

BOARD of SUPERVISORS



City Hall
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MEMORANDUM

TO: Joaquin Torres, Director, Office of Economic and Workforce Development
Patrick Mulligan, Director, Office of Labor Standards Enforcement

FROM: John Carroll, Assistant Clerk, Government Audit and Oversight Committee,
Board of Supervisors

DATE: August 5, 2020

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Supervisor Mar on July 28, 2020:

File No. 200816

Reenactment of emergency ordinance (Ordinance No. 104-20) temporarily creating a right to reemployment for certain employees laid off due to the COVID-19 pandemic if their employer seeks to fill the same position previously held by a laid-off worker, or a substantially similar position, as defined.

If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c: Office of Supervisor Mar
J'Wel Vaughan, Office of Economic and Workforce Development
Anne Taupier, Office of Economic and Workforce Development
Lisa Pagan, Office of Economic and Workforce Development

1 [Emergency Ordinance - Temporary Right to Reemployment Following Layoff Due to COVID-
2 19 Pandemic]

3 **Reenactment of emergency ordinance (Ordinance No. 104-20) temporarily creating a**
4 **right to reemployment for certain employees laid off due to the COVID-19 pandemic if**
5 **their employer seeks to fill the same position previously held by a laid-off worker, or a**
6 **substantially similar position, as defined.**

7 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
8 **Additions to Codes** are in *single-underline italics Times New Roman font*.
9 **Deletions to Codes** are in ~~*strikethrough italics Times New Roman font*~~.
10 **Board amendment additions** are in double-underlined Arial font.
11 **Board amendment deletions** are in ~~Arial font~~.
12 **Asterisks (* * * *)** indicate the omission of unchanged Code
13 subsections or parts of tables.

14 Be it ordained by the People of the City and County of San Francisco:

15 Section 1. Declaration of Emergency Pursuant to Charter Section 2.107.

16 (a) Section 2.107 of the Charter authorizes passage of an emergency ordinance in
17 cases of public emergency affecting life, health, or property, or for the uninterrupted operation
18 of any City or County department or office required to comply with time limitations established
19 by law. An emergency ordinance enacted under Charter Section 2.107 automatically
20 terminates on the 61st day after passage, but may be reenacted upon the same terms and
21 conditions applicable to its initial enactment.

22 (b) Pursuant to Charter Section 2.107, the City enacted Ordinance No. 104-20, the
23 “Back to Work” emergency ordinance, which temporarily requires certain employers operating
24 in San Francisco to offer reemployment to eligible employees laid off as a result of the
25 COVID-19 public health emergency.

1 (c) The Board of Supervisors hereby finds that the findings declared in Sections 2 and
2 3 of Ordinance No. 104-20 remain valid and compelling, and declares further that an actual
3 emergency continues to exist that requires the reenactment of the Back to Work emergency
4 ordinance to mitigate the economics effects of layoffs caused by the public health emergency.
5 COVID-19 continues to present an extremely dangerous public health risk to the community,
6 and the adverse economic impact on workers and their families remains severe,
7 notwithstanding gradual efforts to reopen sectors of the economy. Further, many employees
8 continue to experience family caregiving challenges due to school and care facility closures,
9 challenges securing caregiving assistance, and the planned continuation of distance learning
10 during the upcoming academic year.

11
12 Section 2. Reenactment of Emergency Ordinance.

13 Consistent with Charter Section 2.107, this emergency ordinance reenacts for an
14 additional 60 days the emergency ordinance temporarily requiring certain employers operating
15 in San Francisco to offer reemployment to eligible employees laid off as a result of the
16 COVID-19 public health emergency (Ordinance No. 104-20).

17
18 Section 3. Effective Date; Expiration.

19 (a) If enacted prior to the expiration of Ordinance No. 104-20, this reenacted
20 emergency ordinance shall become effective immediately upon the date of expiration of
21 Ordinance No. 104-20, and shall itself expire on the 61st day following its effective date
22 unless reenacted as provided by Charter Section 2.107.

23 (b) If enacted after the expiration of Ordinance No. 104-20, this reenacted emergency
24 ordinance shall become effective immediately upon enactment, and shall expire on the 61st
25 day following its effective date unless reenacted as provided by Charter Section 2.107.

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Section 4. Directions to Clerk.

The Clerk of the Board of Supervisors is hereby directed to place a copy of this reenacted emergency ordinance in File No. 200455 for Ordinance No. 104-20 and to make a notation cross-referencing this emergency ordinance where Ordinance No. 104-20 appears on the Board of Supervisors website as legislation passed.

Section 5. Supermajority Vote Required.

In accordance with Charter Section 2.107, passage of this reenacted emergency ordinance by the Board of Supervisors requires an affirmative vote of two-thirds of the Board of Supervisors.

APPROVED AS TO FORM:
DENNIS J. HERRERA, City Attorney

By: /s/ _____
LISA POWELL
Deputy City Attorney

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LEGISLATIVE DIGEST

[Emergency Ordinance - Temporary Right to Reemployment Following Layoff Due to COVID-19 Pandemic]

Reenactment of emergency ordinance (Ordinance No. 104-20) to temporarily create a right to reemployment for certain employees laid off due to the COVID-19 pandemic if their employer seeks to fill the same position previously held by a laid-off worker, or a substantially similar position, as defined.

Existing Law

In general, under existing law, there is no right to reemployment for employees working in San Francisco in the event that their employer separates them from employment. However, an emergency ordinance (Ordinance No. 104-20) temporarily requires certain employers operating in San Francisco to offer reemployment to eligible employees laid off as a result of the COVID-19 public health emergency. The legislative digests for that emergency ordinance are found in Board File No. 200455.

The emergency ordinance applies to employers that operate in San Francisco and employ 100 or more employees, except healthcare operations. The emergency ordinance applies to employees who were employed for at least 90 days of the calendar year preceding the notice of a layoff and who suffered layoff due to the emergency. A layoff is a separation from employment of 10 or more eligible employees within a 30-day period, starting on or after February 25, 2020, due to the emergency. If an employer seeks to rehire employees to the same or similar positions previously held by laid-off eligible employees, an employer shall offer reemployment to such eligible employees in order of seniority.

Under the emergency ordinance, the Office of Economic and Workforce Development (OEWD) receives notices of layoffs and offers of reemployment and operates a hotline for workers. The Office of Labor Standards Enforcement (OLSE) is authorized to issue regulations.

Additionally, the emergency ordinance requires employers to reasonably accommodate employees who cannot work because of a family care hardship. A family care hardship is a circumstance in which the employee is unable to work due to any reason for which a person may use paid sick leave under Administrative Code § 12W.4(a) to provide care for someone other than themselves, including but not limited to a need to care for a child whose school or place of care has been closed or whose childcare provider is unavailable as a result of the public health emergency and no other suitable person is available to care for the child during the period of such leave.

Amendments to Existing Law

The proposed emergency ordinance reenacts Ordinance No. 104-20, with the result that it does not terminate on September 1, 2020, but rather is extended for an additional 60 days.

Introduction Form

By a Member of the Board of Supervisors or Mayor

Time stamp
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee. (An Ordinance, Resolution, Motion or Charter Amendment).
- 2. Request for next printed agenda Without Reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning : "Supervisor inquiries"
- 5. City Attorney Request.
- 6. Call File No. from Committee.
- 7. Budget Analyst request (attached written motion).
- 8. Substitute Legislation File No.
- 9. Reactivate File No.
- 10. Topic submitted for Mayoral Appearance before the BOS on

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission
- Youth Commission
- Ethics Commission
- Planning Commission
- Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use the Imperative Form.

Sponsor(s):

Subject:

The text is listed:

Signature of Sponsoring Supervisor:

For Clerk's Use Only