

LEGISLATIVE DIGEST

[Administrative, Police Codes - Establishing the Labor and Employment Code]

Ordinance establishing the Labor and Employment Code; redesignating worker protection ordinances and ordinances related to employees of City contractors, currently in the Administrative Code and the Police Code, as provisions of the new Labor and Employment Code; and directing the City Attorney to renumber the provisions added to the Labor and Employment Code and to update cross-references throughout the Municipal Code.

Existing Law

The Municipal Code includes a variety of ordinances that govern employment and work practices of businesses within the City limits, and of contractors, lessees, and others that do business with the City. These ordinances are scattered in various Chapters of the Administrative Code and various Articles of the Police Code.

Amendments to Current Law

The ordinance will create a new Labor and Employment Code within the City's Municipal Code. Existing ordinances regulating employment and work practices within the City would be redesignated as Articles of Division I of the new Code. Existing ordinances pertaining to employees of contractors and certain other employers that do business with the City, directly or indirectly, would be redesignated as Articles of Division II of the new Code. Employment-related ordinances that exclusively or primarily pertain to City employees are not included in the Labor and Employment Code.

The ordinance states that the Board of Supervisors intends to move employment-related portions of "hybrid" ordinances, which include employment and non-employment provisions, to the Labor and Employment Code through subsequent legislation.

Background Information

Currently, ordinances that govern employment and work practices of businesses and other entities within the City limits, and of contractors, lessees, and others that do business with the City, are in the Administrative Code and the Police Code. They are often sequenced in the order enacted, and not clearly grouped as ordinances regulating employment in the City, as distinct from relating to City contractors' employees. The proposed ordinance is intended solely to better organize existing City ordinances so as to be more accessible and understandable to the public, employers, contractors, and employees. It is not intended to effect any change in law.

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