



# City & County of San Francisco Paid Sick Leave



## California Healthy Workplaces/Healthy Families Act & SF Paid Sick Leave Ordinance

Employees in San Francisco are entitled to paid sick leave under both California and local San Francisco law.

### How Much Paid Sick Leave Do San Francisco Employees Accrue?

- One hour of paid sick leave for every 30 hours worked
- Employees begin accruing sick leave on the 1st day of employment
- Employers with 10 or more employees must allow employees to accrue at least up to 72 hours.
- Employers with less than 10 employees may provide paid sick leave in different ways:
  - Allow employees to accrue up to at least 48 hours; or
  - Provide an "advance" of 24 hours or 3 days of paid sick leave to comply with the State law "up-front option," and later allow employees to accrue up to 40 hours to comply with SF law.

- Accrued paid sick leave carries over from year to year
- Amount of available paid sick leave must be listed on each paycheck or wage statement

### When and How Can Employees Use Paid Sick Leave?

- Can start using paid sick leave on the 90th day of employment
- May use paid sick leave for an existing health condition or preventive care, or for specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking
- May use paid sick leave for employee's own care or care of a specified family member or designated person

**ONE HOUR EARNED**  
for every  
**30 WORKED**

Retaliation or discrimination against an employee who requests and/or uses paid sick days is prohibited. An employee can file a complaint against an employer who retaliates or discriminates against the employee or who fails to provide required sick leave. For more information, contact:

California Labor Commissioner's San Francisco Office: (415) 703-5300 [http://www.dir.ca.gov/dlse/paid\\_sick\\_leave.htm](http://www.dir.ca.gov/dlse/paid_sick_leave.htm)

San Francisco Office of Labor Standards Enforcement: (415) 554-6271; [psl@sfgov.org](mailto:psl@sfgov.org)

### Licencia por enfermedad

- Su empleador está obligado a proporcionar por enfermedad corta
- Usted puede tomar licencia por enfermedad para cuidar de sí mismo o un miembro de la familia
- Si su empleador no sigue la ley o si tiene alguna pregunta acerca de la ley, llame a la Oficina de Normas Laborales en San Francisco al 415-554-6271 or llame al Oficina del Comisionado Laboral del Estado de California a (415) 703-5300
- La licencia por enfermedad se acumulan a razón de 1 hora de licencia por cada 30 horas trabajadas
- Su empleador no está autorizado a tomar represalias contra usted por denunciar una violación



### 帶薪病假

- 你的僱主必須提供帶薪病假
- 你可以請病假來照顧自己或家庭成員
- 如果你的僱主不遵守法律, 如果您有關於法律問題, 請
- 致電 San Francisco OLSE 在415-554-6271 或致電(415)703-5300 聯絡加州勞工專員
- 病假1小時休假的速度累積 每30工作小時
- 你的僱主不得打擊報復您舉報違規



### Bayad na Oras Para sa Pagkakasakit

- Kinakailangang magkaloob ang mga employer ng bayad na oras para sa pagkakasakit
- Sa bawat 30 oras ng pagtatrabaho, makakaipon kayo ng 1 bayad na oras para sa pagkakasakit
- Maari itong gamitin sa pangangalaga sa sarili o miyembro ng pamilya
- Kung hindi tumutupad ang inyong employer sa batas na ito, o kung mayroon kayong katanungan tungkol sa batas na ito, tumawag po lamang sa San Francisco OLSE sa 415-554-6271 o Labor Commissioner ng California sa (415) 703-5300
- Ipinagbabawal ang paghihiganti ng mga employer

