☐ Small Business Commission ☐ Youth Commission ☐ Ethics Commission
- ☐ Planning Commission ☐ Building Inspection Commission ☐ Human Resources Department

General Plan Referral sent to the Planning Department (proposed legislation subject to Charter 4.105 & Admin 2A.53):

- ☐ Yes ☐ No

(Note: For Imperative Agenda items (a Resolution not on the printed agenda), use the Imperative Agenda Form.)

Sponsor(s):

Sauter

Subject:

Labor and Employment Code - Eligibility for Paid Parental Leave

Long Title or text listed:

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

Signature of Sponsoring Supervisor:

