

LEGISLATIVE DIGEST

[Administrative, Police Codes - Waiving Employer Requirements to Report on 2020 Compliance with Health Care Security Ordinance and Fair Chance Ordinance]

Ordinance amending the Administrative Code to waive the requirement for employers to report compliance with the Health Care Security Ordinance for 2020, codifying the previous waiver of such requirement for 2019, amending the Police Code to waive the requirement for employers to report compliance with the Fair Chance Ordinance for 2020, and codifying the previous waiver of such requirement for 2019.

Existing Law

The City's Health Care Security Ordinance ("HCSO"), Administrative Code Chapter 14, requires employers to make minimum health care expenditures for their employees working in the City. Section 14.3(f)(2) of the HCSO requires employers to report annually on their compliance.

The City's Fair Chance Ordinance ("FCO"), Police Code Article 49, restricts how employers may consider applicants' and employees' arrest and conviction records and related information. Section 4910(b) of the FCO requires employers to report annually on their compliance.

On March 23, 2020, Mayor London Breed, in the Fifth Supplement to her proclamation of local emergency related to the COVID-19 pandemic, waived the requirements to report on 2019 compliance under both the HCSO and FCO.

Amendments to Current Law

This ordinance waives the requirements that employers report on their HCSO and FCO compliance during calendar year 2020. Further, for clarity, it codifies the Mayor's previous waiver of both reporting requirements on compliance during 2019.

Background Information

This ordinance addresses only reporting requirements. It does not change any of the substantive employer requirements under either the HCSO and FCO.