

CCSF Family Friendly Workplace

July 9, 2021





Family Friendly Workplace Ordinance

Administrative Code Sec. 12Z: Family Friendly Workplace Ordinance

Employees may request changes to the terms and conditions of their employment that would provide greater flexibility or scheduling predictability to assist with caregiving responsibilities.

Requests may include, but are not limited to, changes in:

- The number of hours the employee is required to work;
- The times the employee is required to work;
- Where the employee is required to work;
- Work assignments or other factors; or
- Predictability of the work schedule.

Prohibits adverse employment actions based on caregiver status and retaliation and interference with rights



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Qualifying for the FFWO:

Employees are covered by the law if they are (1) employed in San Francisco, (2) have been employed for six months or more by their current employer, and (3) work at least eight hours per week on a regular basis.

Covered employees may request the flexible or predictable working arrangement to assist with care for:

1. a child or children under the age of eighteen;
2. a person or persons with a serious health condition in a family relationship with the employee; or
3. a parent (age 65 or older) of the employee.



Workplace Accommodations

Reasonable Accommodations

Employees with disabilities are entitled to reasonable accommodations that enable them to do their jobs safely, which may include flexible schedules, medical leave, and remote work when operationally feasible. Pregnant employees are also entitled to these reasonable accommodations.

Lactation Policy

Departments must provide employees with reasonable lactation breaks up to one year after their child's birth. Employees are entitled to use regular paid breaks, meal periods and unpaid break time to express milk.

Telecommuting

Employees may be eligible to participate in the City's Telecommuting Program to the extent operationally feasible and consistent with department business needs.



Family Friendly Policies During COVID

- COVID Leave
- Childcare for Disaster Service Workers
- Overnight rooms for First Responders
- Interim COVID-19 Telecommuting Policy



Workplace Safety

Authority	Program	Metrics	
State	Workers' Compensation	2021 Claim Filings:	2709
		2021 Benefit Cost:	\$59,122,682
State/City	Workers' Comp Enhanced Disability Pay for Public Safety Officers	2021 Benefit Cost:	\$32,206,988
		2020 Benefit Cost:	\$22,682,962
City	Assault Pay	2021 Hours Paid:	32,921
		Benefit Cost:	\$1,482,021
City	Catastrophic Illness Program – 2020 Calendar Year	# For Self:	58
		# For Family Member:	15

Other Protections: State Cal/OSHA Requirements include Injury & Illness Protection Programs applicable to all employers, including COVID-19 Prevention Standard, Wildfire Smoke Standard, and Heat Illness Prevention.