San Francisco, California: Paid Sick Leave Ordinance

Description of Program and Relief

San Francisco’s Paid Sick Leave Ordinance (PSLO) requires employers to provide paid sick leave to all employees who perform work in San Francisco. Employees earn 1 hour of paid sick leave for every 30 hours worked. Employers with 10 or more employees may cap sick time balance at 72 hours. Employers with fewer than 10 employees may cap sick time at 40 hours.

In response to the COVID-19 pandemic, the Office of Labor Standards Enforcement has suspended Rule 2.3 of the PSLO rules, which ordinarily allows employers to require a doctor’s note or documentation for use of sick leave for more than three consecutive work days. Employers may not require a doctor’s note or other documentation for the use of paid sick leave under the PSLO during the duration of the Local Health Emergency declared in response to COVID-19.

Government or Lead Agency

City of San Francisco Office of Labor Standards Enforcement (OSLE)

Dates Available

March 16, 2020 to TBD

Eligibility Requirements/Restrictions

Employees performing work in San Francisco are eligible.

Application Deadlines (If Applicable)

N/A

Contact for More Information

Email psl@sfgov.org or call (415) 554-6271 with any questions.

List of Additional Information
