



Part 1: City-Wide and Contract Labor Laws for Non-Profit Grantees

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This presentation provides an overview of labor laws for non-profit grantees with the City and County of San Francisco. The goal is to have you create your own list of relevant contract labor laws.



How to get the most out of this video

- This video is a part of a series! You will need to watch Part 2 & 3 to complete the series.
- Print the presentation slides and have them available as you watch this video.
- Check off the boxes on the charts to create a customized list of laws.
- Take notes!



Labor Laws for CCSF

City-Wide



Contract



What's your Employee Count?

To determine which laws you must comply with, you must know your **employee count**.

Employee count includes all persons working for the employer, regardless of whether they are located in San Francisco or outside of the city.



Does it matter where my company is headquartered?

No. It does not matter where your company is headquartered.



Contract Labor Law Background Info

- CCSF has standard contract templates with the required “contract” labor laws.
- You are required to comply with the Contract Law requirements for the employees who perform work on the contract in the USA.
- Why do I need to comply with these contract labor laws?



Covered Employer and Covered Employees

- Are you a Covered Employer?
- If you are a Covered Employer, do you have any Covered Employees?



Contract Labor Laws (Non-Profit Grantees)



All Employers

- Consideration of Salary History *

Employers with 5+

- Minimum Compensation Ordinance**
- Fair Chance Ordinance *

Work Specific

- Prevailing Wage 21C
- Prevailing Wage 6

* Also required for all companies operating in CCSF

** Trumps MWO & PSLO

City-Wide Labor Laws (Non-Profit Grantees)



All Employers

- Minimum Wage Ordinance*
- Paid Sick Leave Ordinance*
- Lactation in the Workplace
- Consideration of Salary History

5+

- Fair Chance Ordinance

20+

- Paid Parental Leave
- Family Friendly Workplace Ordinance

50+

- Health Care Security Ordinance

* You will not have to comply with these ordinances if you are complying with the MCO

Which laws do I comply with?

Contract and City-Wide Labor Laws



Contract

- **Do the Contract Law(s) apply to you?**
 - **Yes** – Then Contract Law(s)
 - **No** – Then, if operating in CCSF, follow City-Wide

City-Wide

- The Contract Law(s) don't apply to you AND you operate in CCSF

The Two (2) Big Categories for Contract Labor Laws

Prevailing Wage

- Chapter 6
- Chapter 21C

Minimum Compensation Ordinance (MCO)



Not sure where to start? Check Prevailing Wage First!

Go to OLSE website and see if the type of work you will be performing falls under:

1. Prevailing Wage – Chapter 6
2. Prevailing Wage – Chapter 21C (Miscellaneous)

If yes...

- Comply with Prevailing Wage for employees performing that/those type(s) of work.
- Who are the Covered Employees? Figure out and make a list.



If no...

Work falls under Minimum Compensation Ordinance (MCO).
Your health care law would be Health Care Security Ordinance
(City-Wide)

If yes...

- Determine if you are a Covered Employer.
- If yes, determine who are your Covered employees.
 - Who are the Covered Employees? Figure out and make a list.



Examples of Work and Contract Labor Laws

- Construction work (i.e. carpentry, masonry) = Prevailing Wage (Chapter 6)
- Janitorial services or Security Guards – Prevailing Wage (Chapter 21C – Miscellaneous)
- Administrators/office staff, counselors, consultants, outreach workers, nurses, teachers, youth care providers, architects, engineers, Project Managers = MCO



Which laws do I comply with? Prevailing Wage or MCO?



Prevailing
Wage

Work Specific

- Chapter 6 (Construction)
- Chapter 21C (Miscellaneous)
 - Yes – Then Contract Law: Prevailing Wage
 - No – Then, MCO

MCO

Minimum Compensation Ordinance (MCO)



Continue to Part 2 – Contract versus City-Wide Labor Laws



Office of Labor Standards Enforcement

Contact Us

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