

San Francisco Employer Ordinances:

What you need to know

San Francisco has nine major ordinances that readily impact for-profit employers. (More for City contractors). Some of these ordinances directly overlap (or expand) on existing State and Federal laws while others are unique to San Francisco.

The purpose of this guide is to help companies based in San Francisco to have a stronger understanding of their obligations.

I may refer to “City”, which collectively refers to the City and County of San Francisco.

Audience Considerations

The primary audience of this guide is for smaller (sub 500 headcount), tech-focused companies.

- This guide *does not* focus on City contractors.
- This guide *does not* provide guidance for nonprofits, union environments or formula retail establishments.

Resources to Consult

The City of San Francisco maintains a very comprehensive website, [located here](#). I strongly encourage you to opt into email alerts [via this link](#). (You can subscribe to more granular updates on specific policies as well).

If in doubt, you can contact the City for clarification on specific policies. Each policy page has a dedicated email address (or phone number) you can call.

Regarding Languages

The City provides forms in multiple languages. To avoid overlinking, I have defaulted to the English version of the forms. However, I strongly encourage you to make active use of appropriate language forms when logical.

Disclaimer: Not Legal Advice

This guide does not supplant legal advice. Given that this guide functions as a primer, there will be issues unique to your company and employment matters that this guide will not directly address. I encourage you to consult the Supplemental Resources for a more holistic understanding.