

REG BSC 3-2-22 Public Health Emergency Leave Reconsideration Req DP 220303

I hereby request reconsideration of the Approved Digest for the ballot measure with the working title "Public Health Emergency Leave". I have included the text adopted by the Committee with my alternate language as tracked changes. I recommend these changes to increase accuracy and clarity. Thanks. DP

The Way It Is Now: The City generally requires employers to provide employees with paid sick leave based on hours worked in San Francisco. The City also provides its employees with paid sick leave.

The City does not have a law ~~regarding addressing~~ paid public health emergency leave.

The Proposal: ~~Starting on October 1, 2022,~~ Proposition is an ordinance that would generally require private employers and the City to provide ~~paid leave to~~ employees with paid leave for public health emergencies, starting October 1, 2022. This requirement would apply to private employers with more than 100 employees worldwide and would only cover ~~only~~ their employees working in San Francisco. The amount of paid leave provided each year would be ~~equal to~~ the number of hours that the each employee regularly works over a two-week period, but no more than up to a maximum of 80 hours. This paid leave could only ~~can~~ be used ~~only~~ during a declared public health emergency.

A public health emergency includes:

- a local or state health emergency relating to any infectious disease, as declared by the a local or state health ~~officer-official~~; or
- a day when a Spare the Air Alert is in effect.

Employees would be able to ~~may~~ use public health emergency leave ~~in several circumstances, including~~ when:

- the employee or a their family member is unable to work due to the recommendations or requirements of a health order addressing the emergency;
- the employee or a their family member experiences symptoms of, or tests positive for, the disease causing the emergency ~~or tests positive for the disease~~; or
- the employee primarily works outdoors and has heart or lung disease, has respiratory problems, is pregnant, or is at least 60 years old on a day when a Spare the Air Alert is in effect.

An ~~employee may choose to use public health emergency leave or paid sick leave in circumstances where both could apply. employer would not be required to carry over an employee's~~ Any unused public health emergency leave from year does not carry over to ~~the next~~ year.

A "YES" Vote Means: If you vote "yes," you want to require private employers with more than 100 employees worldwide and the City to provide paid public health emergency leave, not to exceed 80 hours a year, for their employees working in San Francisco.

A "NO" Vote Means: If you vote "no," you do not want to make these changes require this new paid public health emergency leave.