

REVISED LEGISLATIVE DIGEST
(Amended in Committee – July 16, 2026)

[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.