



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