

Public Health Emergency Leave*

Digest by the Ballot Simplification Committee

Status: Final Digest
On: Wednesday, March 2, 2022
Members: Packard, Anderson, Merrill, Patterson

Deadline to Request Reconsideration: 5 p.m. Thursday, March 3

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 addressing paid public health emergency leave.

The Proposal: Starting on October 1, 2022, Proposition ____ would generally require private employers and the City to provide paid leave to employees for public health emergencies. This requirement would apply to private employers with more than 100 employees worldwide and would cover only their employees working in San Francisco. The amount of leave provided each year would be equal to the number of hours that each employee regularly works over a two-week period, up to a maximum of 80 hours. This leave can be used only during a public health emergency.

A public health emergency includes:

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

Employees may use public health emergency leave in several circumstances, including when:

- the employee or their family member is unable to work due to the recommendations or requirements of a health order addressing the emergency;
- the employee or their family member experiences symptoms of 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 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. Any unused public health emergency leave 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 in San Francisco.

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

**Working title, for identification only. The Director of Elections determines the title of each local ballot measure; measure titles are not considered during Ballot Simplification Committee meetings.*