

# CITY AND COUNTY OF SAN FRANCISCO



## **NOTICE TO SAN FRANCISCO INTERNATIONAL AIRPORT (SFO) QUALITY STANDARDS PROGRAM (QSP) EMPLOYEES**

**(Operative: February 26, 2026 – June 30, 2026\*)**

### **Healthy Airport Ordinance (HAO)**

Your employer is a contractor with the City and County of San Francisco, and the contract is subject to the Healthy Airport Ordinance (HAO)—an amendment to the Health Care Accountability Ordinance (HCAO). For SF Airport Service Employees (QSP employees), the HAO requires employers to provide certain health benefits, make contributions, or make health care expenditures to or on behalf of employees. If you work for a QSP employer at SFO, **you are a covered employee**. There is **no minimum hours requirement** for QSP employees to qualify for these health benefits. Under the HAO, QSP employers must choose one of the following compliance options:

**1. PROVIDE A COMPLIANT FAMILY HEALTH PLAN FOR THE EMPLOYEE AND THEIR DEPENDENTS THAT MEETS THE HEALTH PLAN REQUIREMENTS**

- At least one health plan must be offered at no cost to the employee and dependents.
- Coverage must begin on the first of the month that begins after 30 days from the start of employment.

**OR**

**2. PAY \$12.15 PER HOUR WORKED TO THE CITY OPTION**

Pay \$12.15 per hour for each hour worked (up to 40 hours a week) to the City Option, that provides employees with medical reimbursement accounts.

**OR**

**3. MAKE IRREVOCABLE HEALTH CARE EXPENDITURES BASED ON EMPLOYEE'S HOUSEHOLD SIZE AND HOURS WORKED**

Make irrevocable health care expenditures to or on behalf of each covered employee for hours worked at or near SFO in a QSP capacity, at the following rates:

Household Size	Rate Per Hour Worked	Maximum Per Week
Employee w/ no Dependents	\$6.17	\$246.80
Employee w/ 1 Dependent	\$12.33	\$493.20
Employee w/ 2+ Dependents	\$17.44	\$697.60

Effective January 1, 2027, option 3 will be the only compliance method for QSP employers.

**IF YOU BELIEVE YOUR RIGHTS ARE BEING VIOLATED, CONTACT THE OFFICE OF  
LABOR STANDARDS ENFORCEMENT AT (415) 554-7903 OR [HCAO@SFGOV.ORG](mailto:HCAO@SFGOV.ORG).**

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