



City & County of San Francisco Paid Sick Leave Ordinance

Covered Employers Must Post Where Employees Can Read Easily

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 must allow employees to accrue at least up to 40 hours*
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

ONE HOUR EARNED
for every
30 WORKED

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*

* Employers and employees should consult the Healthy Workplace, Healthy Families Act of 2014, as amended, to ensure compliance with state law provisions that are more protective and exceed San Francisco's Paid Sick Leave Ordinance.

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
San Francisco Office of Labor Standards Enforcement: (415) 554-6271; 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
- pinagbabawal ang paghihiganti ng mga employer