

San Francisco Labor Laws for City Contractors at San Francisco International Airport

Effective July 1, 2024

(Revised: December 2024)

Minimum Compensation Ordinance (MCO) Wages and Paid Time Off (PTO)

For a company that has 5 employees or more, anywhere in the world. Includes subcontractors.

Any employee who works on a City contract for services:

- For-profit rate is \$20.96/hour as of 7/1/24
- Non-profit rate is \$20.25/hour as of 7/1/24
- Public Entities rate is \$21.50/hour as of 7/1/24; \$22.00/hour as of 1/1/25
- 0.04615 hours of PTO per hour worked (can be used as vacation or sick leave, and is vested and cashed out at termination)
- 0.03846 hours of Unpaid Time Off per hour worked – allowed without consequence
- Employee must sign a “Know Your Rights” form
- Posting Requirement



Contact the MCO unit:

Email: mco@sfgov.org

Phone: (415) 554-7903

Website: <https://www.sf.gov/information/minimum-compensation-ordinance>

Health Care Accountability Ordinance (HCAO)

For a company that has > 20 workers (for profit)/ > 50 workers (nonprofit), anywhere in the world – Includes subcontractors.

Any employee who works at least 20 hours a week on a City contract for services:

- Either:
 - A. Offer a compliant health plan with no premium charge to the employee. See Minimum Standards OR
 - B. Pay \$6.75* per hour to SF General Hospital (not Healthy San Francisco and not a benefit to employees) OR
 - C. Pay \$6.75* per hour to covered employee. N/A to SFO and San Bruno Jail locations. Employee must live outside of SF and work on a City contract outside of SF. See HCAO for more details.
- Employee must sign a “Know Your Rights” form
- Posting Requirement

***Rate changes every July 1st**



Contact the HCAO unit:

Email: hcao@sfgov.org

Phone: (415) 554-7903

Website: <https://www.sf.gov/information/health-care-accountability-ordinance>