City & County of San Francisco
Health Care Security Ordinance

Covered Employers Must Post Where Employees Can Read Easily

OFFICIAL NOTICE 2025

You may be entitled to employer health care spending

Most workers in San Francisco are entitled to employer health care spending, if you:

- Work at least **8 hours** per week in San Francisco
- Have been employed by your employer for about 3 months **(90 days)**
- Work for a business that has **20 or more workers** worldwide or a non-profit with **50 or more workers** worldwide

2025 Required Health Care Spending Rates	
Employer size	**Required rate**
20-99 workers worldwide (or nonprofits with 50-99 workers)	**$2.56 / hour**
100 or more workers worldwide	**$3.85 / hour**

Your employer may choose how they spend the money. For example, your employer may pay for health, dental, or vision insurance, make payments to the SF City Option program, etc.

The City may investigate possible violations of the law, and can order employers who violate the law to pay penalties and make payments to workers. Employers may not punish employees who file a complaint or who cooperate with an investigation.

If you have any questions, please contact your employer or the San Francisco Office of Labor Standards Enforcement at (415) 554-7892 or HCSO@sfgov.org. You can also visit the OLSE website at www.sf.gov/olse-hcso

AVISO OFICIAL 2025 - Ordenanza de Seguridad del Cuidado de la Salud (HCSO)

Es posible que tenga derecho a los gastos de atención medica del empleador

La mayoría de los trabajadores en San Francisco tienen derecho a los gastos de atención medica del empleador, si usted:

- Trabaja por lo menos **8 horas** a la semana en San Francisco
- Ha estado trabajando por su empleador durante aproximadamente unos 3 meses **(90 días)**
- Trabaja para una empresa que tiene **20 o más trabajadores** en todo el mundo o una organización sin fines de lucro con **50 o más trabajadores** en todo el mundo

Tasas de gasto en atención medica requerida 2025	
Tamaño de la empresa	**Tasa obligatoria**
20-99 trabajadores en todo el mundo (o entidades sin fines de lucro con 50-99 trabajadores)	**$2.56/hora**
100 o más trabajadores en todo el mundo	**$3.85/hora**

Su empleador puede elegir cómo gastar el dinero. Por ejemplo, su empleador puede pagar un seguro médico, dental o de visión, hacer pagos al programa SF City Option, etc.

La Ciudad podría investigar los posibles incumplimientos de la ley, y puede ordenar a los empleadores que violen la ley que paguen multas y realicen pagos a los trabajadores. Los empleadores no deben castigar a los empleados que presenten una queja o que cooperen con una investigación.

Si usted tiene alguna pregunta, comuníquese con su empleador o con la Oficina de Normas Laborales de San Francisco en (415) 554-7892 ó HCSO@sfgov.org. También puede visitar el sitio web de OLSE en: www.sf.gov/olse-hcso

2025 年政府通知-醫療保障條例 (HCSO)

您可能有權享有雇主提供的醫療保健費

大多数三藩市雇员有权享有雇主提供的醫療保健費，符合条件如下:

- 在三藩市每周至少工作 **8 小時**
- 受聘約 3 個月(**90天**)
- 在全球範圍內擁有 **20 名或以上雇員**的企業或在全球擁有 **50 名或以上雇員**的非營利組織工作。

2025 年法定醫療保健费率	
雇主规模	**法定费率**
全球有 20-99 名雇员 (或有50-99名雇员的非營利組織)	**$2.56 / 小时**
全球有 100 名或以上雇员	**$3.85 / 小时**

您的雇主可以選擇如何使用這些保健費用。例如，雇主可以用這些錢來支付醫療保險、牙科保險、眼科保險或向三藩市市府健康保健計劃（稱爲 City Option ）付款等。

市政府對違反法律行爲將會進行調查并可責令違法的雇主支付罰款及向雇员支付欠款。雇主不得懲罰提出投訴或配合調查的雇员。

如果您有任何问题，請與您的雇主或三藩市劳工標準執行辦公室聯絡。(San Francisco Office of Labor Standards Enforcement)，电話 (415) 554-7892 或电邮 HCSO@sfgov.org。您也可以瀏覽OLSE的網站 www.sf.gov/olse-hcso

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Opisyal na abiso para sa 2025 - Ordinansa ukol sa Seguridad para sa Pangangalaga ng Kalusugan (Health Care Security Ordinance, HCSO)

Posibleng kuwalipikado kayo para sa paggasta ng taga-empleyo para sa pangangalaga ng kalusugan o employer health care spending

Karamihan sa mga manggagawa ng San Francisco ay may karapatan sa paggasta ng taga-empleyo para sa pangangalaga ng kalusugan, kung kayo ay:

- Nagtatrabaho nang hindi bababa sa **8 oras** kada linggo sa San Francisco
- Naempleyo na ng inyong taga-empleyo nang humigit-kumulang sa 3 buwan (**90 araw**)
- Nagtatrabaho para sa negosyong may **20 o higit pang manggagawa** sa kabuuan ng mundo o non-profit na may **50 o higit pang manggagawa** sa kabuuan ng mundo

Itinatakdang mga Halaga sa Paggasta para sa Pangangalaga ng Kalusugan sa 2025	
Laki ng Taga-empleyo	**Itinatakdang Halaga**
20-99 manggagawa sa kabuuan ng mundo (o nonprofit na may 50-99 manggagawa)	**$2.56/oras**
100 o higit pang manggagawa sa kabuuan ng mundo	**$3.85/oras**

Puwedeng piliin ng inyong taga-empleyo kung paano nito gagastahin ang pera. Halimbawa, posibleng bayaran ng inyong taga-empleyo ang seguro sa kalusugan, pangangalaga ng ngipin, o paningin, magbayad sa programang SF City Option, at iba pa.

Maaaring imbestigahan ng Lungsod ang mga posibleng paglabag sa batas, at puwede nitong iutos sa mga taga-empleyong lalabag sa batas na magbayad ng multa at bayaran din ang mga manggagawa. Hindi puwedeng parusahan ng mga taga-empleyo ang mga empleyadong magfa-file ng reklamo o magbibigay ng kooperasyon sa imbestigasyon.

Kung mayroon kayong anumang tanong, pakikontak ang inyong taga-empleyo o ang Opisina para sa Pagpapatupad ng mga Pamantayan sa Paggawa (Office of Labor Standards Enforcement) ng San Francisco sa (415) 554-7892 o sa HCSO@sfgov.org.
Puwede rin ninyong bisitahin ang website ng OLSE sa www.sf.gov/olse-hcso

CITY AND COUNTY OF SAN FRANCISCO

GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
PATRICK MULLIGAN, DIRECTOR

San Francisco's Citywide Labor Laws

San Francisco Ordinance	Purpose	Employers Covered
Minimum Wage	Requires employers to pay employees a minimum hourly wage rate. The rate increases on July 1st each year and is based on the Consumer Price Index increase.	All employers with employees in San Francisco.
Paid Sick Leave	Requires employers to provide employees paid sick leave for employees' own care and to care for a family member.	All employers with employees in San Francisco.
Lactation in the Workplace	Requires employers to provide employees with breaks and appropriate space to express breast milk.	All employers with employees in San Francisco.
Paid Parental Leave	Requires employers to provide 8 weeks of supplemental compensation to employees receiving California Paid Family Leave benefits to bond with a new child.	Employers with 20 or more employees worldwide.
Fair Chance	Regulates employers' use of arrest and conviction records in hiring and employment decisions.	Employers with 5 or more employees worldwide.
Health Care Security	Requires employers to spend a minimum hourly amount on health care for each covered employee.	For-profit employers with 20 or more workers worldwide and non-profits with 50 or more workers worldwide.
Consideration of Salary History	Prohibits employers from considering prior salary information during hiring.	All employers with employees in San Francisco.
Family Friendly Workplace	Requires employers to provide employees with a flexible or predictable work arrangement for qualifying care giving duties, subject to exception.	Employers with 20 or more employees worldwide.
Formula Retail Employee Rights	Regulates scheduling, part-time work, and hiring at large chain businesses.	Formula retail employers with 40 or more locations worldwide and 20 or more employees in San Francisco.
Public Health Emergency Leave	Requires employers to provide employees with paid leave during a public health emergency when the employee is unable to work due to a qualifying reason.	Employers with 100 or more employees worldwide.
Displaced Worker Protection Act	Requires certain successor contractors and subcontractors to retain covered employees for at least 90 days after the termination of a covered service contract.	Certain contractors as defined in the law and rules.
Military Leave Pay Protection Act	Requires employers to provide up to 30 days of supplemental compensation to employees during military leave.	Employers with 100 or more employees worldwide.

If you have a contract or lease with the City and County of San Francisco, additional labor laws may apply and can be found at www.sf.gov/employer-responsibilities-san-francisco.

For more information, visit www.sf.gov/olse or call (415) 554-6235.
如需詳細資訊，請瀏覽 www.sf.gov/olse **或致電** (415) 554-6235。
Para más información visite a www.sf.gov/olse o llame a (415) 554-6235.
Para sa karagdagang kaalaman, bumisita sa www.sf.gov/olse o tumawag sa (415) 554-6235.